

STRATEGIC RESOURCES & PERFORMANCE MEETING

**Tuesday 14 September 2021 at 10.00 am
Committee Room 18
Gedling Borough Council Civic Centre
Arnold NG5 6LU**

Membership

Caroline Henry – 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 Notes of the previous meeting held on 21st July 2021
- 2 Apologies for Absence
- 3 Estates Strategy and Estates Rationalisation Update
- 4 Environmental Management
- 5 Workforce Planning
- 6 Health and Wellbeing Activity Update
- 7 Equality, Diversity and Inclusion Update September 2021
- 8 Nottinghamshire police Health and Safety Update
- 9 Use of Force - Item withdrawn
- 10 Stop and Search

- 11 Police and Crime Commissioner's Update Report
- 12 Regional Collaboration (verbal update)
- 13 Work Programme

NOTES

- For **further information** on this agenda, please contact the Office of the Police and Crime Commissioner on 0115 8445998 or email nopcc@nottinghamshire.pnn.police.uk
- 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 21st JULY 2021 VIA TEAMS**

COMMENCING AT 10.30 AM

MEMBERSHIP

(A – denotes absence)

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

OTHERS PRESENT

Daniel Howitt – Nottinghamshire Police

Noel McMenamin – Democratic Services, Nottinghamshire County Council

1. NOTES OF MEETING HELD ON 19 MAY 2021

The notes of the meeting held on 19th May 2021, having been circulated to all Members, were taken as read and agreed as a true record.

2. APOLOGIES FOR ABSENCE

Apologies were received from:

Deputy Chief Constable Barber;
Kevin Dennis; and
Mark Kimberley.

3. EMERGENCY SERVICES NETWORK

The meeting considered the published report, updating the Police and Crime Commissioner on progress in delivering the Emergency Services Network (ESN) at national, regional and local level.

During discussion, it was explained that the Home Office-led initiative had been beset by delays, budget over-runs and changes in strategic direction. Concern had also been expressed about the lack of alternative of service provision, which was potentially the subject of investigation by the Competition and Mergers Commission.

It was confirmed that the new Force Headquarters was designed to be compatible with the new system, once available.

RESOLVED 2021/021

To note the update.

4. STRATEGIC POLICING REQUIREMENT COMPLIANCE UPDATE

The meeting considered the published report, providing an update on compliance against the Force's Strategic Policing Requirement.

During discussion, a number of issues were raised and points made:

- It was explained that there was a statutory duty on the Chief Constable and Police and Crime Commissioner to ensure that strategic policing requirements were contained in and addressed through local policing plans. However, it was possible to place local emphasis on specific elements of the overall requirements;
- It was confirmed that all plans and deployments were recorded on the Centurion system and that an assessment on compliance was also conducted by an independent firearms specialist;
- It was explained that a review of Local Resilience Forums (LRFs) would be conducted in the wake of the Covid-19 pandemic. It was recommended that the Police and Crime Commissioner attend LRF Group meetings, both to network and to gain insight on how they operated.

RESOLVED 2021/022

To note the report.

5. NATIONAL POLICE AIR SUPPORT – FUTURE MODEL OF DELIVERY AND FUNDING REQUIREMENTS

The meeting considered the report, updating the Police and Crime Commissioner in respect of delivering Air Support (NPAS) to Nottinghamshire Police in the future.

During discussion, there was consensus that it was not appropriate that NPAS controlled drone capacity and deployment at local level. Drones had had a very positive impact on a wide range of policing activity since their introduction, and ongoing local control was considered essential for this to continue.

RESOLVED 2021/023

To note the report.

6. TRANSFORMING FORENSICS

The meeting considered the report, which provided an update on progress in respect of updates from the forensics portfolio.

Several comments were made during discussion:

- It was explained that the Transforming Forensics programme was funded as part of the national Rape Action Plan. The programme enhanced mobile digital capacity to ensure timely and accurate collation of evidence from both scenes of crimes and from victims. Nottinghamshire Police awaited the outcome of its bid submission for £235,000 of digital investment;
- There was consensus that more needed doing to reduce the percentage of victims withdrawing support for prosecutions. However, the view was expressed that it was misleading to look at withdrawal rates in isolation. More meaningful insight could be gained by analysing withdrawal rates for cases sent to the Crown Prosecution Service. The victims of a proportion of reported offences did not wish to proceed to prosecution, but incidents still had to be recorded and evidence saved in case charges were brought forward in the future;
- The Chief Constable undertook to provide additional briefing for the Police and Crime Commissioner outside the meeting.

RESOLVED 2021/024

To note the report.

7. CHIEF CONSTABLE'S UPDATE REPORT JULY 2021

The meeting considered the report, which provided an update on significant events and work that had taken place since March 2021.

The Police and Crime Commissioner placed on record her pride in working with Nottinghamshire Police, and expressed her thanks to the Force for its selfless commitment to Nottinghamshire residents, particularly during the pandemic.

Several issues were raised and points made during a wide-ranging discussion:

- The meeting welcomed confirmation that Nottinghamshire Police had dedicated resource evidencing and evaluating benefits realised from technological and related efficiency initiatives. The Police and Crime Commissioner requested a meeting with the lead officer for this activity;
- The Police and Crime Survey had identified significant public concern about the increase in dog thefts during the pandemic. Communities needed reassuring that action was being taken to address the issue;
- The recent increase in referrals by the Force to Adult Social Care agencies was welcomed. Referral rates had decreased during the pandemic, distorting the level of domestic and related crime perpetrated against vulnerable adults.

Safeguarding demand was expected to continue to increase, but the Force and Multi-Agency Safeguarding Hub partners were geared up for the increase;

- It was explained that City of London Police led on fraud and scams originating outside the UK. A triage system was in place to assess incidents and determine investigation priorities. There had been a drop-off in dating, banking and related scams because of the impact of Covid-19 in host countries, but rates were expected to increase. There had also been a number of local successes in prosecuting local face-to-face fraudsters and scammers, as detailed in the report;
- The view was expressed that Nottinghamshire Police had performed well addressing stalking and harassment crime. The decision had been taken at national level to designate these as violent crimes, and they were investigated accordingly;
- Youth crime remained a key priority at local and national level. The Force and its partner agencies had been successful in addressing knife crime, bucking the national trend by decreasing incidents. Engaging those involved with low-level crime at as early a stage as possible was crucial in preventing involvement with more serious crime in future;
- There had been a spike in online hate crime arising from the Euro 2020 football tournament, largely in respect of black players. The home Secretary had also been the target of hate crime. Overall, hate crime (online and face-to-face) remained relatively low, with satisfaction rates in respect of the Force's dealing with the issue high.

RESOLVED 2021/025

To note the report.

8. PERFORMANCE AND INSIGHT REPORT

The meeting considered the report, which provided an update on key performance headlines for Nottinghamshire Police in the 12 months to June 2021.

During discussion, it was agreed that performance and insight reporting would evolve to address the priorities of the emerging Police and Crime Plan. Issues the Plan was expected to address included:

- Increasing numbers and visibility of frontline officers;
- Narrowing the gap between rural and urban crime;
- Responding effectively to cyber crime; and
- Capturing a wider range of activity, including trespass.

National police performance measures were also currently being refreshed, and it would be prudent to reflect these within the Plan.

Specific performance and insight issues would also be addressed through regular one-to-one meetings between the Police and Crime Commissioner and the Chief Constable.

RESOLVED 2021/026

To note the report.

9. REGIONAL COLLABORATION – VERBAL UPDATE

The Police and Crime Commissioner attended a regional EMSOU meeting on 20 July 2021, with 3 new Police and Crime Commissioners in attendance. Commissioners were committed to working closely together, but to offer challenge where appropriate.

RESOLVED 2021/027

To note the verbal update.

10. WORK PROGRAMME

The Work Programme was noted without substantive discussion.

RESOLVED 2021/028

That the contents of the work programme be noted.

The next meeting was scheduled for 14 September 2021.

The meeting closed at 11.55am

CHAIR

For Decision	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	14th September 2021
Report of:	DCC Barber
Report Author:	Tim Wendels, Head of Estates & Facilities Management
E-mail:	tim.wendels@notts.police.uk
Other Contacts:	
Agenda Item:	3

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

Estates Strategy and Estates Rationalisation Update

1. Purpose of the Report

- 1.1 To purpose of this report is to update the Police and Crime Commissioner with a further update on the implementation of the ongoing Estates strategy and rationalisation programme within Nottinghamshire Police.

2. Recommendations

- 2.1 It is recommended that the progress with the implementation of the ongoing Estates strategy and rationalisation programme is noted.

3. Reasons for Recommendations

- 3.1 To ensure that the Office of the police & Crime Commissioner is aware of the progress being made against the Estates strategy and rationalisation programme.

4. Summary of Key Points

Estates Strategy

- 4.1 The Estates Strategy for 2017 – 2021 was first reported to the Strategic Resources and Performance Meeting on 25th May 2017.

An update on progress with implementation of the proposals within the Strategy was presented to the Police and Crime Panel on 7th February and 26th November 2018. This was then presented back at the Strategic Resources and Performance Meeting on 24th May 2018, 4th September 2019 and 10th September 2020. The Strategy is attached as an Appendix to this Report.

- 4.2 The Strategy seeks to ensure an efficient, fit-for-purpose and sustainable estate that delivers value for money and facilitates flexible working. It supports the Police and Crime Plan and organisational objectives. The Strategy aims to deliver an estate which will be more efficient and of lower cost to run and which is flexible enough to respond to the developing service requirements.

- 4.3 The Strategy includes an Estate Delivery Plan and sets out a wide range of proposed schemes and projects to meet the requirements of the Strategy. A number of future investment plans are included and the Strategy also sets out a wide range of achievements to date which have contributed towards the aims of the Strategy.
- 4.4 A full review of the Strategy is to be undertaken by the end of March 2022 to cover the four year period 2022 - 2026.
- 4.5 Table 1 provides an update on progress with implementation of the proposals set out in the Strategy.

Table 1.

Proposal	Progress
Setting up a Partnership Hub with Mansfield District Council at Mansfield Civic Centre and the sale of Mansfield Woodhouse Police Station	Completed. However, Neighbourhood Team subsequently re-located to Mansfield Police Station to enable co-location with Response Teams. Mansfield Woodhouse Police Station sold.
Setting up a Partnership Hub with Ashfield District Council at the Council Offices in Kirkby in Ashfield and the sale of Sutton in Ashfield Police Station	Partnership Hub complete. Sutton in Ashfield Police Station sold.
Setting up a Partnership Hub in Arnold with Gedling Borough Council and the sale of Arnold Police Station	Partnership Hub complete. Arnold Police Station sold.
Development of a public sector hub in Cotgrave Town Centre with Rushcliffe Borough Council, Nottinghamshire County Council, Cotgrave Town Council and health service partners	Public sector hub complete. Cotgrave Police Station sold to Rushcliffe Borough Council as part of deal.
Co-location with East Midlands Ambulance Service to establish a new Carlton Police Station and sale of the existing Carlton Police Station	New Carlton Police Station complete. Former Station sold.
Rationalisation of office buildings leading to the sale of Holmes House in Mansfield	Holmes House sold.
New Eastwood Police Station co-located with Eastwood Town Council and sale of existing Eastwood Police Station	New Eastwood Police Station complete. Former Station sold.
Review of the future of the ageing and overly large Worksop Police Station with a view to providing appropriate facilities for operational policing at a reduced cost	Move to Partnership Hub at Queen's Buildings complete. Former Station sale agreed.
Review of the future of the ageing and overly large Ollerton Police Station with a view to providing appropriate facilities for operational policing at a reduced cost	Review completed. Station to remain in current location. Former semi-detached Police houses used for storage to be sold. Sale of former Police houses now completed.
Review of the future of the ageing and poor quality Hucknall Police Station and Training Centre with a view to providing appropriate facilities for operational policing and training	Project to develop a tri-service Station with EMAS and NFRS to co-locate the NPT and Response at the Hucknall Ambulance Station following the construction of an extension now completed. Officers moved in February, 2020. Planning permission

	<p>granted for a new Training Centre on the Sherwood Lodge site and building works commenced in July 2020. Completion due December 2021.</p> <p>Conditional Contracts exchanged on the sale of the former Hucknall Police Station, subject to planning permission.</p>
<p>Consideration of options for greater collaboration with Nottinghamshire Fire and Rescue Service and East Midlands Ambulance Service.</p>	<p>Co-locations in place at Carlton (Fire and Ambulance Stations), East Leake, London Road and Highfields Fire Stations. Further co-location at West Bridgford Fire Station commenced in September 2020 which will enable the sale of West Bridgford Police Station (buyer identified, price agreed, and conditional option agreement entered into, subject to planning permission). Shared use of Fire Service training facilities at Ollerton. Co-location in place with EMAS and NFRS at Hucknall as detailed above. Further co-locations under active consideration.</p> <p>Fire Authority and PCC have approved the development of a joint HQ for Police and Fire on the Sherwood Lodge site. Building works commenced in July 2020. Completion due December 2021.</p>
<p>Review of the future of the Bridewell custody suite with a view to providing a more appropriate facility.</p>	<p>Site acquired for a new 50 cell custody suite in Nottingham. Planning application approved and building works commenced on site in February, 2020. Building works were completed and site handed over in August, 2021. Go live planned for 29 September, 2021.</p> <p>Bridewell sold to HM Courts and Tribunals Service and temporarily leased back until new custody suite goes live.</p>
<p>Review of the usage and future of Neighbourhood Offices</p>	<p>Review completed. Consultation was undertaken and discussions took place with landlords. Two sites – Trowell and Tuxford were vacated. Further details in paragraph 4.6 below.</p>

Estates Rationalisation

4.6 In order to advance the estates strategy including the implementation of partnership working, consideration is given to ensure that the Force has premises of the right size, in the right locations whilst offering value for money. The following premises have been vacated within approximately the last 4 years (since the commencement of the current Estates Strategy period) and details are also given of alternative provision that has been made:-

- Mansfield Woodhouse – relocated to Mansfield Civic Centre and subsequently to Mansfield Police Station.
- Selston – relocated to Hucknall with neighbourhood office at Selston Parish Council.
- Carlton – NPT relocated to Carlton Ambulance Station with Front Counter at Carlton Fire Station.
- Arnold – relocated to Council Offices at Jubilee House, Arnold.
- Eastwood – relocated to Eastwood Town Council Offices.
- East Leake – relocated to West Bridgford with neighbourhood office at East Leake Fire Station.
- Holmes House, Mansfield (office building) – staff relocated to Mansfield Police Station and other sites.
- Worksop – relocated to Council Offices, Queen’s Buildings, Worksop.
- Cotgrave – relocated to new public sector hub in Cotgrave town centre.
- Former Police Houses, Ollerton – relocated to main Ollerton Police Station building.
- Watnall Road Training Centre, Hucknall – temporarily relocated to Highfields Fire Station pending completion of new Training Centre at Sherwood Lodge.
- Former Motorway Post, Trowell Services – no longer used or required by Operational Support.
- Tuxford – Mine of Information – small office no longer used or required by NPT.
- Hucknall Police Station – NPT relocated to new tri-service base at Hucknall Ambulance Station. Training temporarily re-located to West Bridgford pending completion of new Training Centre at Sherwood Lodge.
- West Bridgford Police Station – relocated to West Bridgford Fire Station (temporarily used for training – see above).
- Bridewell – sold and leased back temporarily until new Custody Suite is operational.

4.7 With the exception of Selston, East Leake, Trowell, Tuxford and Watnall Road Training Centre, the vacated premises are freehold and are to be sold. The sales of Arnold, Carlton, Eastwood, Holmes House, Mansfield Woodhouse, Sutton, Worksop, Bridewell and Ollerton former police houses have been completed. The sales of Hucknall and West Bridgford have been agreed with conditional contracts entered in to subject to planning permission, but not yet completed. Completion will take place following the grant of planning permission for the purchasers’ development proposals.

- 4.7 The appropriate notice has been served to terminate the leases of Selston, East Leake, Trowell, Tuxford and Watnall Road Training Centre.
- 4.8 Bingham and the Hill Top House site in Eastwood (acquired for a new Police Station project in Eastwood which did not proceed), have also been marketed. The sale of both sites have now been completed.
- 4.9 Following the election of the new Police and Crime Commissioner in May 2021, a decision has been taken to relocate the Office of the Police and Crime Commissioner to Sherwood Lodge. This will enable the termination of the lease of Arnot Hill House in Arnold from November 2021.
- 4.10 The estate is kept under constant review and consideration will be given to the ongoing suitability of sites as appropriate to meet the aims of the Estates Strategy. It is anticipated that further proposals will be put forward as part of the proposed new Estates Strategy for 2022-2026.

5 Financial Implications and Budget Provision

- 5.1 Capital receipts from the sale of Arnold, Bingham, Carlton, Mansfield Woodhouse, Sutton and Worksop Police Stations, Holmes House, Bridewell, former Ollerton Police Houses and Hill Top House site at Eastwood, amounted to £7,249,000.
- 5.2 Further capital receipts amounting to £6,000,000 will be generated upon the completion of the sales of West Bridgford and Hucknall Police Stations.

6 Human Resources Implications

- 6.1 Consultation is undertaken with affected staff when necessary.

7 Equality Implications

- 7.1 None.

8 Risk Management

- 8.1 Risks are considered in individual Business Cases.

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

- 9.1 The Estates Strategy supports and links to each of the Police and Crime Plan Priorities.

10 Changes in Legislation or other Legal Considerations

- 10.1 N/A.

11 Details of outcome of consultation

11.1 Proposals for consultation are set out in the Estates Strategy.

12 Appendices

12.1 Estates Strategy 2017 - 2021

Nottinghamshire Police

Estates Strategy

2017-2021



Nottinghamshire
POLICE & CRIME COMMISSIONER



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Foreword



Paddy Tipping
**Nottinghamshire Police and Crime
Commissioner**



Craig Guildford
**Nottinghamshire Police
Chief Constable**

The fundamental principles of policing have remained unchanged for more than 150 years. Yet, the way policing is delivered has changed dramatically in the last five.

Much of that has been in response to reduced police budgets which have challenged forces to develop innovative ways to provide an efficient and effective service.

But many of these changes also reflect the nature of the times we live in. Twenty years ago a typical High Street would be made up of shops, a bank and a police station. Technology has altered the way we go about our daily lives.

We now shop online from home and no longer have to walk into a bank to talk money. And with the police it is no different.

Nottinghamshire Police no longer needs the number of stations and buildings it once had because the way the public interact with them has changed. This strategy sets out a vision to create an efficient, fit for purpose and sustainable estate that delivers value for money.

Finally, let's not forget that it's not buildings that keep our communities safe from harm, it is people - police officers and police staff.

Nottinghamshire Police continues to change in response to both local and national challenges which have an inevitable impact upon our partners and our estate.

The pace of such change, in particular technological and interactional change has only increased over recent years. Being more agile and maintaining visibility with a reduced headcount continues to be our drive as does the strategic sharing concept.

Agility, flexibility and sharing has the ability to reduce our non-pay budget and to focus upon core front-line deliverables in a changing world. By sharing more with local partners, we are able to contribute to collective efficiencies whilst offering those we serve more of a 'one stop' service.

Our estate has to be flexible and adaptive to such changing needs. Strategically we share more than ever and looking ahead this will continue as we seek to maximise our efficiency and effectiveness.

Ultimately, the strategy aims to deliver agile, safe, flexible and accessible buildings where they are needed and in a way which focuses upon the wider public service ethos.

Purpose



The purpose of the Estates Strategy is to set out the strategic direction of the Force estate so that it supports the Police and Crime Plan, organisational objectives and Force Priority Plan. An Estates Strategy is needed to plan ahead for the changing nature of policing, which is increasingly mobile, agile and delivered in partnership with partner agencies.

In particular, the Estates Strategy will:

- Set out how the Estates Department will work with the Commissioner and the Chief Constable to ensure fit for purpose facilities that are required to deliver effective operational policing;
- Support front line policing by providing fit for purpose buildings and facilities to support operational requirements in a cost effective way; and
- Support the delivery of the Police and Crime Plan and complement other plans and strategies such as IT Strategy, Priority Plan and Carbon Management Plan.

Underpinning the Estates Strategy is a detailed Plan concerning how the priorities for the estate identified in this Strategy will be implemented.

Context



Nottinghamshire Police's estate currently consists of 39 main sites (excluding 3 vacant sites which are in the process of being disposed of), together with 16 Neighbourhood Offices. The Neighbourhood Offices are generally held on simple licence agreements and they have no monetary value to the Force. They generally have relatively low running costs and the majority are used as "drop in" facilities for Officers providing IT and welfare facilities for Officers to use whilst in the local area. The main sites in the estate are a mix of high quality modern buildings, for example, Newark and St Ann's Police Stations and older local Police Stations such as Hucknall and Cotgrave.

The main sites currently total 59,425 square metres (excluding the 3 vacant sites), with the largest site being the multi-building campus style Force Headquarters (Sherwood Lodge), which extends to a total of 10,341 square metres. The police estate needs to accommodate many functions which are specific to the Force's requirements, which is more than just office accommodation. Some of our key functions include custody, control rooms, archive and exhibits storage, IT data centres, covert premises and police dog kennels.

The estate is a mixture of freehold and leasehold premises and increasingly is made up of partnership premises which are shared with local authority and other partners.

A number of these operational buildings are inefficiently used and expensive to run and maintain. The estate currently costs £5.85 million each year to run, but this has been steadily decreasing with the implementation of an estates rationalisation programme over the last 4 years and will decrease further if additional estates rationalisation and efficiency proposals contained within this Strategy are implemented.

A summary of the sites that make up the estate including tenure and floor area is attached as an Appendix to this Strategy.

Drivers for Estates Strategy

There are a number of key drivers for the Estates Strategy including:

- The Force Priority Plan which will implement significant changes to policing over the next five years, many of which have implications for the estate and will influence the number and location of police buildings;
- The workforce is becoming more mobile and agile through investment in IT. For example, with handheld devices, police officers do not need to routinely return to police buildings, meaning they are more productive and visible, working within communities. In addition, the Force is becoming more agile with officers and staff working from different locations, co-located with partners and where appropriate, from home. This not only improves productivity and makes financial savings, but it also means there is less need for a large estate;
- Public Sector services such as policing have received significant reductions in the budget as part of the Government's austerity measures and the need for savings to be made continues. After people, the estate is one of the largest costs to the Force and PCC. There is a need to continue to reduce the estate to contribute to the financial savings and optimise the number of police officers and staff;
- The number of officers and staff are reducing as a result of budget reductions and with a more agile and flexible workforce, estate rationalisation is appropriate as a large estate is no longer needed;
- The Police and Crime Plan supports partnership and collaboration for streamlined and integrated service delivery. Significant progress has been made with police working from partner buildings and vice versa and increasingly planning is being undertaken for further collaboration with Fire and Ambulance services. Tri-Force collaboration with Leicestershire and Northamptonshire Police in a number of areas is also moving forward to complement the range of existing collaborations in the East Midlands region. Increased collaboration and interoperability with other forces, partners or blue light agencies is essential in order to provide specialist policing capabilities (at a regional level) or addressing criminal/community safety issues where a partnership response is critical (e.g. adult and child safeguarding). The Estates Strategy must remain flexible enough to meet the changing demands on the estate;
- The Force has a responsibility to provide an energy efficient estate. The Estates Strategy therefore must complement our environmental objectives and Carbon Management Plan; and
- Delivering improved services to our communities.

Vision



The Estates Strategy aims to deliver an estate which will be more efficient and of lower cost to run and which is flexible enough to respond to the developing service requirements. It will allow the Force to maintain high quality services, to improve effectiveness and to ensure good value for money by the efficient use of a key resource. The Strategy seeks to deliver the right balance between operational delivery and affordability.

Our Vision is to:

- Create an efficient, fit for purpose and sustainable estate that delivers value for money and facilitates flexible working in line with the Police and Crime Plan;
- Deliver an estate which provides an appropriate level of security for officers and staff and information;
- Obtain views of the community and partners to inform our decision making process; and
- Provide a visible and accessible service which enables multi agency working and promotes visible policing.

How does the Estates Strategy support the Police and Crime Plan and the Priority Plan?

Police and Crime Plan:

The Commissioner will strive to deliver:-

Safer Communities

Enable co-location of partners within police or partner buildings and provide appropriate custody suites and facilities for people to report crime

Improved trust and confidence in policing

Provide local deployment bases and public contact facilities and support the agile/visibility programme

Value for money policing services

Implement the estate rationalisation programme to ensure an appropriate and fit for purpose estate for operational policing

Priority Plan



The Force Priority Plan will change the way the Force plans its business for 2018/19 and beyond as part of an ongoing programme of continuous improvement.

The Priority Plan will set a clear vision for the Force by focusing on a number of strategic priorities, with each internal department designing their own services to deliver those priorities.

As further detail of the Priority Plan emerges, it is anticipated that Business Cases will be developed to restructure a number of key operational departments. There is a need for the Estates Strategy to remain flexible to support changes which may arise from the Priority Plan Business Cases.

The implementation of the Priority Plan will influence the way that policing services are delivered affecting both physical buildings and the use of IT and information management.

The provision of a suitable estate and facilities will be kept under review whilst the Priority Plan is fully implemented and refined.

What has been Achieved to Date?



In supporting the Police and Crime Plan and Delivering the Future programme, a number of significant achievements have already been made:

- Opening of a new, modern Central Police Station in Nottingham at Byron House, in partnership with Nottingham City Council and in support of the Aurora II partnership programme. The old Central Police Station has been sold raising a significant capital receipt.
- The closure of a number of ageing Police Stations including Canning Circus, Meadows, Retford, Kirkby in Ashfield, East Leake, Harworth, Bingham, Calverton, Beeston, Stapleford and Kimberley. Where appropriate, alternative cost-effective facilities have been provided to support the local policing footprint often in partner premises, principally local authorities.
- Reviewing service contracts, for example maintenance and servicing of mechanical and electrical infrastructure to reduce revenue costs. Delivered a number of energy reduction initiatives including energy efficient lighting schemes and biomass boilers.
- A number of partnership collaborations have been delivered in conjunction with local authorities and increasingly with Fire and Rescue and Ambulance Services.

Estate Delivery Plan

There remains a significant amount of work to be undertaken to fully support the implementation of the Force Priority Plan and Police and Crime Plan, which is reflected in the priorities below:

Objective	Milestones
Provide an estate which meets the operational needs of policing, including custody, communications and IT infrastructure, local policing and specialist services.	<ul style="list-style-type: none"> Continued review of the estate to meet operational needs
Review the options for more cost effective premises where it has been identified that current facilities are underutilised. This may be through co-location, bringing partners into police buildings or police working from partner buildings	<ul style="list-style-type: none"> Reduction in floor area of the estate Reduction in running costs for the estate Building sales forecast achieved Reduction in building stock
Maximise the use of space within buildings by enabling better, modern, agile ways of working and working closely with partner agencies.	<ul style="list-style-type: none"> Improved utilisation of police premises Reduction of workstations in line with IT Strategy and occupational standards Implementation of agile working practices across the estate
Design and locate buildings that are fit for purpose and relevant to the support of operational policing.	<ul style="list-style-type: none"> Identification of required locations for police buildings and neighbourhood offices Agreement of buildings specification Production of options appraisal for delivery of appropriate facilities Co-location and new location opportunities reviewed Reduced operating costs
Ensure buildings meet all Health and Safety requirements and security standards.	<ul style="list-style-type: none"> Carry out and act upon health and safety inspections across the Force estate Carry out and act upon security audits across the Force estate
Reduce the operating cost of the estate.	<ul style="list-style-type: none"> Improved Display Energy Certificate scores Full profile of energy consumption for every building Reduced cost per m² for facilities management services Improved performance on national benchmarking reports
Self-generate funds to improve and enhance the estate.	<ul style="list-style-type: none"> Sale of buildings as per forecast Maximum sale value achieved

Future Estate Plans

In order to meet the Estate Delivery Plan objectives, the following specific developments and changes to the estate are planned. Further schemes will be developed over the life of this Strategy in accordance with the principles of this Strategy:-

- Setting up a Partnership Hub with Mansfield District Council at Mansfield Civic Centre and the sale of Mansfield Woodhouse Police Station
- Setting up a Partnership Hub with Ashfield District Council at the Council Offices in Kirkby in Ashfield and the sale of Sutton in Ashfield Police Station
- Setting up a Partnership Hub in Arnold with Gedling Borough Council and the sale of Arnold Police Station.
- Development of a public sector hub in Cotgrave Town Centre with Rushcliffe Borough Council, Nottinghamshire County Council, Cotgrave Town Council and health service partners.
- Co-location with East Midlands Ambulance Service to establish a new Carlton Police Station and sale of the existing Carlton Police Station.
- Rationalisation of office buildings leading to the sale of Holmes House in Mansfield
- New Eastwood Police Station co-located with Eastwood Town Council and sale of existing Eastwood Police Station
- Review of the future of the ageing and overly large Worksop Police Station with a view to providing appropriate facilities for operational policing at a reduced cost
- Review of the future of the ageing and overly large Ollerton Police Station with a view to providing appropriate facilities for operational policing at a reduced cost
- Review of the future of the ageing and poor quality Hucknall Police Station and Training Centre with a view to providing appropriate facilities for operational policing and training
- Consideration of options for greater collaboration with Nottinghamshire Fire and Rescue Service and East Midlands Ambulance Service. Proposals are currently being considered at Ollerton, Hucknall, Carlton, East Leake, Worksop and Newark.
- Review of the future of the Bridewell custody suite with a view to providing a more appropriate facility.
- Review of the usage and future of Neighbourhood Offices.

Future Investment Plans

In order to meet the objectives of this Strategy, it will be necessary to invest in the estate. This will be a combination of capital and revenue funding dependant upon the nature and cost of the work involved.

Full condition surveys of all buildings within the estate will be undertaken and these will inform a planned maintenance programme which will be implemented from revenue funding. Where significant building improvements are required, capital funding will be requested.

It is proposed to produce a 4 year capital programme for the life of this Strategy. Full details are currently being put together and will be fully evaluated and costed.

However, below is a list of schemes that have been identified so far as requiring capital funding in 2017/18 or beyond. Schemes currently funded within the 2016/17 capital programme and being undertaken within that year, have not been included.

Location	Project
Various	Automatic Gates & Barrier Replacements
Various	BMS - Boiler Controls
Various	Bunkered Fuel
Bridewell	Custody Project
Custody	Custody Improvements (Toilets; Sinks; Grilles)
Eastwood	Eastwood Police Station
FHQ	Conversion of part of Printing and Stores
FHQ	External Street Lighting (Retention)
FHQ	New Locker & Gym
FHQ	New perimeter fence
FHQ	New surfacing for drive to Printing and Stores and paths
Various	Fire Alarm panel replacements
Various	Fixed Electrical works
Hucknall EMAS	Extension for NPT
Mansfield	Lift Replacement
Mansfield	Replace Tea Points and Showers on all floors
Various	Generator and associated replacements
Ranby	Response Hub
W Bridgford	1st Floor Refurbishment
Worksop	New Tri Services Collaboration
Oxclose Lane	Oxclose Lane Top Floor Refurbishment
Oxclose Lane	Lift Replacement
Various	Mechanical Engineering and Boiler Replacements
Various	Energy Improvements
Various	Building Condition Investment
Various	Energy Improvements

Consultation

For all significant changes to the police estate, especially where a police station is proposed for closure or to be moved to an alternative location, consultation will be undertaken with internal and external stakeholders.

A variety of consultation methods will be utilised dependent upon the change proposed and local circumstances. These could include consultation via letter, e-mail, website survey, social media, public meetings or focus groups.

The internal audience will include officers, police staff, Special Constables, volunteers and partnership staff directly affected. The external audience will include stakeholders such as local MPs, councillors, partner agencies, local businesses and charitable and community groups. Consultation will also take place with people living in the areas affected by the change and the wider public. The Police and Crime Commissioner will make the final decision in relation to any proposed changes, following consultation.

We will liaise fully with our staff, the public and our stakeholders and keep them informed of key developments and seek their views, at the earliest opportunity.

It is imperative that officers and staff are informed of the potential for change and are actively involved in the consultation process.

We will ensure that our stakeholders are reassured by the changes and any uncertainties are clarified.

Arrangements for public access at any new location will be widely communicated to avoid the potential for misunderstanding within the community.

Governance



As the estate is owned by the Police and Crime Commissioner, he has ultimate responsibility for agreeing the Estates Strategy and to approve individual Business Cases. To support the PCC in managing the estate, the following are the appropriate forums for decision making, prioritising workloads and monitoring progress against agreed plans:

- **Force Executive Board** — chaired by the Chief Constable and attended by the full Chief Officer Team and key senior representatives, with responsibility for agreeing the overall Estates Strategy and approving Business Cases to achieve the Strategy.
- **Force Management Board** — chaired by the Deputy Chief Constable and attended by Departmental Heads and other senior representatives of the Force together with the Chief Financial Officer to the OPCC, with responsibility for initial consideration of Business Cases and prioritising resources towards achievement of key Force objectives.
- **Estates Programme Board** — chaired by the Head of Estates and Facilities Management and attended by senior representatives of the Force, with the responsibility for determining the operational requirement, identifying priority works and managing risk. This Board also oversees progress with the implementation of the Estates Strategy and the development and monitoring of key performance indicators for the estate.



Appendix - Nottinghamshire Police Buildings

Name	Postcode	Area	Comments
Arnold	NG5 7DS	240m ²	Freehold
Arnot Hill House (OPCC)	NG5 6LU	350m ²	Leasehold
Arrow Centre	NG15 8AY	992m ²	Freehold
Beeston	NG9 1BA	380m ²	Leasehold
Bingham	NG13 8BW	828m ²	Freehold (vacant and being sold)
Bridewell	NG2 1EE	2,973m ²	Freehold
Broxtowe	NG8 6GN	322m ²	Freehold
Bulwell	NG6 8NA	471m ²	Freehold
Byron House	NG1 6HS	1,205m ²	Leasehold
Carlton	NG4 3DZ	3,035m ²	Freehold
Clifton	NG11 9DN	226m ²	Leasehold
Cotgrave	NG12 3JG	203m ²	Freehold
East Leake	LE12 6JG	166m ²	Leasehold
Eastwood	NG16 3GG	308m ²	Freehold
Firing Range	NG14 6AY	153m ²	Leasehold
Harworth	DN11 8JP	140m ²	Leasehold
Holmes House	NG18 2JW	2,177m ²	Freehold
Hucknall	NG15 7LE	2,565m ²	Freehold
Kirkby	NG17 8DA	133m ²	Leasehold
Lakeside	NG15 0DS	650m ²	Leasehold
Mansfield	NG18 2HQ	5,527m ²	Freehold

Name	Postcode	Area	Comments
Mansfield Partnership Hub	NG19 7BH	238m ²	Leasehold
Mansfield Woodhouse	NG19 8BA	692m ²	Freehold (vacant and being sold)
Meadows	NG2 1PW	555m ²	Freehold (vacant and being sold)
Newark	NG24 1LJ	2,171m ²	Freehold
Ollerton	NG22 9QZ	1,179m ²	Freehold
Oxclose Lane	NG5 6FZ	2,995m ²	Freehold
Phoenix House	NG18 2HZ	5,604m ²	Leasehold
Radcliffe on Trent	NG12 2FQ	60m ²	Leasehold
Radford Road	NG7 5GX	2,460m ²	Freehold
Newton	NG13 8HA	425m ²	Leasehold
Retford	DN22 6QD	142m ²	Leasehold
Riverside	NG2 1RZ	1,578m ²	Leasehold (PFI)
Sherwood	NG5 2FB	51m ²	Leasehold
Sherwood Lodge	NG5 8PP	10,341m ²	Freehold
St. Anne's	NG3 3HR	1,284m ²	Freehold
Sutton	NG17 1AE	925m ²	Freehold
Tom Ball Hall	NG5 6FZ	904m ²	Freehold
Topaz Centre	NG5 6FZ	186m ²	Freehold
Watnall Road	NG16 6DW	884m ²	Leasehold
West Bridgford	NG2 6BN	3,230m ²	Freehold
Worksop	S80 2AL	2,057m ²	Freehold

Neighbourhood Offices

The following buildings are generally held on simple licence agreements and they have no monetary value to the Force. They generally have relatively low running costs and the majority are used as “drop in” facilities for Officers providing IT and welfare facilities for Officers to use whilst in the local area.

Bingham Town Council	Ruddington, St. Peter’s Rooms
Carlton in Lindrick Village Hall	Sneinton Library
Crown House, Worksop	Southwell Town Council
Farndon Village Hall	Stapleford, The Meeting Place
Nuthall Temple Centre	Trowell M1 Services
Kimberley Town Hall	Tuxford, 2 Market Place
Misterton Centre	Warsop Town Hall
Rainworth Village Hall	Wollaton Waitrose

Total Neighbourhood Offices - 16

For Information	
Public/Non Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	14th September, 2021
Report of:	Chief Constable
Report Author:	David Heason, Estates Manager
E-mail:	david.heason@nottinghamshire.pnn.police.uk
Other Contacts:	Tim Wendels, Head of Estates and Facilities Management. Andrew Fowler, Transport & Julie Mansfield, Information Services.
Agenda Item:	4

Environmental Management

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner (PCC) on the Force's environmental management, waste recycling figures and current environmental initiatives.

2. Recommendations

- 2.1 It is recommended that the force's activity in relation to Environmental Management is noted.

3. Reasons for Recommendations

- 3.1 To ensure that the Office of the Police & Crime Commissioner is aware of the Force's current environmental management initiatives.

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

4.1 CARBON MANAGEMENT PLAN

- 4.1.1 In 2011, the Force developed a Carbon Management Plan which set out a target for a net reduction in its carbon emissions of 30% within 10 years. The plan set out projects and proposals to meet that target.
- 4.1.2 The target has been achieved with currently the reduction being 31% compared to the original 2011 baseline. These energy reductions have been the result of projects and new initiatives being developed, along with reducing the number of buildings in the estate.
- 4.1.3 The estate rationalisation project is nearly at its conclusion with the sale of Bridewell, West Bridgford and Hucknall in the next 6-12 months, which will continue to reduce our emissions. This will be offset by an increase in emissions when the new Nottingham custody building and the new building for the joint HQ with Nottinghamshire Fire and Rescue Service are occupied. We

will continue to monitor carbon emissions over the coming year and report next year how this has impacted on the figures; it should be noted that this will only show figures for part of a year.

- 4.1.4 Our general waste contractor currently recycles, or diverts to alternative uses, 100% of the waste the Force produces. Part of our waste is separated on police sites and is sent straight for recycling, whilst the rest of our waste is taken and separated by the waste contractor, who recycles it in several ways, including some energy recovery. None of our waste goes to landfill.

4.2 CITY COUNCIL – CARBON NEUTRAL BY 2028

The Estates Team represent the Force at the City Council Carbon Neutral by 2028 (CN28) meeting, which includes members from many public and private sector bodies and universities, who are all considering how carbon can be reduced in the City of Nottingham. The Force covers a wider area than just the City of Nottingham and any changes made by the Force for the city area will also be considered for the rest of the county as this will bring the same benefits to the whole county.

4.3 PROJECTS COMPLETED

- 4.3.1 The following gives a description of the projects that have been carried out by the Estates and Facilities department to reduce energy consumption since the Carbon Management Plan was developed: -
- i 9 buildings have Photovoltaic (PV) panels installed to generate electricity, where the building orientation is considered to be appropriate for the installation of the panels.
 - ii Sherwood Lodge has been fitted with double glazing, roof insulation, LED internal lighting to many parts of the buildings and LED to all external lighting.
 - iii Ollerton Police station has been fitted with a biomass boiler, double glazing, loft insulation and LED lighting with automatic controls.
 - iv Broxtowe Police station has been fitted with double glazing, loft insulation and LED lighting with automatic controls.
 - v Sherwood Lodge has had two biomass boiler houses built to provide heating and hot water to most of the buildings and remove heating oil consumption.
 - vi LED lighting has been used around the estate whenever we have carried out major improvements to the estate.
 - vii The Force has installed new gas boilers and Building Management Systems (BMS) to regulate the heating and be more efficient to several our large sites. The following list of buildings were included in this

project, because they were typically 20-25 years old, and had gas or oil heating systems that were considered inefficient by today's standards and in most cases were near or at the end of their expected life. This project was completed in the autumn of 2018 and will continue to provide us with efficient heating and minimise our energy consumption over many years.

Arrow Centre
Mansfield
Oxclose Lane
Phoenix House
Radford Rd
Sherwood Lodge

- viii An Air Source Heat Pump has been installed in the new Locker Room at Sherwood Lodge to provide heating and hot water.
- ix Smart LED lighting systems have been fitted at Oxclose Lane and in the new Locker room at Sherwood Lodge.

4.4 COMPLETED PROJECTS IN THE PAST 12 MONTHS

The following works have been completed over the past 12 months: -

- i A smart LED lighting system has been installed to 20% of Mansfield Police Station.
- ii External LED lighting has been fitted in the whole of Mansfield car park.
- iii The first electric cars have been introduced into the Force.

4.5 LED SMART LIGHT FITTING REPLACEMENT

We are currently undertaking a programme of replacing light fittings with LED smart light fittings. The change to LED fittings typically gives 40% reduction in energy consumed compared to the previous fitting. The smart device on the new fittings increases this reduction by automatically dimming fittings and turning them off when they are not required because there is either sufficient natural light from the windows or nobody is in the room.

Table 1 gives information on what reductions have occurred by using the smart system at three of our buildings.

Table 1

Location	Average hours turned on	Average power when on	Average energy usage % of 24/7 operation
Oxclose Lane Top Floor	39%	47%	18%
Sherwood Lodge Locker Room	27%	87%	23%
Mansfield Various Office Areas	50%	59%	30%

As an explanation, the Oxclose Lane figures show that the lights were switched on 39% of the time, so the system will have switched the lights off for the remaining time, saving energy, some of this is because the office isn't normally occupied overnight.

When the lights are on, they are working at an average 47% of their maximum light level, because at some points in the day, the natural light coming from the windows is sufficient for the lights to dim or turn off.

The average energy usage shows that the lights only need to use 18% of the energy they would use if the lights were left on for 24 hours a day. The figure is partly lower than other buildings because the office isn't normally occupied overnight.

4.6 PROJECTS PLANNED FOR 2021/22

The following works have either started or are at their design stage: -

- i The Smart LED lighting system is to be expanded in 2022 throughout the rest of Mansfield Police Station, except custody, which already has standard LED, and a Smart system wouldn't be appropriate.
- ii The windows and roof coverings at Oxclose Lane will be replaced in 2021, as part of a replacement programme and will also provide an increased level of insulation.

4.7 PROJECTS PLANNED IN FUTURE YEARS

The following works are currently being considered in future years by several departments: -

ESTATES

- i The replacement of windows and roof coverings at Radford Road will be carried out in 2022 as part of a replacement programme and will also provide an increased level of insulation.

- ii We will continue to replace existing lighting around the Force where fittings have reached the end of their life expectancy with Smart LED lighting systems to reduce our energy consumption and our CO2 emissions.

INFORMATION SERVICES

- i Data Centres - As a 24/7 365 organisation, our strategy to virtualise data centres has been delivering efficiencies over many years. Data centres operate in an environmentally managed space, with systems in place to provide cooling, fire suppression and power. A reduction in physical servers changes our requirement for physical floor space and the consumption of the power we need to sustain the equipment along with the associated environmental controls.
- ii We have started our journey into the Cloud, and we can see the future where the profile of our dependencies on locally managed and resourced data centres for day to day business and for business continuity will change. Shifting our workload into the Cloud will have a direct impact on our consumption of energy and our requirements for environmentally managed space.
- iii UK Data Centres offering Cloud services are committed to running their infrastructure services on renewable and sustainable energy. AWS have committed to running their infrastructure using 100% renewable energy and have so far invested in 59 wind and solar projects, 68 on-site solar systems and 127 global renewable energy projects.
- iv Microsoft have developed their own Sustainability Calculator, to help businesses analyse the carbon emissions of the Azure Cloud services they use, and they have also committed to powering their data centres by 100% renewable energy by 2025.

TRANSPORT

- i The Force continues to reduce its carbon emissions from its vehicles, with better engine efficiency and lower car use, which has contributed to the overall reduction in carbon emissions. The Force currently has 6no self-charging petrol/hybrid and 6no diesel/hybrid vehicles that are used for operational purposes. Funding has just been used to purchase two electric Nissan Leaf vehicles for use as pool cars and charging points have been installed at Sherwood Lodge, Byron House, Broxtowe police station and Nottingham Custody that will allow further purchases of electric vehicles. Further charging points are to be installed as part of the new joint HQ build at Sherwood Lodge.

4.8 ESTATE RATIONALISATION AND MAJOR CHANGES

- 4.8.1 The estate rationalisation programme has had a significant effect on reducing our energy usage and carbon emissions over several years. We have moved

out of several buildings and either not replaced them, which has saved the full amount of energy/carbon, or teams have relocated to smaller buildings with lower energy consumption. Further details of the estates strategy and rationalisation programme are contained in a separate report elsewhere on the agenda for this meeting.

4.8.2 The Force is close to completing two major new build projects, which are due to be completed in 2021. These are a new custody suite, which will be completed at the end of August 2021 and operational from 29th September, and a new joint HQ building with Nottinghamshire Fire and Rescue Service (NFRS) on the Sherwood Lodge site, which will be completed by December 2021 with occupation starting in January 2022. The new joint HQ building will increase the floor space of the HQ site, which will have an influence on our future consumption, but will enable NFRS to join the Force on the Sherwood Lodge site and will be offset by NFRS's floor space reduction through the disposal of their HQ – Bestwood Lodge.

4.8.3 In order to minimise carbon emissions and energy consumption from these two new builds, they have both been designed with a strong focus on environmental credentials as set out below: -

- i. Sherwood Lodge New Building – The roof area has been maximised with Photovoltaic (PV) panel arrays to provide electrical power direct to the building or return to the grid when there is a surplus. The building fabric has been designed with low heat loss and air infiltration to keep heating requirements down. In addition, orientation, glazing and solar shading have been considered to limit solar gains and cooling requirements. Heating and cooling are provided by high efficiency air source heat pump units and ventilation systems utilise heat recovery to minimise heat input. Lighting utilises intelligent occupancy and daylight monitoring to minimise artificial lighting where not required, and also a self-test system to monitor faults and operation to reduce maintenance requirements. Finally, a whole Building Energy Management System (BEMS) monitors and controls all systems which can modulate to meet load requirements based on occupancy, temperature, air quality etc.
- ii. Nottingham Custody Suite - The scheme has been designed to incorporate 420m² of PV panels which maximises the main roof footprint. The aim has been to provide an energy efficient building. The primary focus has been to minimise energy usage through a fabric, by utilises high performing components and materials to maximise the energy efficiency of the building. Efficient use of systems, and application of controls to suit zoning for heating, ventilating and air conditioning (HVAC) plant and lighting all contribute to the low energy consumption. A number of different services concepts have been assessed along with their suitability for incorporating low carbon energy systems into the scheme.

4.9 FUTURE INITIATIVES

The Estates Team, Information Services and Transport Team will continue to consider where we can reduce carbon emissions on behalf of the Force. As part of the Estates Team's routine work we will continue to collate data on energy consumption of the Force buildings as well as the CO2 reductions that have been made over a sustained period. These will be recorded in this annual report.

5. Financial Implications and Budget Provision

- 5.1 The capital programme contains budgets to implement the changes as required by the estate rationalisation programme and the other schemes in 2021/22 and will continue to deliver lower energy consumption. It will be beneficial for the OPCC to continue to provide funds to support carbon reduction initiatives in future financial years.

6. Human Resources Implications

- 6.1 None

7. Equality Implications

- 7.1 None

8. Risk Management

- 8.1 N/A

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

- 9.1 There is a link to the PCC's Corporate Social Responsibility agenda.

10. Changes in Legislation or other Legal Considerations

- 10.1 None

11. Details of outcome of consultation

- 11.1 None

12. Appendices

- 12.1 None

For Information only	
Public/Non Public:	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	14th September 2021
Report of:	DCC Barber
Report Author:	Antony Watson – Resourcing Advisor
E-mail:	Antony.watson10071@nottinghamshire.pnn.police.uk
Other Contacts:	Claire Salter, Head of Peoples Service and Insp Samantha Winter Organisational Development, Diversity and Inclusion
Agenda Item:	05

WORKFORCE PLANNING

1. Purpose of the Report

- 1.1 To the purpose of the report is to update the Police and Crime Commissioner (PCC) on the Police Officer and Police Staff establishment versus budget as at 31st July 2021.

2. Recommendations

- 2.1 It is recommended that the PCC notes the reported numbers and the forecasted recruitment plans accordingly.

3. Reasons for Recommendations

3.1 Police Officers

Officer Numbers	Headcount	FTE
Total Number of Officers *	2,258	2,216.48
Officers funded by Nottinghamshire Police **	2,189	2,149.23
<i>Partnership Funded **</i>	6	5.07
<i>Collaboratively Funded **</i>	45	44.37
<i>Seconded **</i>	12	12.00
Total External Funded Officers **	63	61.43
Career Break	6	5.82
Joiners	+29	+29
Leavers	-15	-14.51
Difference from last month	+14	+14.75
V's Budget FTE with Uplift 2020-2021 (2,197) – Year 2 Uplift		+19.48
V's Budget FTE with Uplift 2021-2022 (2,297) – Year 3 Uplift		-80.52
End of F/Year Projection V's Budget FTE		-1.52
Operation Uplift Net Gain/Loss at 30.06.2021 v's Home Office Uplift 2,021 Baseline Headcount	+225	

* Total Officers includes all funding, secondments and career breaks.

** Excludes Career Breaks

There were 15 leavers in July (6 standard retirements, 2 transfer to another force, and 7 resignations). The overall number of leavers was 2 more than projected for the month.

August 2021 leavers, the number of leavers is currently at 14. (versus a projection of 7). Further analysis of leaver trends is currently underway as other leavers are currently significantly increasing.

The workforce plan for 2021-2022 is to achieve a year end police officer number of 2,297 FTE officers including 100 'year 3' 'Operation Uplift' Officers. This is detailed in Appendix 1. Cohorts of both new recruits and transferees are planned throughout the financial year to achieve this.

Included for consideration in respect of additional budgetary spend for financial year 2021-22 is an amended plan with 110 Uplift Officers with an increase in cohort sizes to deal with high leaver attrition with a double cohort of 40 for IPLDP in February and additional transferees scheduled for Dec, February and March 22 which had previously not been scheduled.

The latest proposed workforce plan for 2022-2023 for Police Officer recruitment is also attached and detailed in Appendix 3.

Table 1 - Officers in Acting and Temporary Roles

Temporary & Acting Rank	Local	Secondment	Total FTE	Variance to last month
ACC	2		2	+1
Chief Superintendent	1		1	0
Superintendent	4	1	5	+3
Chief Inspector	6	2	8	-1
Inspector *	5	0	5	-13.9
Sergeant *	50.06	0	50.06	+2.95
Grand Total	68.06	3	71.06	-7.95

* In addition to the above, there are 21 WBA or Fast Track Inspectors and 22 WBA Sergeants.

There are also 2 Direct Entry Inspectors in force who commenced in November 2019.

Table 2 – Breakdown of Acting and Temporary Roles broken down into areas.

Role	City	County	Command	SL	CM	ES	CS	OC	PP	OS	EMCJS	EMSOU	Region	Grand Total
ACC			2											2
Chief Superintendent				1										1
Superintendent	1					1	1		1				1	5
Ch Insp	1				3		1		1				2	8
Insp **	2	2									1			5
Sgt	17.94	16.48				1		1	5.75	4	2	1.90		50.06
Grand Total	21.94	18.48	2	1	3	2	2	1	7.75	4	3	1.90	3	71.06

** Postings from the Inspector promotion boards were effective from the 19/07/2021 and therefore reflected above.

Promotion Board Data

The breakdown of the most recent promotion board for Inspectors is below. The shortlisting and successful at interview columns show the % of that group.

The annual Sergeants board is underway with the Interview stage taking place in September 2021.

Inspector Promotion Board 2021:

Breakdown	Applications Received	Shortlisted for Interview	Successful at Interview
Total	48	36	18
Male	36	24	13
Male %	75.00%	66.67%	36.11%
Female	12	12	5
Female %	25.00%	100.00%	41.67%
BME Applicants	4	4	3
BME %	8.33%	100.00%	75.00%

3.2 Police Staff

The force funded Police Staff numbers as at 31st July 2021 are as follows;

Staff excluding PCSOs *	Headcount	FTE
Total Staff	1,398	1,265.12
Staff funded by Nottinghamshire Police**	1,313	1,192.32
Partnership Funded**	74	63.85
Collaboratively Funded**	3	3
Seconded**	2	2
Career Break	6	3.94
* unable to capture all Staff joiners and leavers due to Staff moving between multiple roles and moving between person types		
** Excludes Career Breaks		

3.3 PCSO's

PCSOs*	Headcount	FTE
Total PCSOs	158	149.08
PCSOs funded by Nottinghamshire Police **	158	149.08
Career Breaks	0	0
V's Last Month	-1	-0.91
V's Budgeted FTE (150)		-0.92
* Unable to capture all PCSO joiners and leavers due to Staff moving between multiple roles and moving between person types.		
** Total number less those on career break.		

As at 31st July 2021 the number of PCSO's was 149.08 FTE, a reduction of 0.91 FTE from the previous month. The number of PCSO's v's the 150 budgeted FTE stands at -0.92.

The current 2021-2022 financial year-end predication is 150.99 (including the planned cohort). The confirmed workforce plan for 2021-2022 for PCSO recruitment is attached and detailed in Appendix 2. which would maintain the 150 budgeted FTE. The recruitment is currently underway for a PCSO cohort of 16-20 (dependent on requirements nearer the time), to commence on the 08/11/2021.

3.4 PSI's

PSI's	Headcount	FTE
Level 1	38	36.41
Level 2	13	12.07
Total Level 1 + Level 2	51	48.47
V's Budgeted FTE (Level 1 + Level 2) (60)		-11.53
Graduate Investigators (GI)	15	15.00
EMSOU Investigators	8	7.45
Total Number	74	70.92
V's Last Month	-1	-0.81

At the end of July 2021, there were 51 (48.47 FTE) Level 1&2 PSI's against an establishment of 60. This is a reduction of 0.81 FTE on the previous month. The number of graduate investigators (GI) remained the same (15.00 FTE). In addition, we have 8 (7.45 FTE) EMSOU Investigators against an establishment of 10. The total figure including the graduate investigators (GI) and EMSOU Investigators is 7(70.92 FTE).

The current recruitment of 30 new GI's in on track, with the cohort of 30 starting on the 06/09/2021.

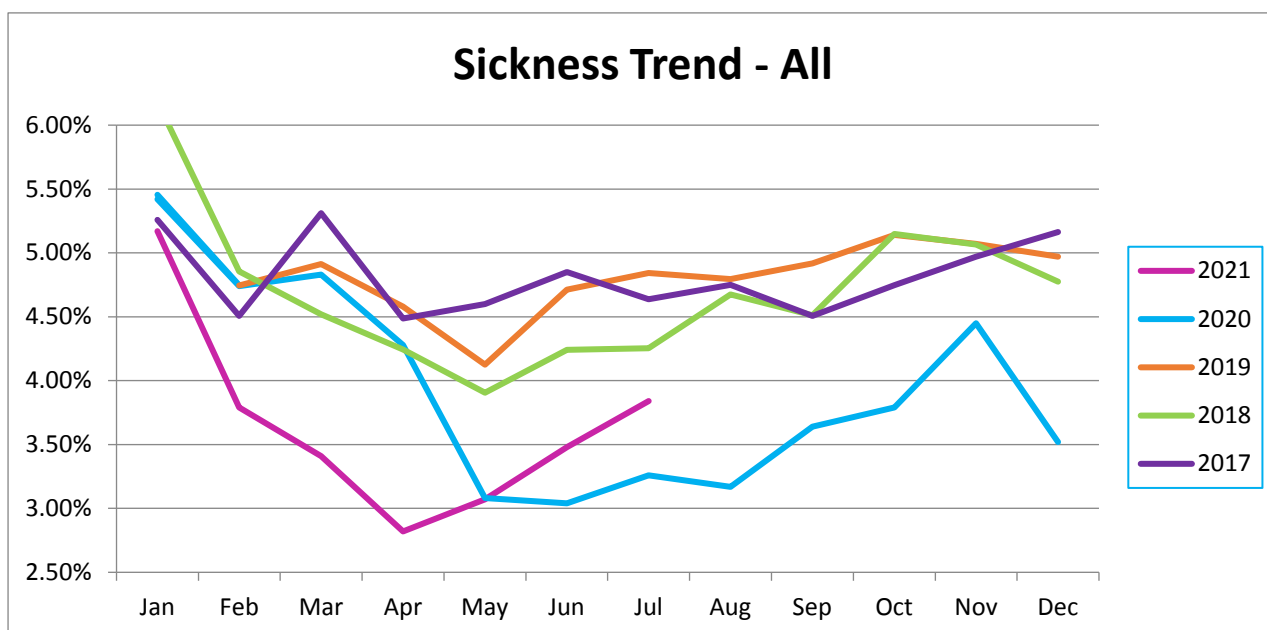
3.5 Abstractions

Sickness breakdown at the 31st July 2021:

Type	% All Sickness (Figure in brackets excludes sickness recorded as Pandemic related to COVID-19)	Variance on Previous Month (Prev Month Actual Brackets)
Police Officer Sickness Month	3.46% (3.20% excl COVID-19)	(3.30%) +0.16%
Police Officer Sickness Rolling 12-Month	3.56% (3.04% excl COVID-19)	(3.53%) +0.03%
Police Staff Sickness Month	4.48% (3.86% excl COVID-19)	(3.80%) +0.68%
Police Staff Sickness Rolling 12-Month	4.23% (3.54% excl COVID-19)	(4.16%) +0.07%

The top three reasons in July 2021 were;
Anx/Stress/Dep/Other Psych Disorder (753), Hospital Invest/Treatment/Op (347), and
Minor Illness (340) (number of working days lost for each).

Sickness Trend (Last 4 Years – Officers and Staff combined) is shown below, at the
31st July 2021 the percentage was 3.84%



3.6 Change Programmes

The below shows the detail of change programmes currently progressing (at 27.08.2021):

Area	Department	Status	Implementation Month
Crime and OS	OS – SCIU Shift Pattern and potential Job Description review	Launched	September 2021
Crime and OS	SOC – DMEU location change and promotion opportunity	Launched	August/September 2021 (Linked to closure of Bridewell)
Crime and OS	Intelligence – RTIU move to Intelligence (shift pattern and structure) review PNC bureau moving from CJ to Intelligence (JD review) and movement of CJ Warrant Officers to PNB	Launched	September/October 2021

Corporate Services	Op Regain – reviewing existing roles and recruitment prior to exit MFSS (People Services)	Launched	Existing staff changes – Completed Recruitment – due to be completed end September 2021
Corporate Services	Op Regain – reviewing existing roles and recruitment prior to exit MFSS (Finance)	Launched	Recruitment – September 2021
Corporate Services	Fleet and Vehicle Service – departmental review	Launched	Implementation November 2021
Corporate Services	Bridewell - relocation of staff to the new custody suite	Launched	Implementation September 2021
Corporate Services	A&E - departmental review and location change	Planning	Review and Relocation- December 2021 (Potential for implementation date changes)
Corporate Services	FHQ – L&D and Contact Management	Planning	Due to commence April 2022
Corporate Services	Custody – Shift Pattern Change	Planning	Due to commence October 2021
Corporate Services	CSI (Tier 1) – Shift Pattern Change	Planning	Due to commence September 2021
Corporate Services	OPCC – Location Change	Planning	Due to commence September 2021 (implementation November 2021)

Force Wide	DCh Insp – Shift Pattern Change	Launched	Implementation October 2021
Force Wide	Det Insp – Shift Pattern Change	Planning	Implementation December 2021 (timescale estimated at this stage)

3.7 Career Conversations

Below is the latest career conversations completion data to 25.08.2021 (3% increase on last month's report submitted to FEB);

Departments	(New System) - Calendar Year 2021 - Update at 25.08.2021 Career Conversations Completed vs Due		
	Jan - Jul 2021 - Career Conversation to be submitted		
	Aug - Dec 2021 - Continuous CC cycle based on individuals anniversary date		
	Completed Number	Due Number	% Due Completed
31 Command Team	10	10	100%
31 Senior Leaders	5	5	100%
31 Integrated Offender Management	51	53	96%
31 Public Protection	215	252	85%
31 Contact Management	340	400	85%
31 Operational Support	189	228	83%
31 City	389	497	78%
31 Corporate Services	218	284	77%
31 EMCJS	143	191	75%
31 County	435	600	73%
31 Intelligence	99	138	72%
31 Enabling Services	88	135	65%
31 Organised Crime	82	138	59%
31 EMSOU	37	129	29%
Grand Total to 25.08.2021	2301	3060	75%
Grand Total Last Month (to 22.07.2021)	2194	3065	72%
Variance Since 22.07.2021	107		3%

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

4.1 Workforce planning is the process used to report on the workforce establishment and to approve or adjust plans to maintain the numbers in line with the medium term financial plan and budget provision.

5. Financial Implications and Budget Provision

5.1 The number of funded police officers/police staff (including PCSOs) has a direct impact on the budget and planned efficiency savings. It is requested that the Force Executive Board approve or adjust the planned recruitment to ensure budgetary control.

6. Human Resources Implications

6.1 Developing the detailed workforce plan and supporting the priority plan requires a dedicated people services resource.

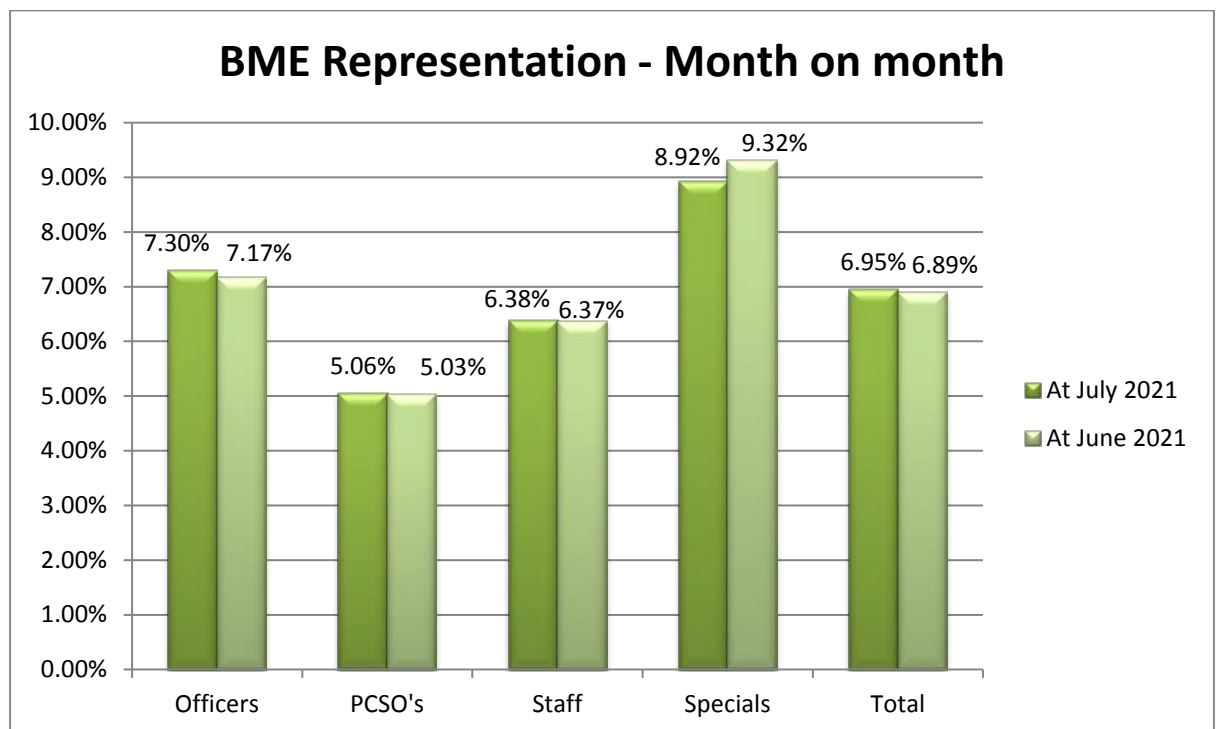
7. Equality Implications

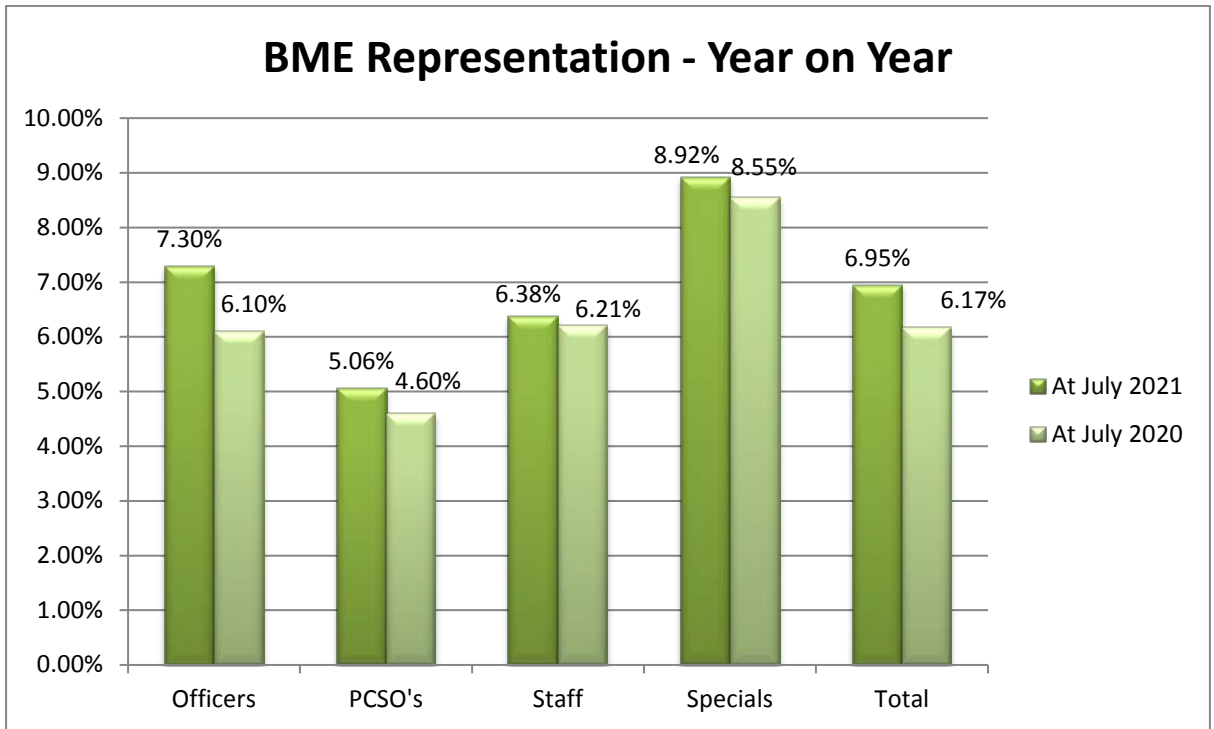
7.1 The force will continue to deliver positive action initiatives aimed at retention and progression and seek to encourage individuals from under-represented groups to consider opportunities to work with Nottinghamshire Police as police officers, police staff, special constables, cadets and volunteers.

The national safe to Say campaign has recently been launched in Nottinghamshire to encourage our officers and staff to feel safe in recording their protected characteristics.

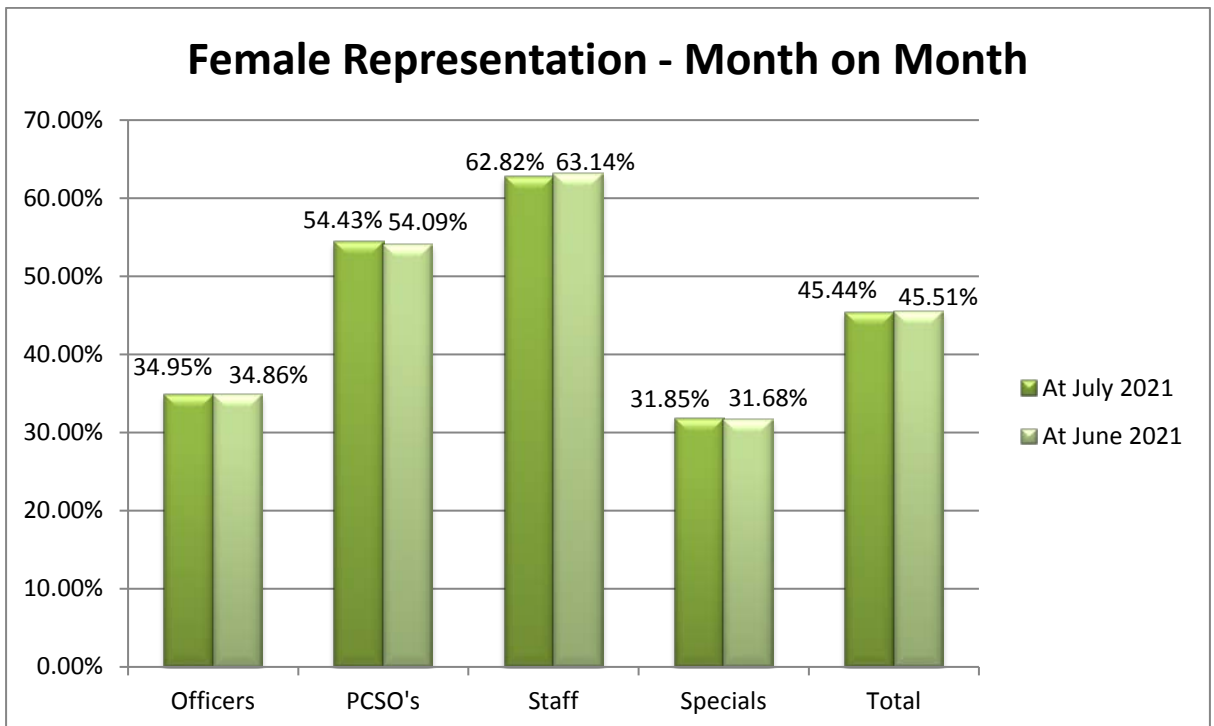
The diversity picture for the Force at 31st July 2021:

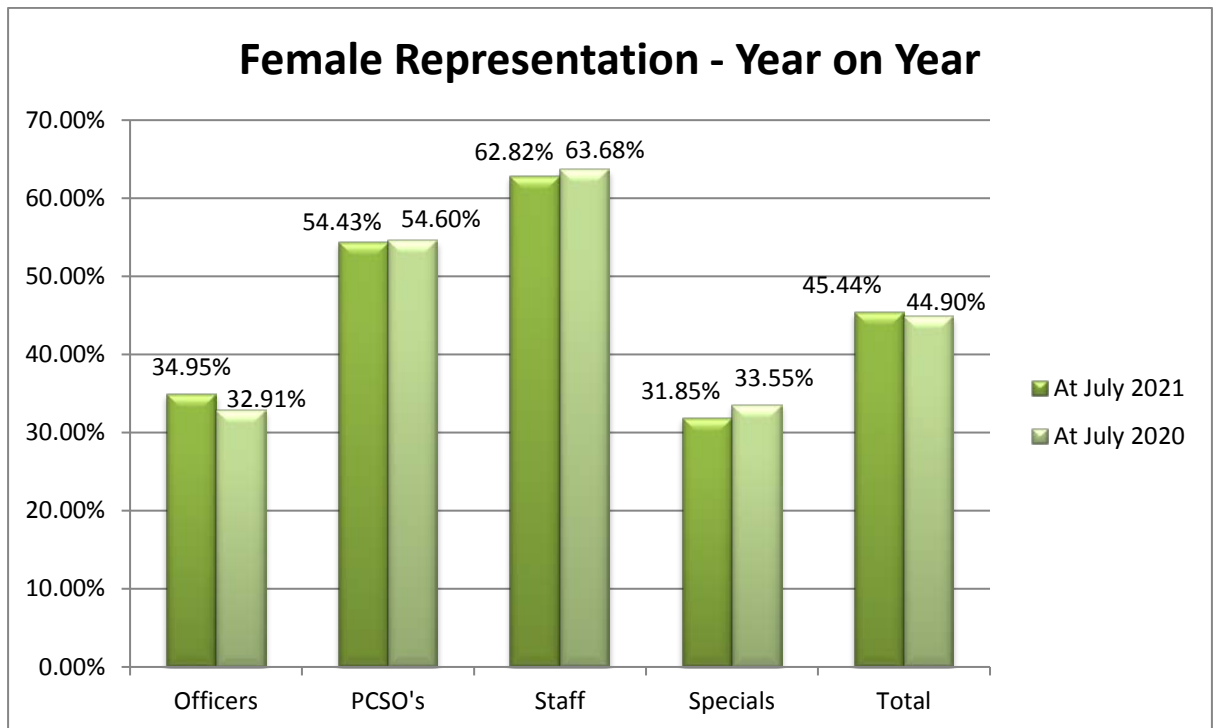
Overall BME representation for the force has increased by 0.06% compared to the previous month at 6.95%. Year on year has seen an increase of 0.78%. The charts below show a breakdown:





The male to female ratio is 54.56% male to 45.44% female (female ratio -0.07% on the previous month). Year on year has seen an increase of 0.54%. The charts below show a breakdown:





The percentage of the force with a self-declared disability has increased by 0.07% at 3.82%.

The majority of staff fall into the 26 to 40 and 41 to 55 age bands (40.01% and 38.46% respectively). 13.07% of the force are 25 and under and 8.47% of the force are in the 55+ age band.

- 7.2 The financial year 2020-2021 closed with a total of 3 dispute resolutions accepted and 4 Management of Change appeals accepted. All of which are closed. In the 2021-2022 financial year to date (at 26.07.2021) there have been neither any dispute resolutions received nor any Management of Changes appeals received to date.

8. Risk Management

- 8.1 Current and forecasted changes to the establishment will be closely monitored by the Force Executive Board to ensure adequate recruitment planning is in place and adjusted or approved to ensure budgetary control.

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

- 9.1 The medium term financial plan (MTFP) workforce plan is developed to link in and compliment the police and crime plan priorities.

10. Changes in Legislation or other Legal Considerations

- 10.1 None.

11. Details of outcome of consultation

11.1 Consultation has taken place within HR and Business and Finance.

12. Appendices

12.1 Appendix 1 – 2021/2022 Police Officer Recruitment Plan

12.2 Appendix 1 – 2021/2022 PCSO Recruitment Plan

12.2 Appendix 3 – 2022/2023 Police Officer Recruitment Updated Plan

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

13.1 Not applicable

Police Officer - Workforce Planning Forecast 2021-2022 (Based on FTE) - With 110 Uplift

	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Total
Starting FTE All	2192.64	2195.62	2195.41	2201.73	2215.73	2225.73	2210.73	2222.73	2238.73	2236.73	2226.73	2264.73	
Planned Probationer Cohorts (IPLDP)	0	0	0	24	24	0	0	26	0	0	40	0	114
Planned Probationer Cohorts (Fast Track to DC)	16	0	0	0	0	0	0	0	0	0	0	24	40
Planned Probationer Cohorts (PCDA)	0	0	0	0	0	0	20	0	0	0	0	20	40
Planned Probationer Cohorts (DHEP)	0	0	0	0	0	0	0	0	0	0	0	0	0
Planned Probationer Cohort (Direct Specials Entry)	0	0	18	0	0	0	0	0	0	0	0	0	18
Planned Transferees	0	4	0	5	0	5	4	0	8	0	8	8	42
Total Joiners	16	4	18	29	24	5	24	26	8	0	48	52	254
Anticipated Natural Leavers	-3.88	-2.00	-6.00	-9.00	-7.00	-12.00	-6.00	-6.00	-6.00	-6.00	-6.00	-6.00	-75.88
Anticipated Retirements	-10.00	-1.92	-6.00	-6.00	-7.00	-8.00	-6.00	-4.00	-4.00	-4.00	-4.00	-4.00	-64.92
Total Leavers	-13.88	-3.92	-12.00	-15.00	-14.00	-20.00	-12.00	-10.00	-10.00	-10.00	-10.00	-10.00	-140.80
Total end of Month	2,195.62	2,195.41	2,201.73	2,215.73	2,225.73	2,210.73	2,222.73	2,238.73	2,236.73	2,226.73	2,264.73	2,306.73	

Total
254

Year End Target	2,197.00
Plus Uplift Target	110.00
Total Target (with Uplift)	2,307.00
Predicted Year End Variance	-0.27

Actual Leavers and Joiners

April 2021: Leavers: 9 retirements, 1 medical, 1 dismissal and 2 resignations
 May 2021: Leavers: 1 retirement, 1 medical, and 2 resignations
 June 2021: Leavers: 5 retirements, 1 medical, 2 transfers, 1 dismissal and 3 resignations

Joiners: 16 Fast track to DC
 Joiners: 4 transferees
 Joiners: 18 Special to PC cohort

ROCU Uplift	
	Target
Starting FTE All	30.00
ROCU Uplift	5
Total	35.00

Current	
	Target
Starting FTE All	28.00
ROCU Uplift Achieved	0
Total	28.00

Variance **-7.00**

CT	
	Target
Starting FTE All	11.00
CT Uplift	1
Total	12.00

Current	
	Target
Starting FTE All	11.00
CT Uplift	0
Total	11.00

Variance **-1.00**

PCSO - Workforce Planning Forecast 2021-2022 (Based on FTE)

	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Total	
Starting Total FTE	153.35	151.77	150.99	149.99	149.08	146.58	144.83	143.08	157.08	155.33	153.58	151.84		Total
Cohort Planned	0	0	0	0	0	0	0	16	0	0	0	0	16	16
Anticipated Leavers	-1.58	-0.78	-1.00	-1.00	-2.50	-1.75	-1.75	-2.00	-1.75	-1.75	-1.75	-1.75	-19.36	
Total	151.77	150.99	149.99	149.08	146.58	144.83	143.08	157.08	155.33	153.58	151.83	150.09		
									Year End Target			150.00		
									Predicted Year End Variance			0.09		

Police Officer - Workforce Planning Forecast 2022-2023 (Based on FTE) - With 40 Uplift Total

	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Total
Starting Total FTE	2297.00	2303.00	2313.00	2348.00	2339.00	2325.00	2339.00	2344.00	2333.00	2329.00	2319.00	2314.00	
Planned Probationer Cohorts (IPLDP)	20	20	40	0	0	0	0	0	0	0	0	0	80
Planned Probationer Cohorts (PCDA)	0	0	0	0	0	0	20	0	0	0	0	20	40
Planned Probationer Cohorts (DHEP)	0	0	0	0	0	20	0	0	0	0	0	0	20
Planned Probationer Cohorts (DHEP Detective)	0	0	0	0	0	0	0	0	0	0	0	15	15
Planned Transferees	0	0	5	0	0	5	0	0	5	0	7	0	22
Anticipated Natural Leavers	-5.00	-5.00	-5.00	-5.00	-5.00	-5.00	-5.00	-5.00	-5.00	-5.00	-5.00	-5.00	-60
Anticipated Retirements	-9.00	-5.00	-5.00	-4.00	-9.00	-6.00	-10.00	-6.00	-4.00	-5.00	-7.00	-7.00	-77
Total	2,303.00	2,313.00	2,348.00	2,339.00	2,325.00	2,339.00	2,344.00	2,333.00	2,329.00	2,319.00	2,314.00	2,337.00	

Total
177

Year End Target	2,297.00
Plus Uplift Target	40.00
Total Target (with Uplift)	2,337.00
Predicted Year End Variance	0.00

For Information	
Public	
Report to:	Strategic Resources & Performance Meeting
Date of Meeting:	14th September 2021
Report of:	Chief Constable
Report Author:	Claire Salter – Head of People Services and Organisational Development
E-mail:	claire.salter@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	6

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

Health and Wellbeing Activity Update

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner (PCC) about the work undertaken to improve the health and wellbeing provision in Nottinghamshire Police.

2. Recommendations

- 2.1 It is recommended that the Commissioner considers and notes the further progress undertaken over the last 12 months to build on the progress of 2020 and to further improve the Health and Wellbeing offer to staff and officers of Nottinghamshire Police.

3. Reasons for Recommendations

- 3.1 To provide assurance to the PCC about the work undertaken to improve health and wellbeing of staff and officers working for Nottinghamshire Police.

4. Summary of Key Points

4.1 Strategy & Plan

People Services have developed and published the People Strategy, which was launched as part of the Deputy Chief Constable's (DCC) Roadshows. A key element is the strategic priority to deliver and improve upon the Wellbeing provision to officers and staff within Nottinghamshire Police. A Wellbeing Strategy was developed and launched on World Mental Health day in October 2019. The policy establishes our commitment to the staff and officers of Nottinghamshire Police and affirms our vision to have a workforce that can cope effectively with the normal stresses of work, and feel fulfilled and appropriately supported in the workplace.

The Wellbeing Strategy is underpinned by a strategic and tactical plan, which spans the next 5 years. This is updated quarterly and is overseen by the DCC.

Our commitment is based on 4 key areas of delivery:

- **Proactive** Actively promote positive wellbeing, providing meaningful training and monitoring of wellbeing
- **Promote** Build resilience for officers and staff, supported by our leaders
- **Spot and Support** Commitment from everyone to look after their own wellbeing as well as their colleagues with swift access to the right support
- **Treat and Recover** Provide effective signposting and support. Remove the stigma associated with mental health

4.2 Governance

A robust corporate governance system has been put in place to focus our efforts under the wellbeing theme. Governance consists of a strategic board chaired by the DCC, through to a tactical board chaired by People Services which is attended by Wellbeing Ambassadors. Ambassadors then have local meetings with their wellbeing Champions who have been recruited from across the Force area. This is to ensure strategic direction whilst encouraging initiatives and ideas to be escalated through the meeting structure. People Services share any relevant communications and updates directly through to Champions to ensure that information gets to the people who need to promote and share it with colleagues.

Each element of the governance structure has clear terms of reference and all Ambassadors and Champions have a clear understanding through a job description of the expectation upon their roles. Over the last 12 months we have sought to develop and embed the role of the Ambassador and Champion to ensure they feel empowered to make a difference to the wellbeing of their colleagues in their area of business. We take regular feedback on the concerns and priorities of our staff and officers and conducted a Pulse Survey in 2020 to assist us in determining the priorities for 2021. We have a wellbeing budget to support initiatives and events. An element of this is available for champions to access to enable them to deliver quick wins in their areas. We also support funding bids externally to support our priorities for example we were successful in a bid in 2020 to support a Sleep workshop and are currently awaiting the outcome of an external bid for Mental Health First Aid - Train the Trainer funding.

4.3 Staff Survey

In order to ensure our plans link to the needs of the organisation, a Staff Survey was conducted in 2019 that established a baseline across the organisation. We have followed this up with a refreshed Staff Survey in February 2021. This allows us to track our progress. The results of the Staff Survey were extremely well received with the following key messages:-

- Our wellbeing focus has been recognised

- There is a sense of inclusivity, via equality and leadership at all levels
- Significant numbers of staff/officers reporting job satisfaction
- Reduction in identified hindrance factors
- Public service motivation is very high
- Leadership support is very high, fair treatment of staff identified
- Emotional energy is high

The key areas for us to focus on from the Survey results are developing our leaders to ensure all our staff feel supported in the workplace while ensuring that there are clear performance expectations embedded across the force, plus providing supervisors with the confidence to deal with poor performance. It is important that the organisation continues to see the relevance of participating in the staff survey – 52% of the workforce completed the survey which is our highest participation rate to date and 10% higher than the national average.

As and when Covid restrictions allow, the DCC will continue to undertake roadshows across the force to publicise the results and showcase the Wellbeing initiatives in place, initially planned to recommence in October 2021 they will focus on providing colleagues with the opportunity to voice their concerns around wellbeing and environment across the force and identify any hindrance factors that they perceive which are stopping them from doing their job. A full evaluation of the roadshows will be undertaken, with the issues themed, and provided to relevant subject areas to be considered and addressed.

4.4 Thematic Calendar

From January 2020 we have delivered a thematic calendar of wellbeing initiatives. Each month we focussed on a new initiative, which is linked to identified concerns i.e. sleep or knowledge and awareness of Wellbeing or mental health.

During the second quarter of 2021, our Communications team reviewed and revised their wellbeing communications plan and are currently working with the Wellbeing team to further streamline the thematic plan to maximise delivery and impact with all colleagues across the Force which will focus on the specific wellbeing priorities:

- Mental Health and Wellbeing
- Physical Health and Wellbeing
- Financial Health and Wellbeing
- Stigma

The Communications plan includes evaluations at identified campaign points to aid the evaluation process and maximise impact and delivery. This will build upon the existing brand which continues to be recognisable across the force as well as linking to our priority of being an employer of choice.

4.5 Training

A key element of our plan has been to support our managers in recognising stresses and strain in their staff. We have delivered Harmless 'Spot the Signs' and have trained 144 supervisors since 2019. The course is designed to develop the managers' knowledge and understanding of mental health and wellbeing, and explores common conditions. This helps them to spot the signs and symptoms of poor mental health, including stress and burnout. Unfortunately, the delivery of this course was halted due to Covid-19, however this was then resumed through an online input and we are now back to face to face delivery. We have commissioned additional course dates to alleviate any backlog in the rollout.

We continue to deliver "Proud to Lead" training to all of our Supervisors as part of our training suite, this course offers a number of leadership and management elements and Wellbeing is a mandatory part of the course. Within the Wellbeing element is: self-awareness, emotional intelligence, and personal resilience are all explored. Since training commenced in 2018 we have trained 200 Supervisors.

We also partnered with Police Mutual who provided training facilities to train 64 Wellbeing First Aiders. Due to staffing issues within Police Mutual and Covid restrictions, we were only able to train one cohort (25) of Champions in Force. Additional courses have now been procured by Force and over 100 Champions, Ambassadors and the Wellbeing team will have been trained by the end of October 2021. In addition, we are currently seeking grant funding for Train the Trainer status in Force for Mental Health First aid so that we can continue to train new Champions and Ambassadors and to extend the training offer to other areas across the force. This training will ensure we are equipped with the basic skills to support any individual who has a mental health issue.

4.6 Covid-19

As Covid-19 began to affect the country significantly in March 2020 we reassessed our monthly themes, reprioritising them and adding an additional month of Mental Health Awareness and Resilience. As part of our communication plan for Covid-19, Wellbeing support and advice information was communicated alongside the Operation Bion operational updates. The orange branding of our Wellbeing work ensured that any individual wanting to search for information on Mental Health whilst working from home, or juggling parenting whilst working could easily identify this on our intranet pages.

The 2021 Durham People Survey also confirmed that colleagues felt that the Force has done well managing the impact of the pandemic and that they felt appreciated and valued. We will continue to support colleagues through our Covid Champions and Wellbeing Champions.

4.7 Continuous Improvement

As the delivery plan for 2020 has concluded we are now in the process of ascertaining the Business Benefit of our wellbeing initiatives. Whilst it is early days for this piece of work, initial outcomes are positive and will contribute towards future thematic plan development and implementation. Business Benefit will form part of our ongoing evaluation process. Through continuous improvement and our evaluation, we will be able to decide which initiatives have supported our workforce and replace or improve those that have not positively influenced our agenda.

Mazars has recently internally audited the Force on Policy and Wellbeing. We were evaluated at: Satisfactory Assurance. Whilst there are still improvements to be made, these are not Fundamental improvements and the report highlighted an assurance on the adequacy and effectiveness of internal controls

We are also in the process of finalising our Oscar Kilo Blue Light Framework submission. Once completed, the submission will undergo a peer review against a number of recognised framework wellbeing indicators. The completion of the Framework has already highlighted some gaps in our wellbeing offer which we are looking to rectify during the 2021/22 thematic wellbeing plan and the outcome and recommendations from the peer review will also inform our ongoing direction of travel for Health and Wellbeing in Force.

5. Financial Implications and Budget Provision

- 5.1** During the 19/20 financial year budget provision was successfully secured for wellbeing initiatives planned throughout the year. This has been replicated for the 20/21 financial year. During the financial year 19/20, in addition to the force budget, we negotiated both sponsorship and funding via the application of grants. For example the DCC Roadshow was sponsored by the local Police Federation office; our Summer Safety water bottles were sponsored by Police Mutual, Unison and GMB. Inspector Mark Stanley was successful in his bid for Sleep guru Nick Littlehales to provide hints and tips for better sleep.

It is intended that we will continue to procure sponsorship for the DCC roadshows in 2021 and as the grant system has reopened, which had paused due to Covid, we have already applied for grants to the value of £3,000 to support our mental health agenda to train Champions, Ambassadors, and key colleagues.

6. Human Resources Implications

- 6.1** People Services manage the Wellbeing portfolio and develop the initiatives and themes across the organisation with the support of the wellbeing Ambassadors and Champions. We work closely with Corporate Communications and where possible tie in relevant policy reviews to coincide with the relevant theme. Within People Services we have two Policy and Wellbeing Partners and a Wellbeing Support Officer who dedicate a large proportion of their time to delivering the initiatives.

7. Equality Implications

- 7.1 Our People Strategy articulates our aim to create an exceptional place to work where diversity is embraced and success is celebrated. We seek to encourage an environment that inspires, motivates and promotes a culture of openness trust and respect. Wellbeing works alongside our other strategic priorities including diversity and inclusion to deliver this commitment. Our thematic calendar of events is built, as a priority, from the issues identified by our people and our commitment to develop a highly engaged workforce.

8. Risk Management

- 8.1 Wellbeing is overseen by the Deputy Chief Constable and progress against the delivery plan is monitored via the quarterly Strategic Health & Wellbeing Board.

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

- 9.1 Wellbeing activity is directly linked to our strategy and plans and seeks to address the cause for concern identified through HMICFRS assessment and supports our work to being an employer of choice.

10. Changes in Legislation or other Legal Considerations

- 10.1 We continually horizon scan for changes to legislation and ensure we maintain knowledge of national initiatives through for example Oscar Kilo.

11. Details of outcome of consultation

- 11.1 Federation and Staff Association colleagues are included on the Strategic and Tactical Wellbeing meetings and contribute to our annual thematic plan. It is the intention that our Ambassador and Wellbeing Champion roles embed themselves within the organisational structure, and we seek to empower these individuals to raise awareness and feedback on progress.

12. Appendices

- 12.1 Appendix A - People Strategy.
- 12.2 Appendix B - Wellbeing Strategy.



Your Force, Your People Strategy

2025



The Introduction



Nottinghamshire Police recognises that our people are our most valuable asset. They are the constant and critical success factor in respect of our past achievements and will be for our future successes. In order to deliver our vision, we need to ensure that our people are effectively supported, developed, motivated and representative to meet the changing needs of the society.

We need a professional, dedicated, representative workforce that is committed to our vision and values. Our people need to be flexible, creative and constantly looking for new and innovative ways to improve performance and deliver a quality service to the people of Nottinghamshire.

This people strategy sets out how People Services will help meet our priorities through this people strategy which cover police officers, PCSOs, police staff, special constables, Office of Police and Crime Commissioner employees, apprentices, cadets and police support volunteers.

Our aim is to 'develop and deliver a diverse, flexible, talented and modern workforce that people want to be a part of in support of the police & crime plan objective to become an 'Employer of Choice'.

This Strategy should be read in conjunction with the People Services Delivery Plan and Wellbeing Strategy & Plan.

Our vision and values



Our Vision

Working with partners and the communities we serve to make Nottinghamshire a safe, secure place to live, work and visit.

Our Priorities

- Engaged communities
- Service that works for local people
- An employer of choice

Our Values

Everyone who works for the force must be PROUD to serve, united by an unwavering commitment to our force values which embodies everything the organisation stands for.

Professional

Respect for all

One team

Utmost integrity, trust and honesty

Doing it differently



Strategic Priorities



The force's shared values were created by our workforce and to help shape the organisation and define the quality of service we provide.

The values represent and underpin what Nottinghamshire Police stands for, informing the expected standards of behaviour of all of our people and will help underpin effective and consistent leadership.

The PROUD values are incorporated into all of our people processes. They are an integral part of how we recruit, promote and assess the performance and development requirements of our people. We will recognise and reward people who display the right behaviours.

We aim to create an exceptional place to work where diversity is embraced, success is celebrated, innovation is encouraged and our people are PROUD to serve in a force that is renowned for quality.

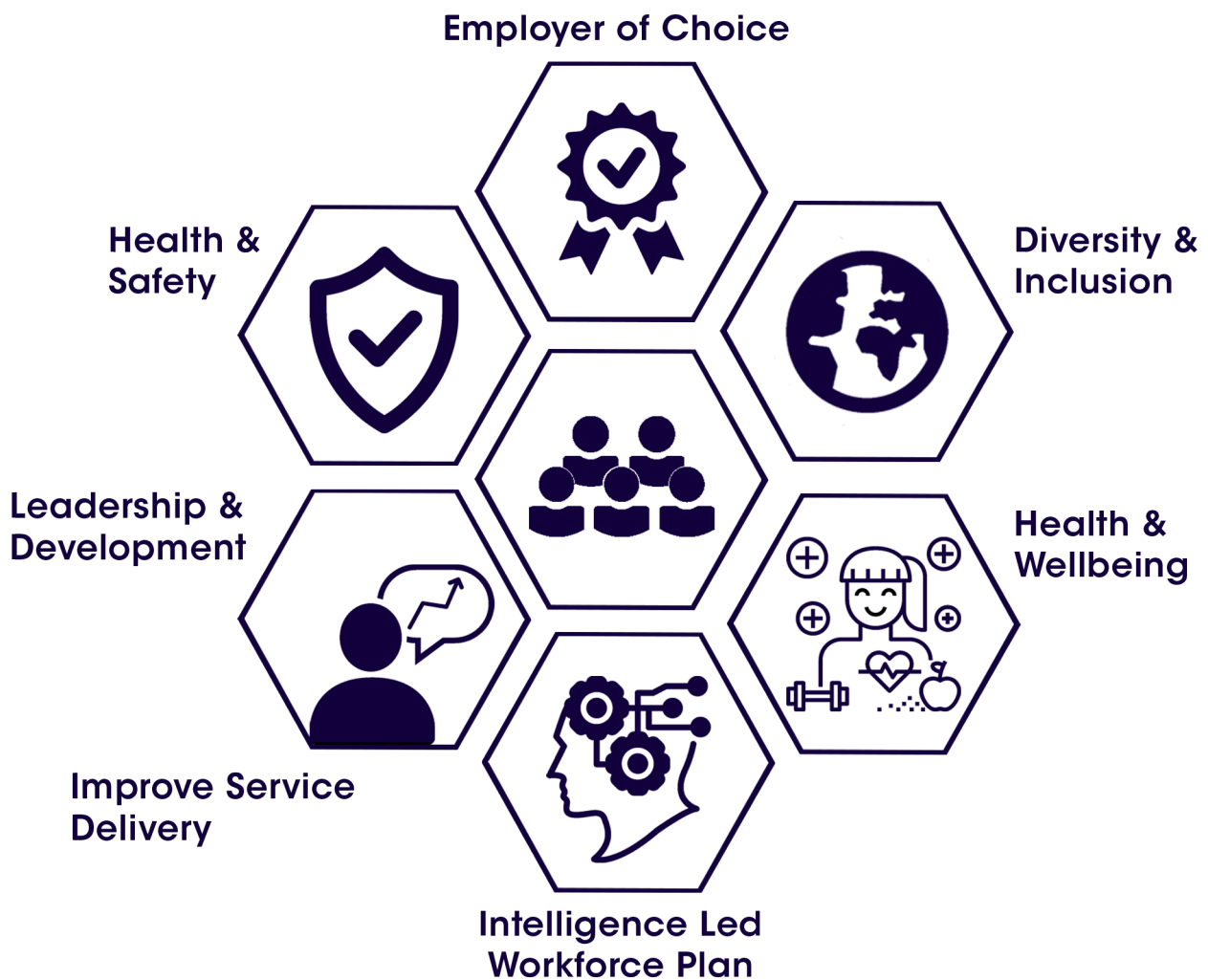
Together we will encourage an environment that inspires, motivates and promotes a culture of openness, trust and respect. We will provide our people with the opportunity for personal and professional growth.



Strategic Priorities



People Services will focus on the listed strategic priorities to deliver our people commitment. The People Strategy should be read alongside the strategic and tactical plans.



Diversity & Inclusion



Employing a diverse range of people allows us to draw on the full range of talent in the community; as recruiting from the widest pool of people means we recruit individuals who can speak other languages, understand other cultures, understand other lifestyles and are willing to use their skills to the benefit of the community and the organisation. This increases the forces legitimacy within communities, fostering social responsibility and increasing willingness to provide intelligence that both result in crime reduction and prevention.

Employing a diverse workforce gives us an operational policing edge and will ensure that policing remains relevant to the developing community of Nottinghamshire. It allows us to process a wider understanding of our communities needs and to develop our reputation as an employer of choice.

We aim to provide a positive and inclusive working environment that attracts, supports and develops the best talent from across the widest possible range of identities and communities. We aim to achieve a workforce that, at all levels, broadly reflects the community we serve.

We will target recruitment activities within the community in the areas where diversity is rich, we will adopt the principles of the NPCC diversity toolkit to develop our action plan to create links with communities, and to support talent pipelines into the organisation through, apprentices, cadets schemes, volunteers, mini police and working with schools liaison officers.

We will identify talent and support those from underrepresented group to flourish and progress through to senior roles, seeking to reduce pay gaps in both ethnicity and gender.

Diversity & Inclusion



We will achieve this by:

- Engaging with the community
- Utilising positive action to achieve a representative workforce at all levels particularly focusing on increasing representation in women and BME colleagues
- Targeting recruitment into areas within Nottinghamshire that are rich in talent and diversity.
- Encouraging people to be themselves in the workplace valuing difference and enabling them to flourish
- Creating future talent pipelines through cadets, mini police and volunteers
- Implement a talent management system.

We will measure this through:

- Increased women and BME representation in applicants for posts
- Reduced turnover in underrepresented groups
- Analysis of exit interviews
- Increased progression for women and BME colleagues in senior roles
- Improved public confidence
- Monitor the ethnicity and gender pay gaps



Health & Wellbeing



We aim to have a highly engaged workforce where people are valued, motivated, fully involved in and committed to their work, colleagues and the public. Where attendance is high and staff engage in wellbeing and are as fit and healthy as they can be. Nottinghamshire was the first force to sign up to the Oscar Kilo framework

We will achieve this by:

- Evaluate the current wellbeing provision to see what works
- Implementing a wellbeing strategy and action plan
- Creating a dedicated wellbeing officer role
- Provide a range of wellbeing initiatives across the Force that support the wellbeing of staff and officers
- Listening to staff and acting on feedback to continuously improve what we do (line management, staff survey etc.)
- Create an environment where people want to work to the best of their ability
- Improve managers skills in management of attendance
- Focusing on understanding and tackling the causes of stress 'spot the signs'
- Making timely reasonable adjustments where needed
- Ensuring a meaningful framework of policies, guidance and development that enables prevention of ill health and promotes wellbeing

Health & Wellbeing



We will measure this through:

- Annual staff survey
- PDR completion rates
- Reduced number of disputes and employment tribunals
- Reducing sickness absence
- Reducing stress-related absences
- Reviewing exit interview data
- Reviewing mid-service leavers



Intelligence Led Workforce Plan



It is critical to the delivery of our strategic outcomes that we have an effective workforce now and in the future. This means being able to forecast future policing requirements so we can prioritise, focus our efforts appropriately and design the force for the future. It is also essential that we have the right people with the right skills at the right place and at the right time.

We aim to design and deliver a workforce plan that is focused on front line policing, providing capacity, capability and flexibility to achieve our Vision.

We will achieve this by:

- Developing a strategic workforce plan
- Develop HR analytics for 'health indicators' and 'hot spots' to ensure the capability capacity and wellbeing of the force

These are

- Sickness Absence data
- Dispute data
- Employment Tribunal data
- Staff survey results
- Exit interview data
- Horizon and succession scanning to identify future needs
- Monitor numbers and representation of under- represented groups across all ranks and grades
- Identification and development of talent
- Develop a skills database

We will measure this by:

- BME and female representation statistics
- Monitor 'health indicators'
- Monitor starters, movers & leavers
- Exit Interview data
- Gender and ethnicity pay gap reporting

Improve Service Delivery



The People Services Department has recently restructured. The new service is based on a tiered service delivery model whereby the greatest volume of demand is met by tier 0 self service and tier 1, by service request this would mean staff find out what they need on the intranet, by self-service or via our shared service centre, Multi Force Shared Service (MFSS) based in Cheshire. Specialist HR support is delivered locally by business partners and advisors within the retained people services team. In order to maintain service levels it is important that individuals and line managers know how to access the service at the right level for them.

We will achieve this by:

- Develop a forcewide communications plan
- Develop our new people services intranet site
- Educate and take ownership for advising managers
- Revise business processes to ensure efficiency
- Develop user guides and training for staff and managers
- Review and monitor service delivered by MFSS and our regional partners in EMCHRS Learning & Development and Occupational Health

We will measure this by:

- Customer satisfaction surveys
- Volume of service requests
- Completed versus outstanding service requests
- Manage the performance of the shared service centre via the performance relationship manager

Leadership Development



Strong and consistent leadership is critical to continuing the significant progress the force has made in reducing crime and increasing public confidence.

All of our managers and leaders have a critical part to play in delivering the policing plan and driving progress towards being the best performing police force. Leaders will need to leverage their personal strengths and demonstrate flexibility, commitment and resilience, living the new CVF behaviours and force values.

We will develop our leaders and managers to provide them with the tools to manage fairly and consistently, providing them with the ability to have honest conversations with individuals and teams. Supporting individuals back into work through absence and managing conflict through early intervention.

We will develop an environment where our leaders and managers can get the very best out of our people, identifying talent and supporting individuals to drive their own performance.

We will achieve this by:

- Implementing a meaningful performance development framework (PDR)
- Develop a talent management system and promote honest conversations
- Implement positive action plans for underrepresented groups in leadership roles
- Reviewing and enhancing the Proud to lead Programme
- Encouraging our leaders and managers to model the right behaviours through CVF training
- Enhancing people skills through management workshops

Leadership Development



We will measure this through:

- Staff survey
- PDR completion rates
- Improved performance, evidenced through PDR
- Training evaluation including surveys
- Increased numbers of women and BME colleagues in leadership roles.



Health & Safety



The ultimate aim of the Health and Safety Service is to ensure a safe working environment for all, and to improve the health and wellbeing of the staff within the force. In achieving this aim, Nottinghamshire Police endeavours to reduce accidents, injury on duty reports and work related absences.

We will achieve this by:

- Ensuring there is a clear health and safety management system, which drives continuous improvement
- Developing our health and safety governance
- Reviewing the force health and safety systems of work
- Ensuring all health and safety policies and guidance are up to date
- Support the work of the Divisional and Departmental Health and Safety Committee Meetings in relation to mitigating risk
- Reviewing the accident reporting system and accident investigation process
- Review of the injury on duty recording process
- Undertake a review of health and safety training that is provided throughout the Force, to ensure all staff and officers have sufficient competence, training and awareness of the health and safety risks associated with their work activities



Health & Safety



We will measure this through:

- Effectively monitoring the effect of health & wellbeing programmes
- The results of audits and inspections
- Increasing levels of engagement through staff survey results
- Reducing number of injuries on duty
- Increasing reporting of near misses
- Producing RIDDOR reports
- Increased levels of attendance at health and safety training



Useful Documents



The following documents underpin the People Strategy:

- People Services Strategic and Tactical Delivery Plan
- Wellbeing Strategy and Delivery Plan
- Diversity and Inclusion toolkit

The People Services Delivery Plan sets out the key activities to help achieve the People Strategy.



Your Force Your Wellbeing



Wellbeing Strategy 2019 - 2023



Introduction

Nottinghamshire Police recognises that our people are our most valuable asset. You are the constant and critical success factor in respect of our past achievements and will be for our future successes. In order to deliver our vision, we need to ensure that you are effectively supported, developed, motivated and our workforce is representative to meet both your needs and the needs of the public.

We all know that wellbeing means many different things to different people, from physical, psychological and financial wellbeing. We recognise you are under increasing pressure from the changing demands of day to day policing which has a cost to you and can result in a number of impacts on you, ranging from compassion fatigue, to physical exhaustion or secondary trauma. Changes due to austerity have also had an impact on your financial health.

Through this strategy and the associated action plan we aim to have a highly engaged workforce where you are valued, motivated and fully involved in and committed to your work, colleagues and the public. We also want to create a culture and environment where attendance is high and you are as fit and healthy as you can be and where you engage with us to develop our wellbeing offer to meet your needs.

Our Vision



Our Mission

Our aim is to have a healthy, happy and engaged workforce

Our Vision

Our vision for your health and wellbeing is to ensure you are able to cope effectively with the normal stresses of work and feel fulfilled and appropriately supported in the workplace.

To do this we will strive to deliver a positive and healthy workplace, making sure Nottinghamshire Police is an Employer of Choice and delivers a service that works for local people.

Our Strategy



Our Strategy

This strategy is supported by a plan that aims to have a highly engaged workforce where people are valued, motivated and fully involved and committed to their work, colleagues and the public.

- | | |
|--------------------------|---|
| Proactive | Actively promote positive wellbeing, providing meaningful training and monitoring of wellbeing |
| Promote | Build resilience for officers and staff, supported by our leaders |
| Spot and Support | Commitment from everyone to look after their own wellbeing as well as their colleagues with swift access to the right support |
| Treat and Recover | Provide effective signposting and support. Remove the stigma associated with mental health |

Our Strategy involves a commitment from both the organisation and from you.

Our commitment to you

We will;

- Listen to you and involve you in how we improve the things that affect your physical and psychological wellbeing
- Commit to ensuring wellbeing is embedded into all aspects of our organisation and our work
- Provide appropriate access to support services, ensuring these are widely communicated and easy to access
- Support you in developing resilience and positive psychological wellbeing
- Ensure our estate provides a fit for purpose environment that supports you in delivering our service whilst maintaining your health and wellbeing
- Ensure our leaders and managers are competent and compassionate and actively support your physical and psychological wellbeing
- Ensure our practices, policies and procedures recognise and support your health and wellbeing
- Create a culture free from stigma and judgement to ensure you feel comfortable to speak up when you're not feeling okay

Your commitment



We ask you to;

- Look after your own physical and psychological wellbeing
- Attend any training you are offered in relation to wellbeing
- Attend any scheduled health related debriefs or check-ups
- Challenge stigma or discrimination wherever you see it
- Share ideas for promoting health and wellbeing in the workplace
- Recognise personal resilience limits in yourself and others and raise any concerns

Our plan



The wellbeing plan will align to this strategy and will be delivered through clear governance that feeds from a local to strategic level, ensuring that voices at all levels of the organisation are heard and captured and that evaluation of initiatives take place in order to continually improve wellbeing services and ensure they are fit for purpose.



Measuring success



We will measure our success through:

- Undertaking an annual staff survey. We will publish the results, analyse the findings and act upon identified recommendations through the Health and Wellbeing Board
- Reduction in the number of disputes, complaints and employment tribunals
- Reduced stress-related absences
- Evaluation of health indicators and hot spots
- Improved HMICFRS grading
- Exit Interview themes
- Review mid service leavers
- External / Peer Review results
- Wellbeing Framework (Oscar Kilo)
- Improvement in near miss reporting and investigation quality

For Information	
Public/Non-public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	
Report of:	Chief Constable
Report Author:	Inspector Samantha Winter
E-mail:	samantha.winter@nottinghamshire.pnn.police.uk
Other Contacts:	Claire Salter, Head of People Services
Agenda Item:	7

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

Equality, Diversity and Inclusion Update September 2021

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner (PCC) about the Force's Equality Act 2010 duties. This will include positive action, training, workforce profile and engagement and consultation with Black and Minority Ethnic communities.

2. Recommendations

- 2.1 It is recommended that the PCC notes the progress of Nottinghamshire Police in the areas of equality, diversity and Inclusion (EDI).

3. Reasons for Recommendations

- 3.1 To ensure that the PCC is updated on these matters and receives the appropriate assurance regarding Force compliance with the Equality Act 2010.

4. Summary of Key Points

- 4.1 As part of the PCC and Chief Constables' commitment to equality, diversity and inclusion, the Force has four key equality objectives. Although the work for all our objectives is integrated throughout the business, each Chief Officer is designated as a lead. The leads during the reporting period 2020/2021 for these objectives were:

Engagement	ACC Steve Cooper
Proportionality	T/ACC Robert Griffin
Culture	DCC Rachel Barber
Representation	Head of People Services, Claire Salter

- 4.2 Progress against these objectives is discussed at the EDI tactical board, attended by representatives from staff support groups and all areas of the organisation. This in turn is overseen by the EDI strategic board, which meets on a quarterly basis and is chaired by the Chief Constable. The Head of

Strategy and Assurance attends these meetings on behalf of the Office of the Police and Crime Commissioner.

4.3 In addition to leading on Equality and Diversity, each member of the Chief Officer Team also undertakes the role of 'Network Champion' for one or more of the Diversity Support Networks within Nottinghamshire Police. Support Network Champions have been of benefit to all of our diversity support networks, it has helped in promoting and empowering the support network and in recognition that the issues that they raise are important.

4.4 Workforce representation

BME Representation within the organisation.

Employee Type	BAME	White	Declined to state	Not Known	Grand Total	BME Total%
Police Officer	164	2074	8	0	2246	7.30%
PCSO	8	150	0	0	158	5.06%
Staff	89	1289	13	5	1396	6.24%
Special	14	141	1	1	157	8.92%
Grand Total	275	3654	22	6	3957	6.95%

Gender representation within the organisation

Employee Type	Male	Female	Grand Total	Female Total %
Police Officer	1461	785	2246	45.44%
PCSO	72	86	158	54.43%
Staff	519	877	1396	61.97%
Special	107	50	157	31.85%
Grand Total	2159	1798	3957	45.44%

LGBT Representation within the Organisation

Role	Identifying as LGBT	Total Workforce	Total Percentage LGBT (Inc Prefer not to say)
Police Officer	182	2246	8.1%
Police Staff	98	1554	6.3%
Total Workforce	253	3957	7.37%

Disability within the Organisation

Self-Declared Disability	Headcount	Disability Force %	total
Yes	151	3.82%	
No	66	1.67%	
Prefer not to answer	2	0.05%	
Not disclosed	3738	94.47%	
Totals	3949	100.00%	

4.5 Stop and Search

Over the past year significant work has taken place towards the Equality and Diversity objectives. We continue to publish our stop and search figures monthly, and reflect age, gender, ethnicity and outcome.

We review our stop and search activity on a dedicated scrutiny board, and regularly invite comment, review and feedback from the youth crime commission and our independent advisory group.

The highlights of which include:

<h1>308</h1> <p>Total number of stop and searches</p>	Positive Outcome (inc. arrest)	113	36.7%	
	Arrests	35	11.4%	
	No Further Action	195	63.3%	
	More Thorough	1	0.3%	
	Strip Search	4	1.3%	
Positive Outcomes	Outcome Linked	Outcome Not Linked	Nothing Found	Total
Arrest	17	3	15	35
Article Found - Detailed Outcome Unavail	6	0	2	8
Caution (simple or traditional)	12	0	0	12
Community resolution	8	0	1	9
Khat or cannabis warning	18	0	5	23
NPS - Possession Only	1	0	0	1
PND (Penalty Notice for Disorder)	1	0	0	1
Summons/charged by post	3	0	0	3
Verbal warning	2	0	1	3
Voluntary attendance	12	1	5	18
Total	80	4	29	113
No further action disposal				195

The back drop to the detail of the stop and search activity is that residents, businesses and visitors of and to Nottinghamshire experienced a 20.4% reduction in all crime

during 2020-21 and an 8.1% reduction in knife crime. A causal link between stop and search and crime reduction is suggested. It is suggested that Covid-19 restrictions have also affected this reduction.

2020/21 in numbers

- Stop and search use decreased from 5,415 searches in 2019/20 to 5,085 in 2020/21, a 6.1% decrease. This is primarily attributed to the impact of Covid-19.
- There was a 35.4% arrest and positive outcome rate. In 88.6% of all searches the item recovered was linked to the object of the search. 588 arrests were made, an 11.6% arrest rate; there were additional 1,209 positive outcomes (23.8%).

10% (506) of all searches were undertaken to locate weapons, and 77.1% of searches (3,921 searches of the 5,085) were undertaken looking for drugs, either for possession or supply. This drug focussed activity supported local communities and their setting of policing priorities. The find rate for drugs searches was 37%.

- The Force level data for self-defined ethnicity comparing 2019/20 to 2020/21 shows that Black, Asian and Minority Ethnic disproportionality has dropped from 3.1 to 2.7, Black from 5.8 to 4.7, Dual or Multiple Heritages from 2.6 to 2.2 and Asian or Other from 2.1 to 2.0. The ONS estimates reduce overall disproportionality from 2.7 to 2.3.
- Again, as evidenced in 2019/20, a small number of searches in the County cause a significant increase in the Force level of disproportionality. 55 searches of Black people cause the rate to rise from 1.9 where most searches are conducted in the City (80.5% of searches) to 4.7. Forty-seven searches of those who have a Dual or Multiple heritage, cause the rate to rise from 1.0 (City) to 2.2; and 63 searches of those who are 'Asian or Other', cause the rate to rise from 0.9 (City) to 2.0.
- Officer-defined ethnicity is included to illustrate what disproportionality would look like if self-defined ethnicity data were fully recorded. The rates are higher but still dropping. The Force level data for self-defined ethnicity comparing 2019/20 to 2020/21 shows that Black, Asian and Minority Ethnic overall disproportionality has dropped from 2.9 to 2.4, Black from 7.1 to 5.9, Dual or Multiple Heritages from 3.6 to 3.4, though Asian or Other has risen from 1.8 to 2.6, this indicates disproportionate non-recording of self-defined ethnicity for these communities. Again, the ONS population estimates reduce all these rates, the overall rate from 3.4 to 2.9.

Further detail is provided in a report by Chief Superintendent Mat Healy giving a detailed update and assessment of Stop and Search.

4.6 Hate Crime

Chief Superintendent Mathew Healey is the force lead for this area and his work is supported by a Chief Inspector and two hate crime officers.

Reported hate crime in the force decreased by 4 occurrences (0.2%) when compared to the previous 12 months. The number of reported hate crimes in the City was down by 49 occurrences (3.8%) and up in the County by 35 occurrences (3.2%)

The satisfaction rate from Market Research is 80.1 % (March 2021) and is a fall of 4.2% when compared to March 2021 figures. The weakest area in handling hate crimes is common with most other crimes, which is the failure to keep the IP (injured party) informed.

Ease of contact satisfaction across the yearly period also appears to be dropping month by month.

A new process was introduced at the end of June 2021 to contact the IP 21 days after the incident took place to ensure they are being updated and to allow the Hate Crime Officers to make contact with the OIC (officer in case) to provide one if not.

Guidance to Inspectors for dissemination with their Sgt's for greater intrusive management of Hate Crimes/Incidents especially around pursuing every opportunity, seeking greater victim engagement, VCOP compliance and correct NICL Qualifiers. An Intranet Article to follow up on the above, focussed around VCOP compliance and Victim Satisfaction has been completed.

Training continues within the community (Polish and Jewish this quarter) as well as new officers / staff / PSD mentoring post investigations.

Work has commenced with the University of Nottingham to break down perceived barriers within the South East Asian Community and are working with them to understand their needs.

The Hate Crime Risk Assessment (HC RA) has been a success, with feedback being positive in respect of its user friendliness and enables the officer to complete this at the scene promoting a better service than having to return to the station and call the victim to complete over the phone. We are currently developing this to tackle poor registration rates with Victim Services and Neighbourhood Alert. This will allow (with Victim consent) automatic referrals to these services via the HC RA web form. If this is a success, we will seek to roll out across all risk assessments with force areas.

4.7 Misogyny

We received a number of enquiries from forces nationally seeking to mirror or use our policy as a framework for their own. This has been received positively by all.

We are looking to work with the Universities in preparation of the new term to raise awareness of reporting misogyny as well as crime prevention advice to female students to manage their perception of fear. This will also be a feature conducted during Foreign National Registration with the overseas students, seeking to reassure this community which is predominantly from the Chinese and South East Asian community.

4.8 Mental Health

Mental Health MASH referrals continue to be sent to the Street Triage Team. The team triage then share information with health professionals including GP services and mental health teams so they are aware and can act appropriately. 1200 referrals have been sent to the Street Triage Team since 25th January 2021. Over 50% of these referrals have been shared into the NHS and will have provided additional support in many cases.

The Street Triage Team continue to remain fully operational and have not lost any service to cover resourcing of frontline officers. When the team are not available officers can contact crisis teams and the S.136 suites for advice and information sharing. Current resource within the team includes a Sgt with a focus on maintaining the Street Triage Team frontline offer and MASH referrals.

4.9 Positive Action

The Force has continued to work closely with the College of Policing. Positive Action representatives attend the Positive Action Practitioner Alliance (PAPA) quarterly meetings sharing best practice with fellow positive action colleagues from across the 43 Forces in England and Wales, Police Scotland and the British Transport Police.

The National Police Chief Council's (NPCC) Attraction, Recruitment, Retention and Progression toolkit and the College's BME action and evaluation plans for recruitment and progression form the foundation of the Force's positive action plans. The completion against this toolkit is monitored and reviewed during the EDI board on a quarterly basis.

A new positive action course designed to give candidates from under-represented groups, focusing on BAME, a two week experience of the organisation and the careers available, has been held with great success. Ten candidates, five female and five male, took part in the course written in collaboration with the University of Derby.

We are continuing our extensive support for recruitment processes, to include on-line assessment training, interview support and mentoring. We have adapted our local

processes following analysis of attrition of under-represented groups during assessment processes. There is a library of bespoke support literature and on-line videos so candidates can access support to suit themselves.

We continue to work with communities to support and educate in terms of careers and the pathways into our organisation. We seek feedback and insight into how best to engage and support.

We are creating employability and work experience schemes to support persons with different abilities to have worthwhile work exposure. We are expanding our support for Pulp Friction, our catering supplier, who work with persons with learning difficulties.

4.10 Equality, Diversity and Inclusion Training

In collaboration with community groups and representatives we have designed an unconscious bias course. This is delivered virtually to all frontline staff. This informs and educates staff on bias, but also features feedback from the public who have had encounters with Police who tell their story. This has been received very positively both internally and externally.

4.11 Engagement

During the last quarter May – August 2021, it has been very busy in terms of engagement and events. We have built on existing relationships and contacts, as well as joining new collaborations.

Majority Black Led Churches (MBLC), Gods Vineyard Ministries have continued to welcome us into services and engagement events. MBLC are also working with us to establish a cadet base.

Karimia mosque held a community and careers event where we engaged with around 300 community members.

People Plus recruitment held two Police specific events helping us engage with 50 people on a one to one level and give specific careers advice in all areas of the organisation.

4.12 Special Constabulary

We are the first force in the country to run a new entry route into policing fast-tracking Specials through to 'regular' PC. This flagship initiative attracted applications from all over the country. The cohort of 12 successful officers are currently at training school and are due to become operational in September.

We are also continuing our work to change our Special Police Constable structure to add governance and welfare support. We will be adapting the training to mirror the PEQF framework, seeking to professionalise the role further.

4.13 Cadet Scheme

The cadet scheme positively targets young people, especially those from Black and Minority Ethnic as well as other under-represented sections of the community with the aim of creating greater engagement between the force and young people.

The cadets learn about a range of topics; police history, first aid, conflict management skills and campaigns including those to reduce road traffic accidents, anti-social behaviour, hate crime and alcohol related crime. As part of the programme, cadets will volunteer four hours a month to assist the Police in attending public events, delivering crime prevention initiatives, conducting crime surveys and public engagement activities. A cadet training syllabus has been developed to enable cadets to transition to the BA Policing degree course run by the University of Derby.

In terms of engagement -

- We hosted a cadet engagement day on 10th July which was a great success. This brought all the cadet bases together for team building activities with partners such as the navy. This event will be hosted annually and utilised as a means of promoting the programme and recruiting cadets and cadet leaders.
- All cadet bases from 2022 will provide both junior and senior provisions to aid retention.
- Some senior cadet bases will offer an alternative to the FiP (Foundation in Policing) programme. This will encourage a more diverse representation, aid engagement and facilitate greater flexibility around recruitment.

5 Financial Implications and Budget Provision

5.1 None

6 Human Resources Implications

6.1 The work outlined in this report directly links to our People Strategy and our strategic priorities.

7 Equality Implications

7.1 Please see the main body of this report, which outlines the action the force is taking against each of the four key equality objectives.

8 Risk Management

8.1 The strategic governance of EDI matters are designed to reassure the community and organisation that any issues arising will be resolved promptly and at an appropriate level. The various support networks and organisational development practitioners are constantly horizon scanning for likely risks and looking how to mitigate and prevent.

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

9.1 The work discussed and proposed in this report is linked to the priority, 'Transforming Services and Delivering Quality Policing.'

10 Changes in Legislation or other Legal Considerations

10.1 There are no changes in legislation or other legal considerations to make in relation to this report.

11 Details of outcome of consultation

11.1 There has been no other consultation in relation to this report, which is intended as an update report for the PCC.

12. Appendices

12.1 None

For Information	
Public	
Report to:	Strategic Resources & Performance Meeting
Date of Meeting:	14 th September 2021
Report of:	Chief Constable
Report Author:	Adrian Greensill, Health and Safety Senior Advisor
E-mail:	adrian.greensill@notts.police.uk
Other Contacts:	Claire Salter
Agenda Item:	8

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

Nottinghamshire Police Health and Safety Update

1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update to the Police and Crime Commissioner (PCC) on health & safety for the period April 2020 to March 2021.

2. Recommendations

- 2.1 It is recommended that the PCC notes the content of this report.

3. Reasons for Recommendations

- 3.1 To ensure that the Office of the police & Crime Commissioner is updated on this area of business and is assured about the Force's processes.

4. Summary of Key Points

- 4.1 Nottinghamshire Police's Annual Health and Safety Report is detailed in Appendix A. That report contains further detail in relation to the work the Force has undertaken over the financial year 1st April 2020 to 31st March 2021 to protect its officers, staff and members of the public from a health and safety perspective.
- 4.2 The update in the report provides a governance oversight, an overview of incidents and lessons learned.

5. Financial Implications and Budget Provision

- 5.1 Budget provision has been made for the move of IOSH management training to an online process which was trialled last year. This provision has continued for the year 2020/2021 and will be used as the delivery model for this training in the future. This delivery model reduces study time by 10 hours.
- 5.2 The Current Noise testing equipment is now obsolete and will need to be replaced in the financial year 2021/2022 this equipment is required for safety testing for the firearms teams, dog section and plant rooms across the organisation. The cost of the replacement equipment is Circa £5000.

6. Human Resources Implications

- 6.1 Operation Hampshire has assisted in improving the reporting process for officers and staff assaulted on duty resulting in a significant increase in the number of incidents reported and investigated. There is now increased confidence in the accuracy of this data.
- 6.2 All accident, assault and near miss reports are reviewed, with responses sought from line managers when appropriate. Feedback is now given to individuals making near miss reports letting them know the response to their report.

7. Equality Implications

- 7.1 There are no equality implications related to this subject.

8. Risk Management

- 8.1 The need for safety training is paramount and COVID 19 restrictions have continued to impact on delivery of the training, however COVID provision has been moved to business as usual and the training delivery has continued throughout the period. Classroom based Risk Assessment training has been resumed as of September 2020.
- 8.2 Moving COVID 19 management to business as usual has allowed the Health and Safety team to concentrate on improving the quality of risk assessments, the accident/assault reporting process and supporting front line operations.

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

- 9.1 No impact on Policy currently.

10. Changes in Legislation or other Legal Considerations

- 10.1 The continuing changes to COVID 19 legislation has had little impact on the organisation as we have continued to work to NPCC guidance which has remained unchanged throughout the year. The COVID Audit process has been well established and this network will now be used for future Health and Safety Audits.

11. Details of outcome of consultation

- 11.1 There has been no consultation in relation to this report, which is intended to provide an update on work in this area of business to the PCC.

12. Appendices

12.1 Appendix A – Nottinghamshire Police Annual Health and Safety Report.



NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE

Annual Health & Safety Report

2020 – 2021

Report authors:
Adrian Greensill
Stephen Harrold

The Force Health & Safety Report is produced annually to inform the Chief Constable, the Chief Officer Team and the Nottinghamshire Office of the Police and Crime Commissioner

about Health and Safety performance of Nottinghamshire Police Force. The report contains information gathered from the Force Health & Safety reporting and recording system as well as analysis of the statistics by the Force Health & Safety Team and submissions from Operation BION for this year due to the impact of the pandemic .

1.0 Introduction

- 1.1 This report covers the financial year from 1st April 2020 to 31st March 2021. The aim is to provide statistical data and information on what Nottinghamshire Police is doing to protect its Police Officers, Police Staff, Specials, Volunteers, Contractors, service users and members of the general public. This report also contains information relating to the Impact of the COVID 19 pandemic on Nottinghamshire Police from a health and safety perspective.
- 1.2 The Health & Safety team focuses on reducing the risks of injury and ill health that can arise from the wide range of policing and support activities. The Force recognises that good health & safety management supports the delivery of a first-class policing service to the people of Nottinghamshire.
- 1.3 Nottinghamshire Police's policy in relation to health & safety is set out in the policy statement, signed by both the Chief Constable and the Police & Crime Commissioner (PCC). The principles set out therein provide the overarching framework for all subsidiary statements at Corporate and Departmental level. NPCC guidance has also been followed to ensure that the response to COVID-19 has been consistent with current national policy and guidance.

2.0 Reported Injuries

Table 1 - Summary of reported injuries

Total Adverse Events / Category	2018/19	2019/20	2020/21
Accident	165	190	184
Adverse Incident (Custody)	11	2	0
Assault	155	158	361
Near Miss	49	57	66
Not a near miss (H & S use only)	39	2	0
Not an accident (H & S use only)	10	4	0
RTC	24	3	0
Grand Total	481	416	611

2.1 There has been a significant increase in reported assaults 2020/2021 this is believed to be linked to the improved reporting systems introduced and the impact of changes to NICHE linked to operation Hampshire.

2.2 'Not a near miss (H & S use only)' and 'Not an accident (H & S use only)' are no longer used as a recording field as with 'RTC' which are now recorded via Tranman.

Table 2 Road traffic Incidents reported Via Tranman

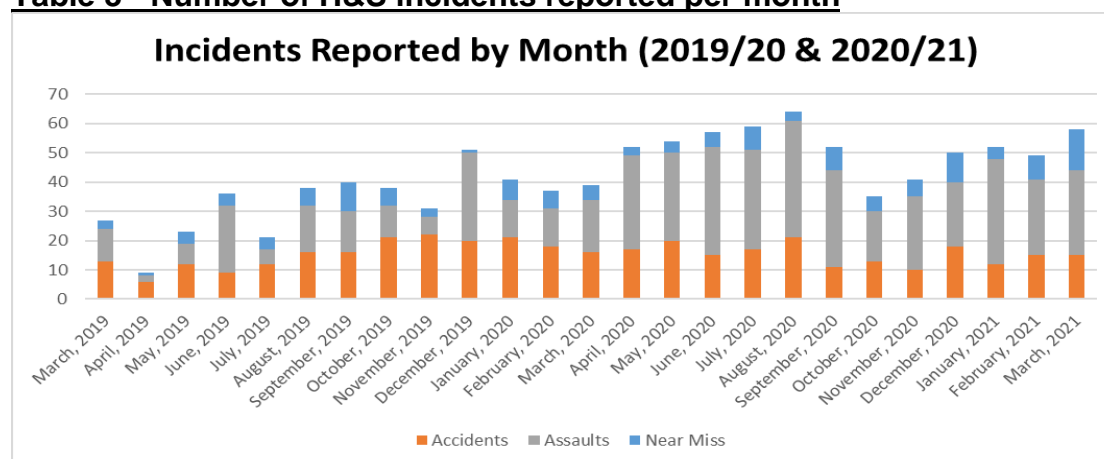
	2018-2019	2019-2020	2020-2021
Reported incidents of damage to vehicles	474	615	647
Incidents resulting in an injury	24	21	19

2.3 Incidents reported include accidental damage, vandalism and damage found on inspection of vehicles.

2.4 Although Incidents reported has increased over the last three years incidents resulting in an injury have declined it is unclear as to why the number of incidents reported has increased over the last 3 years

2.5 Incidents that are classed as RTC are not RIDDOR reportable.

Table 3 - Number of H&S incidents reported per month



2.6 Near Miss reporting remains disappointingly low.

- 2.7 Increased numbers of assaults reported linked to operation Hampshire.
- 2.8 Accident reports are showing a slight decrease, possibly due to fewer staff being in the office and periods of lock down.
- 2.9 Drops in numbers of incidents reported in October and February may be related to local and national COVID-19 lockdowns.

Overall year on year reporting is increasing which is a positive reflection of the organisations increased focus on H&S requirements.

3.0 Health & Safety Committees

- 3.1 Health and safety committees have continued throughout the year to monitor performance and general health and safety management.
- 3.2 COVID-19 measures have been organised and monitored by a Gold Command Group meeting regularly depending upon demand.

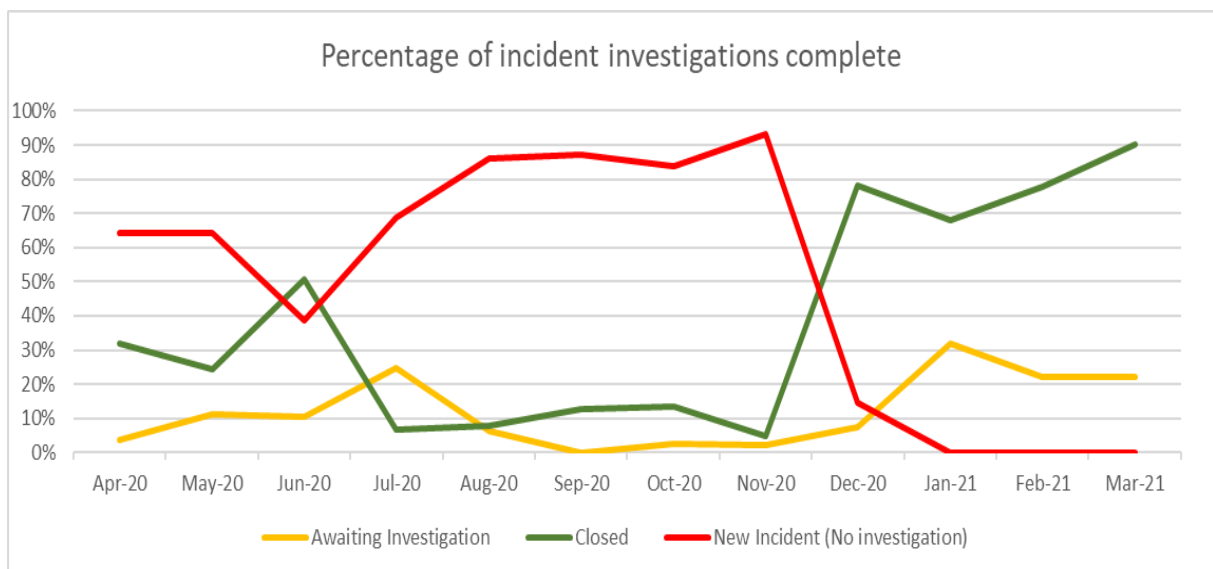
4.0 Training

- 4.1 The Health and Safety team have continued to deliver a short session to all student officers covering basic health and safety and the reporting process for incidents whilst on duty.
- 4.2 Transferees are also given a short input on basic safety and their responsibilities.
- 4.3 New Police staff now receive an induction booklet outlining basic workplace safety, highlighting which mandatory training should be completed.
- 4.4 Online NCALT packages completion rates have improved significantly rising from a completion rate of 20% to an average completion rate of approximately 45% this continues to be an area of work needing close attention to continue the ongoing improvements.
- 4.5 A one-day risk assessment training package has been developed and for inspector level and comparable staff roles. Roll out of the training was planned for April 2020 however this was initially postponed due to the COVID-19 emergency measures. A reduced schedule took place from September 2020 which will be increased as social distancing restrictions are relaxed.
- 4.6 Online IOSH Managing safety training has been commissioned in lieu of in house training and with an initial 16 places being purchased for completion in the 2020/2021 financial year this will continue over the coming year.
- 4.7 A senior manager IOSH training course has been agreed and is planned for the financial year 2021/2022.

5.0 Accidents / Injuries

- 5.1 The Health and Safety team analyse all reported accidents in order to help prevent or reduce accidents and injuries and identify any trends. This information is also used to inform local Health & Safety action plans.
- 5.2 There were no fatalities involving Police Officers or Police Staff.
- 5.3 Incident reporting has improved year on year following improvements to NICHE and work by the Health and Safety team to identify unreported incidents.
- 5.4 Accident reports are now followed up with a reminder email sent directly by the Health and Safety Advisors, resulting in an improvement in the number of investigated and subsequent closed incidents over the year.
- 5.5 Custody continue to investigate and manage their own incidents with assistance provided by the Health and Safety team when required.

Table 4 – Closed Incident investigations



6.0 Investigations

- 6.1 Investigation completions and returns have historically been at a low level across the organisation. Whenever an incident is reported an automated email is sent to the reporters line manager asking for further investigation of the reported incident.
- 6.2 There are two issues with this process.
 - The person reporting the incident may not be the injured party so the auto email may not be sent to the correct manager
 - There is no monitoring of the return rates to monitor the quality or quantity of investigations. Individuals can ignore the auto generated e mail.
- 6.3 To ensure regular and timely intervention the Health and Safety team now review incidents on a weekly basis requesting that further investigations be undertaken where necessary. Support and coaching is provided to those managers new to incident investigation with further support provided where the investigation is prolonged and complex. The work undertaken by Operation Hampshire has ensured that assaults receive a better quality of review and investigation, this has assisted and improved the investigation process.
- 6.4 Identified trends in failure to investigate can now be highlighted and reported back via the silver and bronze Health and Safety committees.
- 6.5 The Health and safety team now have a scheduled weekly review of investigations and incident reports and scrutinise the level of completion. Failure to complete the necessary investigation will be fed back through the silvers H&S committee.

7.0 Injuries, Accidents

Table 5 – Causes of injuries (Accidents)

Cause	
Bite (not human)	9
Broken glass	3
Chasing	4
Climbing	2
CS spray	1
Equipment	7
Fall	19
Fall from height	3
Forcing entry	3
Foreign body	1
Head-butt	1
Impaled	1
Lifting and handling	5
Moving vehicle	8
Needle	4
Other	21
Pushed	2
Resisting arrest	7
Restraining prisoner	14
RTC	19
Slip	9
Struck	4
Sudden movement	2
Training exercise	11
Trapped	1
Trip	9
(blank)	14
Total	184

- 7.1 It was identified that the number of RIDDOR reportable incidents were not reported to the required timescale due to weaknesses in the existing reporting system which was not identifying 7 day absence. This issue has been investigated and resolved by reviewing the process for identifying RIDDOR incidents and introducing a checking system with a weekly 7 day absence report supplied to the Health and Safety team. Since the implementation of the new process, we can meet statutory requirements.
- 7.2 Fall from height (above 6 feet) and training exercise including (MOE) is an area that the H&S identify as an area to monitor over the next reporting period. It is essential that learning from these areas are incorporated into training events and standards of process.

8.0 Assaults

Table 6 - Reported Assaults

	2017/18	2018/19	2019/20	2020/21
External	2	1	1	2
Police Officer	172	125	146	329
PCSO	5	9	2	11
Special	2	0	2	3
Staff - Permanent	20	14	7	16
Volunteer	0	0	0	0
Blank	5	1	0	0
Total	206	150	158	361

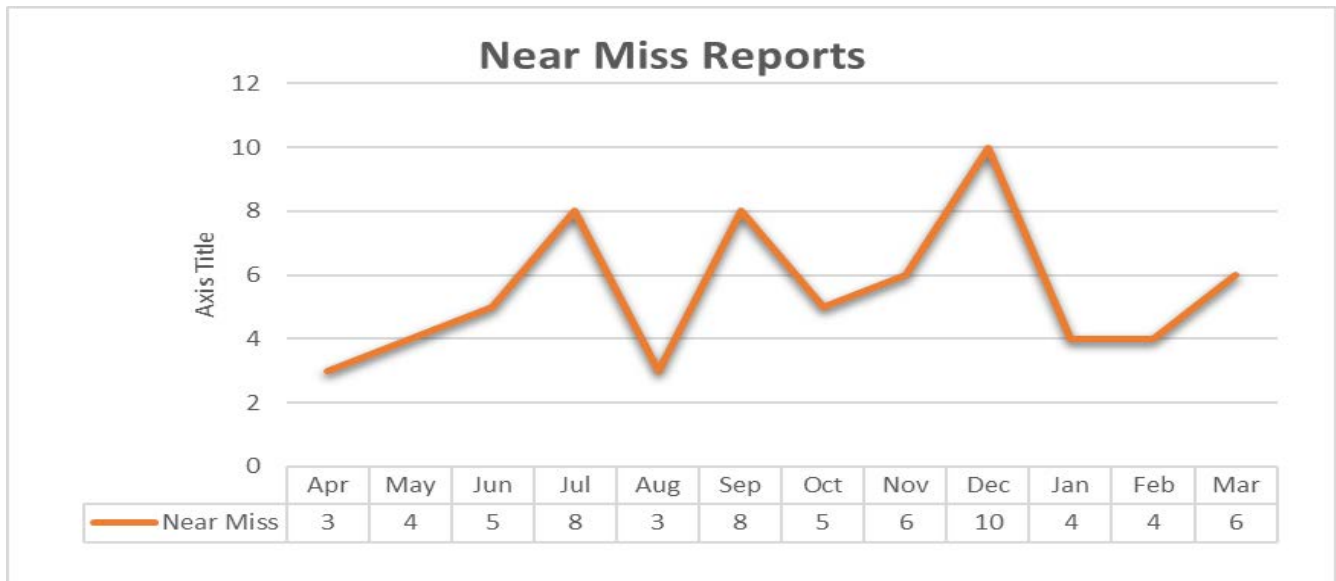
- 8.1 As previously mentioned the significant increase in assaults reported on the Apex system relates to improvements in the reporting process following initial work by the H&S team and subsequent work of Operation Hampshire.
- 8.2 Any identified trends are fed back to Silver and Bronze committee meetings, with additional information provided to the use of force meeting when the incident relates to issues such as use of handcuffs or searching of detainees.
- 8.3 All recorded assaults on police staff took place within a custody suite.
- 8.4 Assaults on specials are now also being captured work will continue to ensure that the specials understand the importance of reporting incidents.
- 8.5 Spitting is recorded as Contamination. Op Bion Gold requested further investigation in this area and no spitting events resulted in a positive covid test.
- 8.6 32% of assaults resulted in no recorded injury.
- 8.7 Only 13 cases identified stress and anxiety as an outcome of an assault further work is needed to understand if there is any link to sick absence in the long term.
- 8.8 Links with the use of force board will continue this year with an emphasis on providing relevant information in the circumstances relating to assaults and lessons learnt and what links there are to behaviours, training, skill fade and experience levels of officers who have been assaulted.
- 8.9 Assaults in a custody environment are reviewed and investigated by the custody team. A monthly report shared with the regional team to identify any lessons learnt.

Table 7 - Injury/outcome reported following an assault

Outcome	
Anxiety/stress	13
Bite (human)	11
Bite (not human)	1
Bruise	29
Chipped bone	1
Concussion	3
Contamination	18
Contusions/bruising	6
Disc damage	2
Discomfort	34
Dislocation	2
Fracture	7
Headache	5
Jarring	1
Laceration	7
Ligament damage	1
Multiple injuries	8
Muscle spasm	1
Nerve injury	1
No Injury	118
Open wounds	5
Pain/discomfort	47
Reddening	11
Scratches	11
Shock	1
Soft tissue injury	5
Sprain/strain	2
Suspected fracture	1
Swelling	5
Tendon damage	1
Whiplash	1
(blank)	2
Total	361

9.0 Near Misses

Table 8 Near Misses



- 9.1 A near miss is an unplanned event which had the potential to cause injury but did not. All employees of Nottinghamshire Police are actively encouraged to report near misses. Near misses are reviewed daily to enable swift action to be taken to prevent recurrences and to identify force wide trends.
- 9.2 Sixty-six near misses were reported in 2020/2021 which represents a slight increase in reports 57 reports in 2019/2020 and 48 2018/2019.
- 9.3 Near misses will now be investigated in the same way that other incidents are investigated with line managers reviewing the report and providing feedback on actions taken this will also be reviewed at the silver/bronze Health and Safety committees.
- 9.4 Further work is required to identify the areas of business where near miss data is being recorded compared to those areas that are not reporting, will be built into the new HR recording system to ensure this analysis is captured moving forward.

10.0 RIDDOR reportable Incidents

- 10.1 There has been a total of 21 RIDDOR reportable incidents in this financial year. an increase from 14 RIDDOR incidents in 2019/2020. This is due to an improved reporting process.
- 10.2 No COVID19 incidents were reported under RIDDOR as none of the cases reported Met the criteria required.

11.0 COVID-19

Table 9 - Positive test results of COVID-19 per month

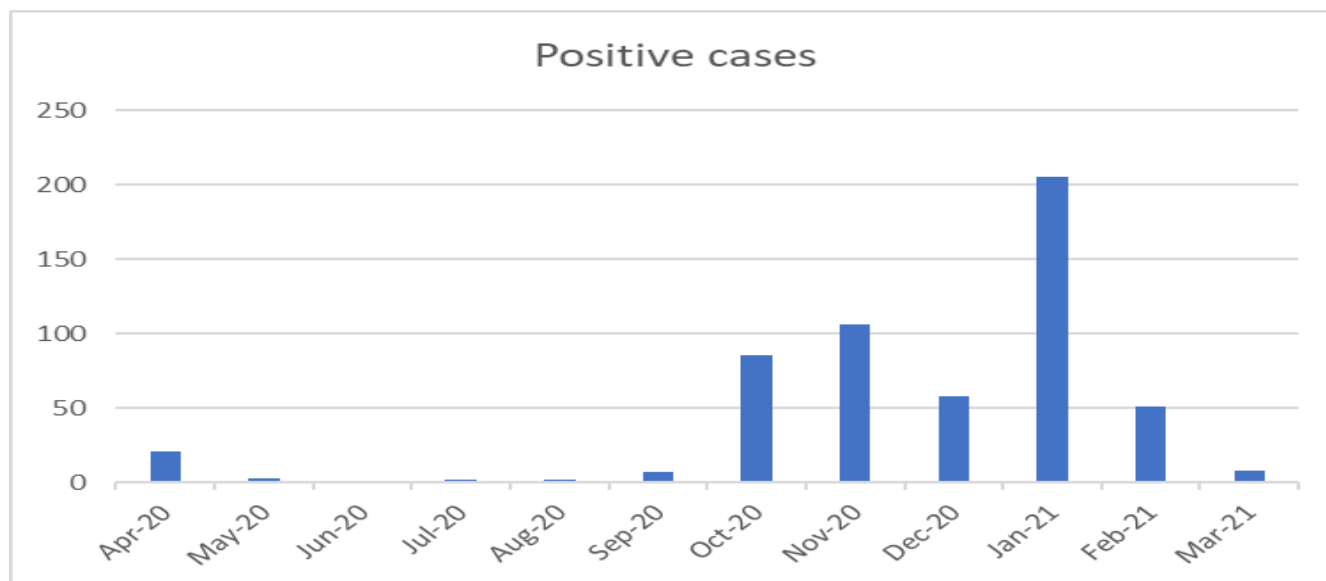


Table 10 - COVID 19 percentage of staff contracting COVID

PCSO	33% of PCSO's
Police Officer	27% of Police officers
Police Staff	27% of Police staff

- 11.1 The emergence of COVID-19 in February 2019 has had a significant impact on the health and safety department with resources diverted to meet the threat to the workforce and the general public.
- 11.2 There was a perception that police staff had been more impacted by contracting covid due to attending the office working environment. The number of staff, PCSO and Officers reporting absent due to covid shows that the effect on officers and staff were similar.
- 11.3 Throughout the year the health and safety team have supported force wide risk assessments assessing against building compliance and observed behaviours. Audits, reviews and investigations looking into COVID compliance across the organisation. This was used to identify areas where additional support was needed and to prioritise continuous improvement actions. This provided support and protection of our workforce whilst maintaining physical attendance at work as expected of an emergency service.
- 11.4 During the Pandemic the health and safety team have supported all areas of business with work on the provision of PPE and the identification the correct PPE for specific situations providing feedback to the National operation TALLA and liaising with the association of police Health and Safety advisors (APHSA) to ensure a consistent approach to its use.
- 11.5 The Health and safety team lead on the introduction of signage across all of the estate ensuring clear messaging on social distancing and the use of appropriate PPE this work was completed in conjunction with the communications team and Op BION.

- 11.6 Building Audits were introduced to support initial risk assessments with a RAG rating used to identify risk areas, the audits considered two factors. Building compliance and staff behaviours this provided regular information on performance and identified areas for improvement quickly.
- 11.7 COVID champions for each site were established in November who have been providing weekly building inspections to identify additional areas for improvement.
- 11.8 There have been two Health and Safety Executive (HSE) investigations into COVID-19 compliance. The first in support of a PHE request following a significant outbreak of COVID-19 at the northern control room in Mansfield. The second following concerns raised by members of staff transferring into Phoenix House who felt the building was not COVID secure. Both incidents were resolved with no enforcement action taken by the HSE who referred to measures in place at the Northern Control Room as Gold standard.
- 11.9 The profile of the H&S team has increased within the organisation throughout the year with advice and guidance being sought out for risk assessments and office set up. The HS team have adopted a supportive, pragmatic approach to problems whilst ensuring advice is consistent with Op Talla or government regulations or guidance. This has resulted in increased networking and has opened the conversation for other H&S matters.

12.0 Actions planned for 2021-2022

- 12.1 Support the COVID 19 recovery Plan across Nottinghamshire Police working with partners and staff association to ensure a safe return to post COVID-19 working arrangements.
- 12.2 Working within Operation Regain to ensure that the new Midland iTrent solution will bring improved reporting systems that are fit for purpose and support the development of an effective safety management system.
- 12.3 Review of Risk Assessments to identify any improvement opportunities/risks, working with operators to develop a more informed understanding of the process.
- 12.4 Continuation of safety training across management level including locally delivered risk assessment training. Development of a Senior Officer Training day to ensure our leaders understand their responsibilities at a strategic level.
- 12.5 Review guidance and information documents to ensure they are suitable and sufficient to achieve appropriate standards and accurately reflect the risk and current legislation before uploading to new intranet site/use as part of iTrent.
- 12.6 Audit current working practices to identify any weaknesses or gaps in delivery.

For Information	
Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	14th September 2021
Report of:	Chief Constable
Report Author:	T/Chief Supt Mat Healey and Supt Paul Burrows /
E-mail:	Mathew.healey@notts.police.uk paul.burrows@notts.police.uk
Other Contacts:	Chief Inspector Fifi Gulam-Husen
Agenda Item:	10

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

The use of Stop and Search in Nottinghamshire

1. Purpose of the Report

- 1.1 The purpose of the report is to present to the Police and Crime Commissioner detail of stop and searches (including strip and more thorough searches) undertaken during 2020/21.

2. Recommendations

- 2.1 It is recommended that the report and its content are noted.

3. Reasons for Recommendations

- 3.1 To ensure the Office of the Police & Crime Commissioner is aware of the use of stop and search in Nottinghamshire

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

- 4.1 The Nottinghamshire Police Annual Report into Stop and Search 2020/21 is published on the Force's web site. The Annual Report is written to achieve two objectives. The first is to report how stop and search powers are used; the second is to show that the use of this power is both necessary and proportionate.

2020/21 in numbers

- Stop and search use decreased from 5,415 searches in 2019/20 to 5,085 in 2020/21, a 6.1% decrease. This is primarily attributed to the impact of Covid-19.
- There was a 35.4% arrest and positive outcome rate. In 88.6% of all searches the item recovered was linked to the original object of the search. 588 arrests

were made, an 11.6% arrest rate and there were additional 1,209 positive outcomes (23.8%).

- 10% (506) of all searches were undertaken to locate weapons, and 77.1% of searches (3,921) were undertaken looking for drugs, either for possession or supply. This drug focussed activity supported local communities and their setting of policing priorities. The find rate for drugs searches was 37%.
- The most accurate recording of disproportionality includes officer-defined ethnicity when self-defined ethnicity is not stated. However, it is usual for self-defined ethnicity rates alone to be published. In addition, the Office of National Statistics have produced population estimates from 2011 through to 2019 following the 2011 Census, that give an indication of how population changes lower disproportionality. The Force level data for self-defined ethnicity comparing 2019/20 to 2020/21 shows that Black, Asian and Minority Ethnic disproportionality has dropped from 3.1 to 2.7, Black from 5.8 to 4.7, Dual or Multiple Heritages from 2.6 to 2.2 and Asian or Other from 2.1 to 2.0. The ONS estimates reduce overall disproportionality from 2.7 to 2.3.
- During 2019/20 there were 1,504 search records with no self-defined ethnicity recorded (28% of the total). Following audit and feedback work in 2020/21, this rate has dropped to 21.6% of records (1,047). Officers who fail to ask the self-defined ethnicity question are reminded to do so and this work is on-going.
- As evidenced in 2019/20, a small number of searches in the County cause a significant increase in the Force level of disproportionality. 55 searches of Black people cause the rate to rise from 1.9 where most searches are conducted in the City (80.5% of searches) to 4.7. Forty-seven searches of those who have a dual or multiple heritage, cause the rate to rise from 1.0 (City) to 2.2; and 63 searches of those who are Asian or Other, cause the rate to rise from 0.9 (City) to 2.0.
- Officer-defined ethnicity is included to illustrate what disproportionality would look like if self-defined ethnicity data were fully recorded. The rates are higher but still dropping. The Force level data for self-defined ethnicity comparing 2019/20 to 2020/21 shows that Black, Asian and Minority Ethnic overall disproportionality has dropped from 2.9 to 2.4, Black from 7.1 to 5.9, dual or multiple heritage from 3.6 to 3.4, though Asian or Other has risen from 1.8 to 2.6, this indicates disproportionate non-recording of self-defined ethnicity for these communities. The ONS population estimates reduce all of these rates, the overall rate from 3.4 to 2.9.
- 21% of searches required the use of handcuffs, down from 23% the previous year. The main reason for use was to prevent the escape. The handcuffing rate

has dropped for all ethnicity's though most notably by 17% for those from the Asian or Other communities, and 7% for those from the Black community.

- A Body Worn Video record was made of 91% of searches, up from 87% in 2018/19.
- Audit data indicates 69.2% of drugs searches were for possession offences well down on the 86% audit rate in 2019/20.
- Local policing operations directly affect the rate of drugs searches and proportionality. 135 drugs searches were undertaken during Op. Guardian tackling violence in the night-time economy; 72 drugs searches through Op Compass tackling drug taking in open spaces and 324 drugs searches through Op Scorpion to tackle knife crime. This is a total of 531 searches, or 13.5% of the 3,921 drug searches undertaken in the force area during 2020/21. These numbers were affected by Covid-19 and the expectation is that in 2021/22 the number of searches will be much higher.
- In addition, the Knife Crime teams undertook a further 825 drugs searches and the Reacher proactive teams 409 which together accounted for 31.5% of the 1,921 drug searches undertaken in the force area during 2020/21. Collectively these proactive operations and teams undertook 1,765 drugs searches or 45% of the 3,921 drug searches undertaken in the force area during 2020/21. This is down from a comparative 57.5% in 2019/20.
- During the financial year 2020/21, no Section 60 search authorities were given.
- During 2020/21 there were 11 public complaints in total, with 28 separate allegations, relating to stop and search compared to 12 the previous year, with 20 separate allegations. Of these 11, 6 were formal complaints with a total of 19 allegations and 5 were outside of Schedule 3, with 9 allegations. Of the 11 complaints, none were raised by an Asian person, 4 by a White person, 2 by a Black person, none by someone who self-declared as other mixed background', and 5 did not state their ethnicity.

During 2020/21, Covid-19 caused a pause in the ability of members of the public to watch stop and search in action as part of the work to deliver against the Best Use of Stop and Search Scheme (BUSSS) through the Ride-along Scheme.

The External Scrutiny Board continued to meet virtually throughout the pandemic ahead of a planned transition to the PCC governed, Independent Community Scrutiny Panel (ICSP).

This transition to the ICSP is ongoing with the recruitment and vetting of the scrutiny panel. Police coordinated Scrutiny Panels are now continuing in the interim. The ICSP Terms of Reference are detailed in Appendix 1.

A monthly infographic published on the force website illustrates the activity relating to a number of different characteristics, including, age, gender, race and outcomes is available. This infographic can be found at the Stop and Search title page: <http://www.nottinghamshire.police.uk/stopsearch>.

We will continue to work with our communities and stakeholders to increase effectiveness and public confidence, improve the quality of the encounter, and ensure the use of stop and search powers continues to create a safer place for everyone.

The in-force governance of the Use of Police Powers has been amended slightly with the Head of Local Policing responsible for the strategic oversight of use of police powers including stop & search, use of force and s163 Road Traffic Act each of these sections having a responsible tactical lead.

The Strategic Lead reports into the Deputy Chief Constable chaired, Organisational Risk & Learning Board. Appendix 2 details this governance.

Focus in 2021/22

The recommendations arising from the national HMICFRS report, ***Disproportionate use of police powers - A spotlight on stop and search and the use of force*** have been received and are being addressed currently. Specifically, the recommendations are:

- By July 2022, forces should ensure that officers and staff have effective communication skills in line with the National Policing Guidelines on Conflict Management. This should be in addition to existing training on conflict management and de-escalation.
- By July 2021, forces should ensure that communication skills are reinforced as part of the programme of CPD for officers and staff, and that supervisors are supported to routinely and frequently debrief officers on these skills using BWV footage.
- By September 2021, forces should:
 - Ensure that officers record on BWV (when this available) the entirety of all stop and search encounters, including traffic stops and use of force incidents.
 - Have a structured process for reviewing and monitoring internally a sufficient sample of BWV footage to identify and disseminate learning and hold officers to account when behaviour falls below acceptable standards: and
 - Provide external scrutiny panel members with access to samples of BWV footage showing stop and search encounters and use of force incidents, taking account of the safeguards in the CoP APP.

- By July 2021, forces should ensure they have effective internal monitoring processes on the use of force to help them identify and understand disproportionate use, explain the reasons and implement any necessary improvement action.
- By July 2021, forces should ensure they have effective external scrutiny processes in place in relation to the use of force. Forces should take account of the feedback and update the scrutiny panel and the community on the action taken.
- With immediate effect, forces should ensure that all stop and search records include detail of the self-defined ethnicity of the subject. When this information is refused by the subject, the officer defined ethnicity code should be recorded.

4.2 The use of More Thorough and Strip Search in 2020/21

In March 2015, the HMIC published a report entitled “Stop and search powers 2: are the police using them effectively and fairly?” Within this report, five recommendations were set relating specifically to strip search, or searching beyond outer coat, jacket or gloves. Specifically, recommendation 10 of this report states:

Within three months, chief constables should put in place a process to report, at least once a year, the information they get from recording searches that involve the removal of more than an outer coat, jacket or gloves to their respective police and crime commissioners and to any community representatives who are engaged in the scrutiny of the use of stop and search powers to help them assess whether these searches are lawful, necessary and appropriate.

The force’s issue at that time was that the original stop and search App used to record stop and search only enabled the officer to identify either a search as standard or strip search. Consequently, officers were recording searches which did not involve the exposure of intimate body parts (more thorough searches) but which required the removal of items of clothing beyond a jacket, outer coat or gloves, as strip searches. This skewed the data and created concerns about the level of these particularly intrusive searches when this was not the case. The App was therefore adapted to record more thorough and strip searches, the data from 2017-18 covers this differentiation.

Prior to the publication of the 2015 HMIC report, Nottinghamshire Police was active in making sure service delivery was of a high standard. One example of good practice we adopted from the Metropolitan Police was having designated rooms in all stations for strip searches which are separate from the Custody Suite. Searches of individuals whilst in the Custody Search when not under arrest was determined as inappropriate.

All these requirements were set and published in June 2014. Subsequently there have been several communications to officers outlining the differences between search types and what information needed recording.

The Force also took the decision that every strip search, regardless of age, must be authorised by an Inspector going beyond the College of Policing recommendation that an Inspector should authorise a strip search for a person under the age of 18.

Monthly strip search audits are undertaken, and feedback provided to both officers and the authorising Inspectors.

4.3 Strip and More Thorough search numbers 2020/21

	20/21	19/20
Total number of stop and searches	5,085	5,415
Total no. of strip searches	117 (2.3%)	104 (1.9%)
Total no. of 'More Thorough' searches	35	23
Number of officers using these powers	71	71
Strip searches per calendar month	9.8	8.6

During 2020/21 the number strip and more thorough searches rose slightly, though they remain under 10 a month. The number of officers using these powers remained static.

5. Financial Implications and Budget Provision

5.1 There are no direct financial costs from this work, the work being undertaken to meet the HMIC Recommendation takes place within existing salary of officers and staff involved.

6. Human Resources Implications

6.1 There are no direct HR implications.

7. Equality Implications

7.1 There are direct Equality and Diversity implications as identified within the report as covered by the Equality Act 2010 in that those from Black, Asian and Minority Ethnic communities are being searched more, per 1,000 population than those from the white community.

7.2 An Equality Impact Assessment already exists for the work undertaken by the force on stop and search; this is published on the force website.

7.3 As identified within the report stop and search and stop and account are an issue of importance to the Black, Asian and Minority Ethnic communities particularly in light of the Black Lives Matter protests.

8. Risk Management

- 8.1 There are no new risks identified for the force arising out of this work. However, identifying the proportionality higher rates may increase community confidence and concern as part of the existing risk to the organisation of the use of stop and search.

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

- 9.1 There are no direct requirements to change policy or procedure as these changes have already been directed and the stop and search policy is subject to regular review.

10. Changes in Legislation or other Legal Considerations

- 10.1 The ***Police, Crime, Sentencing and Courts Bill*** is currently passing through Parliament. If adopted in its submitted form, it will introduce Serious Violence Reduction Orders (SVROs). SVROs are awarded on prosecution application where the subject has been convicted of a relevant offence on or after a specified date. Where an SVRO is in force it empowers a constable to search the subject in a public place to ascertain if they have on them a bladed article or offensive weapon. A constable can use reasonable force to conduct the search if necessary. SVROs would last for not less than six months to a maximum of two years.

11. Details of outcome of consultation

- 11.1 There has been no consultation though the aim of this report is to present the detail to the PCC.

12. Appendices

12.1 Independent Community Scrutiny Panel Terms of Reference

12.2 Use of Police Powers Governance Chart.

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

- 13.1 HMIC report (2015) entitled *“Stop and search powers 2: are the police using them effectively and fairly?”*
- 13.2 HMICFRS report (2021), *“Disproportionate use of police powers - A spotlight on stop and search and the use of force”*.

INDEPENDENT COMMUNITY SCRUTINY PANEL (ICSP) – TERMS OF REFERENCE (TOR)

DRAFT 005 –1 December 2020

1. INTRODUCTION

- 1.1 References to 'Panel' in these terms of references mean 'The Independent Community Scrutiny Panel (ICSP)'.
- 1.2 The ICSP has been established to scrutinise police practices in order to identify and explain inequalities and disproportionalities at key points in the BAME policing experience and to make recommendations addressing such inequalities that cannot be objectively justified. The scrutineers and Chair will bring their knowledge, perspectives, insights and understanding gathered through both their lived experience and professional training and/or academic study.
- 1.3 A separate BAME Engagement and Scrutiny briefing report details the new BAME Consultation & Scrutiny Cycle (see **Appendix A**) and how the ICPS is integrated with other BAME consultative groups and the PCC assurance structures.
- 1.4 The ICSP will be supported by a Listening Group and the OPCC Equality Diversity and Project Support Officer to ensure that the work and meetings run smoothly.
- 1.5 The Police and Crime Commissioner may amend these ToR at any time but after consulting with the Community Listening Group or that group's representatives.

2. PANEL COMPOSITION

- 2.1 The Panel will be made up of 6 independent people who either work or live in Nottinghamshire Police Force area including a Chair and have the relevant lived experience and possess the necessary skills and abilities to perform the role as identified in the job description and person specification.

3. CHAIRING THE MEETING

- 3.1 The Chair of the Panel will be appointed annually in June or at the first meeting of the Panel following its establishment. The Chair will be drawn from amongst the members of the Panel.
- 3.2 In the event of the written resignation of the Chair a new appointment will be made from amongst the members of the Panel.
- 3.3 The Panel will elect a person to chair a meeting if the Chair is not present.

4. FREQUENCY OF MEETINGS

- 4.1 Meetings will normally take place 4 times a year. The Commissioner or Chair may call an additional meeting if they consider it appropriate. In between the meetings, the scrutineers may conduct investigations or data gathering exercises to fulfil a particular request or priority relevant to policing, discrimination or other BAME experience.

5. NOTICE OF MEETINGS

- 5.1 At least five clear working days' notice of all meetings will be given unless an item of business is considered sufficiently urgent to justify shorter notice.

6. ATTENDANCE

- 6.1 A meeting of the Panel cannot take place unless at least 2 members are present.
- 6.2 The Panel may invite any other person to participate in the meeting, for example the Police and Crime Commissioner his Deputy or Nottinghamshire's Chief Constable or Deputy or representatives of community groups and subject experts but only vetted attendees will be present when information marked sensitive is being shared.
- 6.3 Any member of the public and press may attend a meeting to observe the meeting but cannot take part in discussions or be exposed to any information marked sensitive.
- 6.4 Questions from the CLG should be sent to the Chair of the Panel via the PCC office at least 5 days prior to the meeting. The Chair will decide whether it is appropriate to investigate a matter and have regard to these general ToR before deciding.

7. WORK PROGRAMME

- 7.1 The Commissioner will be responsible for setting the Panel's work programme which should incorporate, but not necessarily be limited to, matters set out in the Panel's terms of reference. The Commissioner will have regard to the issues raised through the Community Listening Group when setting the Panel's work programme.
- 7.2 The work programme will only cover topics and issues relevant to the role of the Commissioner. Such topics should focus on matters impacting BAME community trust and confidence with the Police such as:
- Inequalities and disproportionalities at key points in the policing experience of BAME people that cannot be objectively justified
 - Police interaction with BAME public, particularly victims of crime
 - Stop and Search (including body worn video and section 60 powers)

- Use of Force (including handcuffs and use of Taser)
- Issues of Employment discrimination (legal requirements Equality Act 2010)
- Police Custody of BAME detainees
- Handling and types of Police Discrimination Complaints (including sanctions)
- Ethics and integrity issues impacting BAME communities
- Use of Police coercive powers e.g. fixed penalty notices, prosecutions and other outcomes

7.3 Any person with a right to speak at a meeting may suggest an item for inclusion in the work programme but these must be in keeping with the above parameters.

7.4 The Chief Constable will ensure that a member of the Force, if required, attends each Panel meeting to speak and be able to answer questions with authority on each item of the meeting agenda.

8. SCRUTINY AND ANALYSIS OF INFORMATION

8.1 The Force will provide all information relevant and available (re section 6.2 above) requested by the Chair of the Panel in sufficient detail and format to enable effective scrutiny to take place.

8.2 Panel members will objectively analyse and scrutinise the data to identify any areas of concern. This may include (not an exhaustive list):

- Dip sampling stop and search files
- Viewing footage from a selection of police body worn video cameras
- Dip sample of complaints files
- Dip sample of police custody files
- Review and analyse of information as directed by the Commissioner's Equality Group (CEG)

8.3 Panel members will question Police and other professional meeting attendees in order to obtain greater insight into any concerns identified. This level of scrutiny will be undertaken professionally without bias and will be independent of political influence in line with the job description and person specification.

9. AGENDA

9.1 The ICSP will determine whether a meeting is for data and information analysis or presenting or debating the outcome or reports from analysis. In the latter, the ICSP will hold such meeting in public in consultation with the OPCC.

9.2 Any member of the Panel will be entitled to give notice to the Commissioner's Chief Executive (CEO) that they wish an item relevant to the functions of the Panel to be

included on the agenda for the next available public meeting. The CEO will decide if the item fits with the key functions of the Panel.

- 9.3 The agenda for the public meeting will be published at least five clear working days before the meeting unless the provisions of the urgency procedure apply.

10. ORDER OF BUSINESS

- 10.1 The order of business can be varied at the discretion of the Chair of the meeting.

11. DECLARATIONS OF INTEREST

- 11.1 Where the Commissioner and/or the Deputy Commissioner attend a meeting where they have an interest in any matter to be discussed or decided, they must, in accordance with their code of conduct declare the existence and nature of that interest and whether the interest is a Disclosable Pecuniary Interest. Any declaration of interest will be recorded in the minutes of the meeting.

- 11.2 Any Panel Member, person or member of staff who is appointed to do anything in connection with the Panel which enables them to speak at meetings, will make the same disclosures of interests. They should withdraw from the room in which the meeting is being held if their interest would be defined as a Disclosable Pecuniary Interest under the Commissioner's code of conduct.

12. SPEAKING AT MEETINGS

- 12.1 The Chair may ask any person who has been invited to the meeting specifically to speak on the subject, to do so.

- 12.2 Any Panel member who wishes to speak will be given the opportunity to do so. If necessary the Chair will determine the order of speaking and how long each person may speak.

- 12.3 Any Panel member may at any time during a meeting request that the meeting is adjourned for up to one hour. The Chair of the meeting has discretion to decide whether to agree the request and, if agreed, to determine the length of any such adjournment.

- 12.4 The Chair will decide when the matter has been sufficiently discussed and will proceed to taking a vote on the agenda item if required.

13. VOTING

- 13.1 All Panel members may vote in proceedings of the Panel. Voting will be by show of hands and by simple majority unless otherwise required.

13.2 Where there is an equal number of votes for and against a motion the Chair can exercise a second or casting vote.

13.3 Any Panel member can require that the minutes of the meeting record how they voted on any decision taken.

14. GIVING ACCOUNT

14.1 In fulfilling its scrutiny role the Panel may request Nottinghamshire's Chief Constable or Deputy or any other member of the Chief Officer team to attend before the Panel to answer any questions which appear to the Panel to be necessary in order to carry out its functions.

14.2 Where this is the case the Chair will inform them in writing. The notice will state the nature of the item and whether any items are required for production to the Panel. Where it is necessary for a report to be submitted, sufficient time will be given to allow preparation.

14.3 Where, in exceptional circumstances the person invited is unable to attend on the required date, then an alternative date may be arranged following consultation with the Chair of the Panel.

15. RECOMMENDATIONS

15.1 Where issues of concern have been identified, but answers to questions by Panel members have failed to provide sufficient assurance, the Chair of the Panel will make recommendations to the Police and Crime Commissioner in order to bring about improvements in support of section 6.2 above.

15.2 The Commissioner will consider the recommendations made and decide how best to deal with such issues. Issues requiring medium to longer term implementation may be included in the Commissioner's annual Police and Crime Delivery Plan.

16. RECORD-KEEPING

16.1 The minutes of all meetings and decisions taken will be published on the Police and Crime Commissioner's website prior to the next meeting, and the minutes will be presented for approval at the next meeting.

17. VETTING

17.1 All members of the Panel will be management level police vetted.

18. FINANCIAL MANAGEMENT

18.1 Payments of the Panel's expenses including financial remuneration will met and processed through the Office of Police and Crime Commissioner.

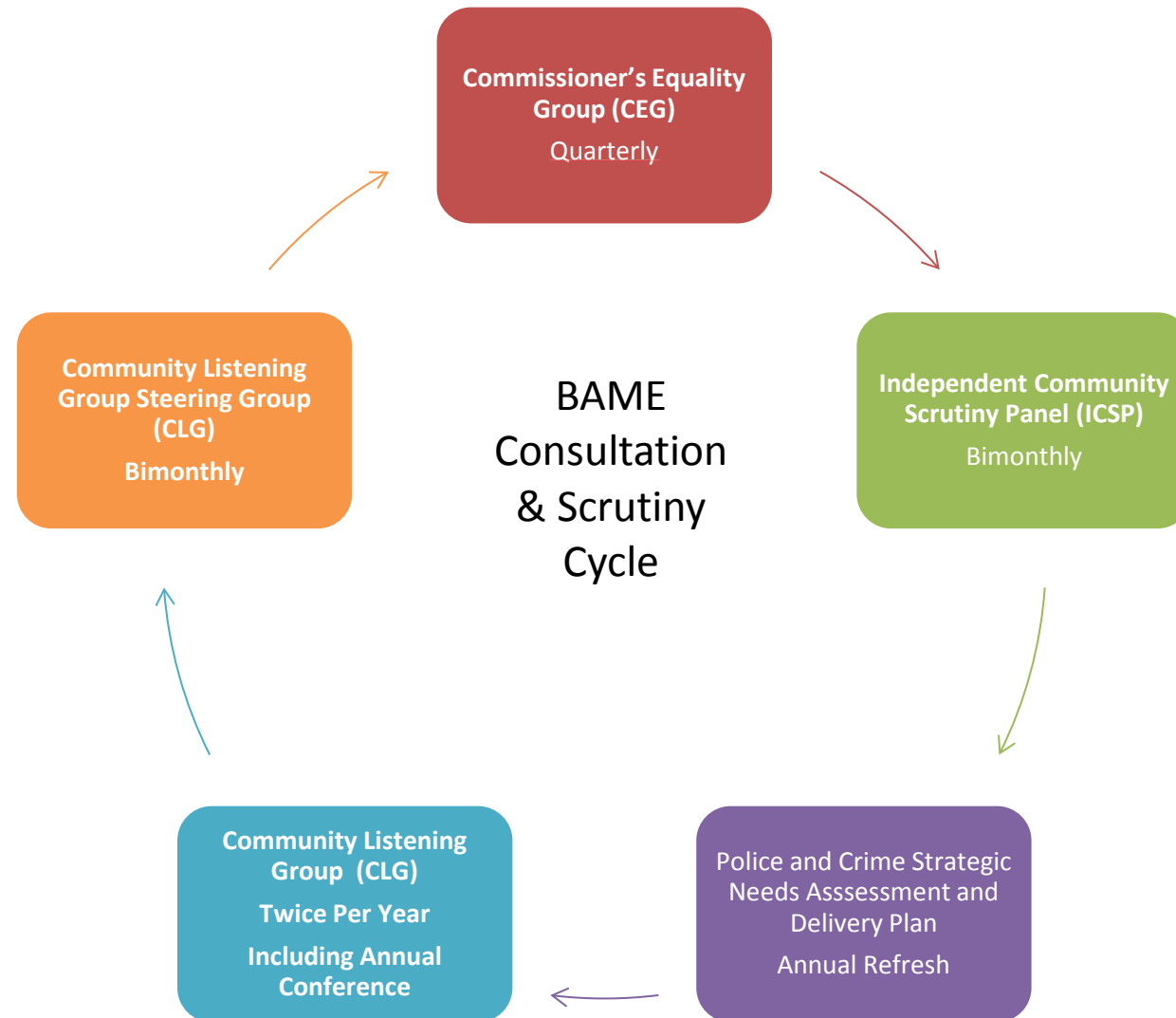
19. DISCIPLINARY

19.1 Any member of Panel who, after a complaint is found to be in breach of any part of these terms, will face disciplinary action which may result in disqualification from the Panel.

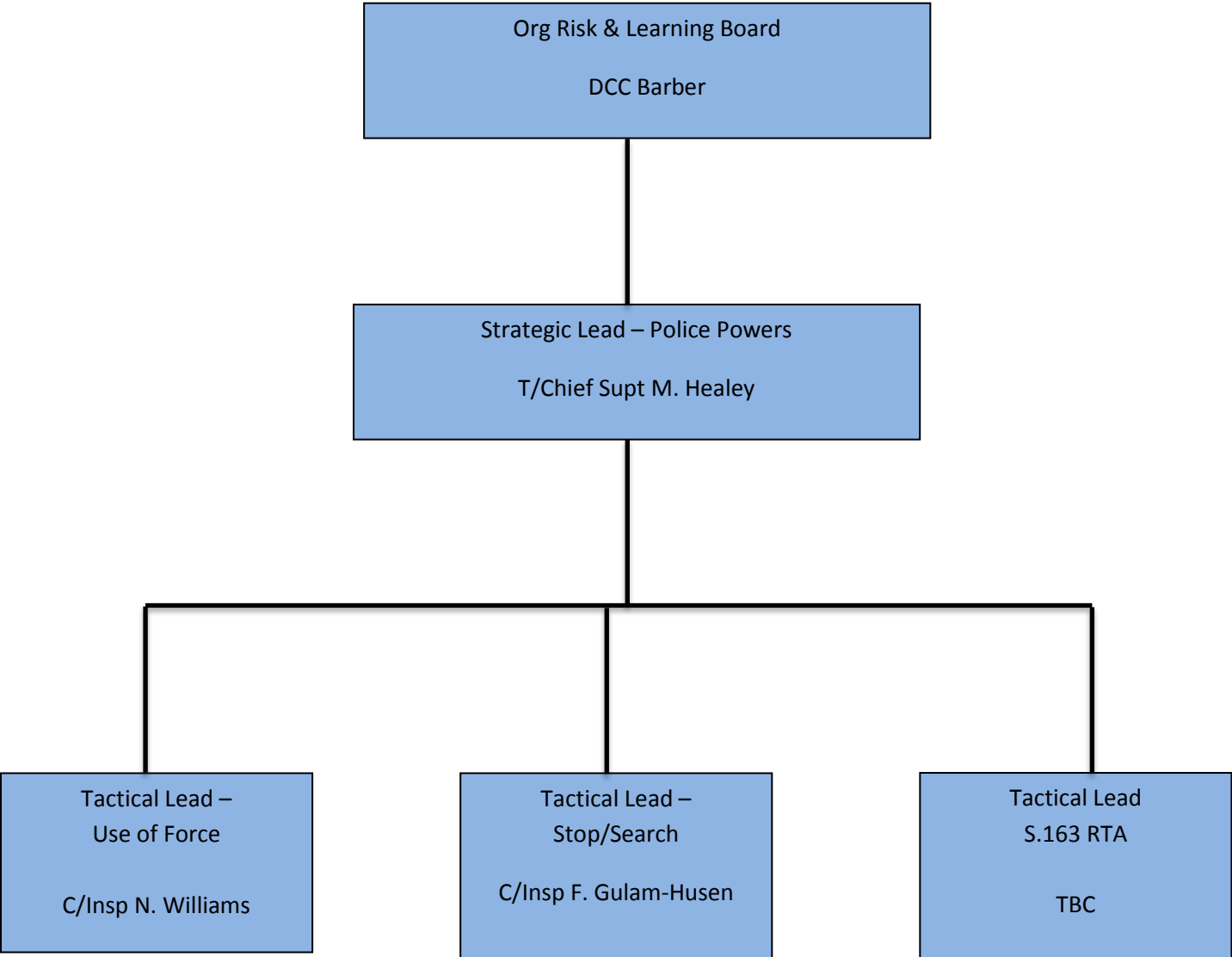
19.2 The Panel will determine its disciplinary and grievance procedures in consultation with the Community Listening Group and the PCC

February 2021

Appendix A – PCC’s BAME Engagement and Scrutiny Cycle



Governance – Use of Police Powers



For Consideration	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance
Date of Meeting:	14 September 2021
Report of:	Commissioner Henry (PCC)
Report Author:	Dan Howitt
E-mail:	Daniel.howitt13452@nottinghamshire.pnn.police.uk
Other Contacts:	None
Agenda Item:	11

POLICE AND CRIME COMMISSIONER’S UPDATE REPORT

1. PURPOSE OF THE REPORT

- 1.1 This report provides the Police and Crime Panel with an update on progress in developing and implementing Police and Crime Commissioner’s (Commissioner) Police and Crime Plan (2021-24), in compliance with the Commissioner’s statutory duties¹.
- 1.2 The report also includes an overview of the Commissioner’s 90 Day Plan (appendix A), an update on key performance indicators to 30 June 2021 (appendix B) and the capital and revenue forecast outturn positions for 2021/22 (appendices C and D)

2. RECOMMENDATIONS

- 2.1 The Police and Crime Panel is invited to scrutinise the contents of this report and seek assurance on any specific areas of concern. The Panel is also invited to request further information where required and make relevant observations and recommendations within the scope of their role².
- 2.2 The Police and Crime Panel has a statutory duty³ to scrutinise performance and delivery against the ambitions of the Police and Crime Plan and of the Commissioner in fulfilling her statutory duties (Section 14 of the Policing Protocol 2011). This update report is designed to assist the Police and Crime Panel in fulfilling these responsibilities.

¹ Section 13 of the Police Reform and Social Responsibility (PR&SR) Act 2011 requires the Commissioner to, subject to certain restrictions, provide the Panel with any information which they may reasonably require in order to carry out their functions, and any other information which the Commissioner considers appropriate

² [Police and Crime Panels: A Guide to Scrutiny](#), Local Government Association (Updated 2016)

³ Police Reform and Social Responsibility Act 2011

3. Activities of the Commissioner: The 90 Day Plan

- 3.1 The Commissioner's 2021-24 Police and Crime Plan is now in development, and will be informed by evidence of local issues, risks and threats identified via the annual comprehensive Police and Crime Needs Assessment process, and by the issues, concerns and priorities of local residents and stakeholders identified as part of the Commissioner's extensive engagement programme during summer 2021.
- 3.2 The Commissioner's 'Have Your Say' events have already highlighted a range of priority issues concerns and priorities for local residents and stakeholders via sessions including: the Nottinghamshire Youth Commission's 'Big Conversation' (20 May), the Community Listening Group (10 June), the Nottinghamshire Rural Crime Partnership (17 June), Violence Against Women and Girls listening event (27 July), Nottinghamshire Police strategic leadership conference (27 July) and community events in Newark (21 July) and Bassetlaw (12 August).
- 3.3 The Commissioner has also convened a cross-party engagement session involving Members of Parliament on 6 July to discuss the proposed objectives of the Police and Crime Plan and opportunities for closer working on local crime, policing and community safety issues.
- 3.4 Other key engagements during this period have included: involvement in Fire Authority meetings and seminars; a range of introductory meetings with local inspectors, local authority leaders and neighbourhood teams; chairing of the Strategic Violence Reduction Unit Board (18 June); contribution to Police and Crime Commissioner roundtable events on agendas such the Emergency Services Network (9 June), rape and sexual violence (14 June) and retail violence (15 June) and attendance at a range of local boards, such as the Nottingham Crime and Drugs Partnership (CDP), East Midlands Criminal Justice Board (EMCJB) and Safer Nottinghamshire Board (SNB). The Commissioner has also been involved in a range of thematic events such as the 'Youth Violence think tank' (29 June).
- 3.5 Pending publication of the statutory Police and Crime Plan in autumn 2021, the Commissioner set out a number of immediate actions to be undertaken during her first 90 days in office, as shown in the **90 Day Plan** at appendix A. Significant progress was made across all actions during the 90 day period⁴, which included:-
- Extensive community engagement on the proposed relocation of Newark Police station, as part of an approach that reached over 37,700 local residents via social media channels, print media, engagement events, focus groups and

⁴ Period 13 May to 11 August 2021

an online survey. Findings from this comprehensive engagement exercise will be used to inform future plans for Newark Police Station over the coming months.

- Priority actions taken in the response to serious violence reduction, which saw the Commissioner become Chair of the Strategic Violence Reduction Board and approve additional investment in a local project providing intensive support to young people with multiple complex needs who are at risk of, or already involved in serious violence.
- Identifying and securing opportunities for new funding which have included £862k from the Safer Streets Fund (Round 2) to tackle acquisitive crime in Nottingham and Mansfield. The Home Office provided highly positive feedback on the bids which 'effectively demonstrated the analysis and drivers of the problems in the chosen areas and identified a suitable response to tackling the issues'. Nottinghamshire was among only a minority of areas to receive funding for a secondary bid as part of round 2 of the scheme.
- The Commissioner has also supported a bid to the Home Office Serious Violence Youth Intervention Programme⁵, which was led by the Violence Reduction Unit (VRU) and was successful in securing £675,996 extra funding to strengthen custody intervention work in the city and county for children and young people aged 10 to 25. A conditional grant offer has also been received for a further bid for co-funding from the Youth Endowment Fund (YEF). If successful, the combined funds would provide an additional £1.7m for custody diversion programmes over a three year period, with a view to further reducing first time entrants into the youth justice system and youth recidivism rates.
- Further bids have been submitted to improve safety and feelings of safety for women and girls in Worksop South (£550k) and Sutton in Ashfield (£550k) as part of round 3 of the home office Safer Streets Fund, and improve safety and the feeling of safety in Nottingham City Centre (£300k). If successful, Nottinghamshire will be on track to receive a total of £2.8m Home Office Safer Streets Funding during the current financial year.
- The Commissioner has invested new Ministry of Justice funding of £1.8m into local domestic abuse and sexual violence support services to strengthen family court support across the city and county, specialist counselling, Female Genital Mutilation (FGM) support and 17 new specialist Independent Domestic Violence Advisers (IDVA) and Independent Sexual Violence Adviser (ISVA) posts.

⁵ [*Commissioner secures a further £676k to fight violence in Nottinghamshire*](#), 5 August 2021

- In engaging young people in crime prevention, the Commissioner has approved the Violence Reduction Unit's Youth Charter which has been produced by young people from the city and county to set out their vision and expectations for high quality youth work provision. The Commissioner has also awarded a grant to the Nottinghamshire Youth Commission to continue to undertake peer-led engagement with young people across Nottinghamshire in 2021/22.
- The Commissioner has continued to review opportunities to drive further efficiencies in police and OPCC services, both via ongoing scrutiny of the force and her review of OPCC structure, functions and capabilities. The force continues to make good progress in driving efficiency challenges to achieve the agreed £2.5m in 2021-22.
- In July 2021, the Commissioner also announced the successful negotiation on the lease of Phoenix House in Mansfield which led to savings of around £60k per year over the next 10 years. The savings will be reinvested into policing. The Commissioner also took the decision not to appoint a Deputy Commissioner until mandated, this is expected to save annual OPCC costs of over £78,000 per year. In addition, the Commissioner has committed to not claiming expense payments for travel within Nottinghamshire.

3.6 A number of areas set out in the 90 day plan will be subject to ongoing activity during the Commissioner's term in office. Where relevant, these will be reported via the Commissioner's Police and Crime Delivery Plan.

4. POLICE AND CRIME PLAN PERFORMANCE (2021-24)

4.1 A performance framework to underpin the 2021-24 Nottinghamshire Police and Crime Plan is currently in development and will be published alongside the Plan itself in autumn 2021. The Commissioner has, however, continued to track performance trends and outcomes via weekly briefings and the quarterly Performance and Insight report⁶ (Appendix B). These are used as a basis for scrutiny and holding the Chief Constable to account via the Commissioner's Strategic Resources and Performance meetings and weekly 1:1 meetings. The latest Performance and Insight report to 30 June 2021 shows a largely positive performance trajectory, noting in particular:-

4.2 Preventing crime and protecting people from harm:-

- Experience of crime in Nottinghamshire fell by 12.4% based on police recorded offences and by 5.1% based on the Nottinghamshire Police and Crime Survey in the year to June 2021 (excluding fraud and cyber crime). This trend has been significantly impacted by Coronavirus Restrictions that were introduced in March 2020 and reduced opportunities for offending.
- Sustained reductions in neighbourhood crimes such as burglary (-31%, -2,240) and vehicle crime (-29%, -2,317), supported by target hardening activity in hotspot localities via the Safer Streets project and changes in activity and behaviours during the Coronavirus lockdown including, for example, more home working and an increased neighbourhood presence.
- There has been a reduction in re-offending risk among those subject to Integrated Offender Management (IOM) arrangements have seen significant improvements over the last year, rising from -46% to -76%. The IOM scheme is now incorporating a growing cohort of acquisitive offenders following recommendations from the National IOM Neighbourhood Strategy.
- Levels of violent knife crime have fallen by 2.3% (-17) over the previous year, continuing the downward trend seen since 2018.
- Adult and child safeguarding referrals (+16%, +1,182) have further increased over the last year as a result of improvements in identification and recording of safeguarding concerns and earlier intervention to reduce risk of harm
- Identified cases of Child Sexual Exploitation (+5%, +24) have increased, largely driven by improvements in data quality

⁶ <https://www.nottinghamshire.pcc.police.uk/Public-Information/Performance/>

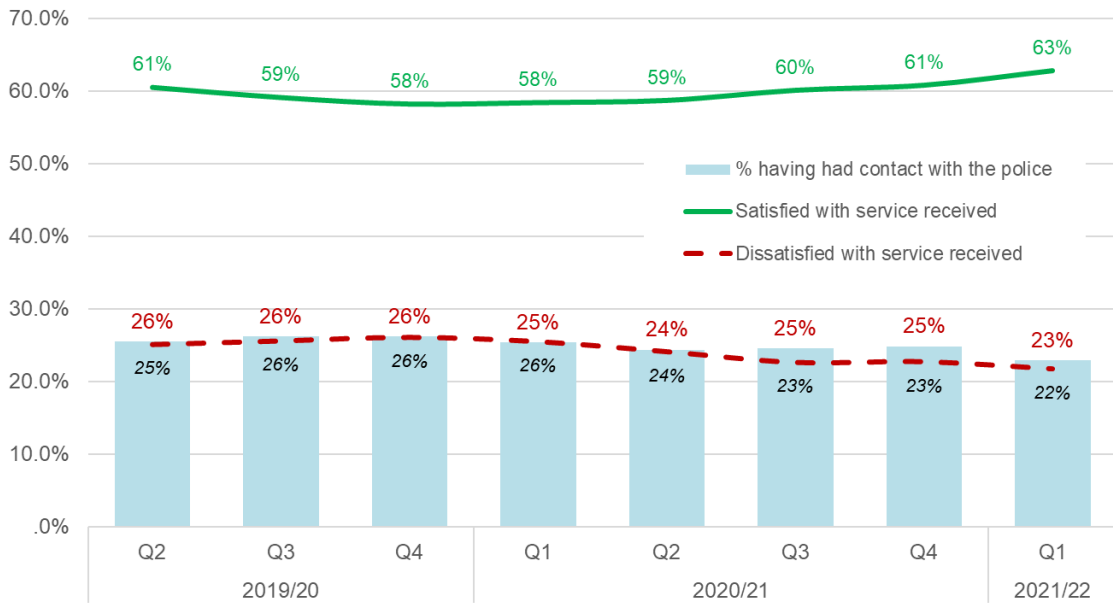
4.3 **Responding to crime and issues of greatest community concern:**

- Continued police proactivity in the response to drug trafficking and supply offences (+2.6%, +25), particularly via the Operation Reacher programme. Positively, the proportion of residents citing 'drug use and dealing' as a priority issue in their neighbourhood has fallen from 37.5% to 30.6% over the last year.
- The force continues to invest in new technology, which over recent months has included an additional drone, mobile / hand-held fingerprint scanners and the launch of the Victim Care App for retrieving case information and managing victim updates.
- Following pressures experienced during the Coronavirus pandemic, abandonment rates for the police 101 non-emergency number have fallen from 10.9% in the year to September 2020 to 4.6% in the year to June 2021. Abandonment rates for the 999 service remain low (<0.6%).
- Sickness rates among officers and staff in Nottinghamshire remain low and have not been adversely affected by the pandemic. The proportion of contracted days lost to sickness have fallen month by month since March 2020, with the force having followed government guidelines and implemented self-isolation, shielding and authorised absences through the Personal Assessment process.

4.4 **Supporting victims, survivors and communities to be safe and feel safe:-**

- Sustained increases in levels of compliance with the Victims' Code of Practice over the last year, having risen from 91.4% to 94.2%. This provides assurance that the care needs of victims are being routinely considered and that victims are being offered support / referral to available victim services.
- The proportion of respondents to the Nottinghamshire Police and Crime Survey that feel that they 'have confidence in the police in their area' and that the police 'do a good job' has risen by 2.5% pts and 3.5% pts respectively over the last year. Levels of satisfaction with the police, meanwhile, has increased by 4.4% pts.

Figure 1. Service satisfaction among respondents having had contact with the police Nottinghamshire Police and Crime Survey, Base 4,167 to 4,251 per year

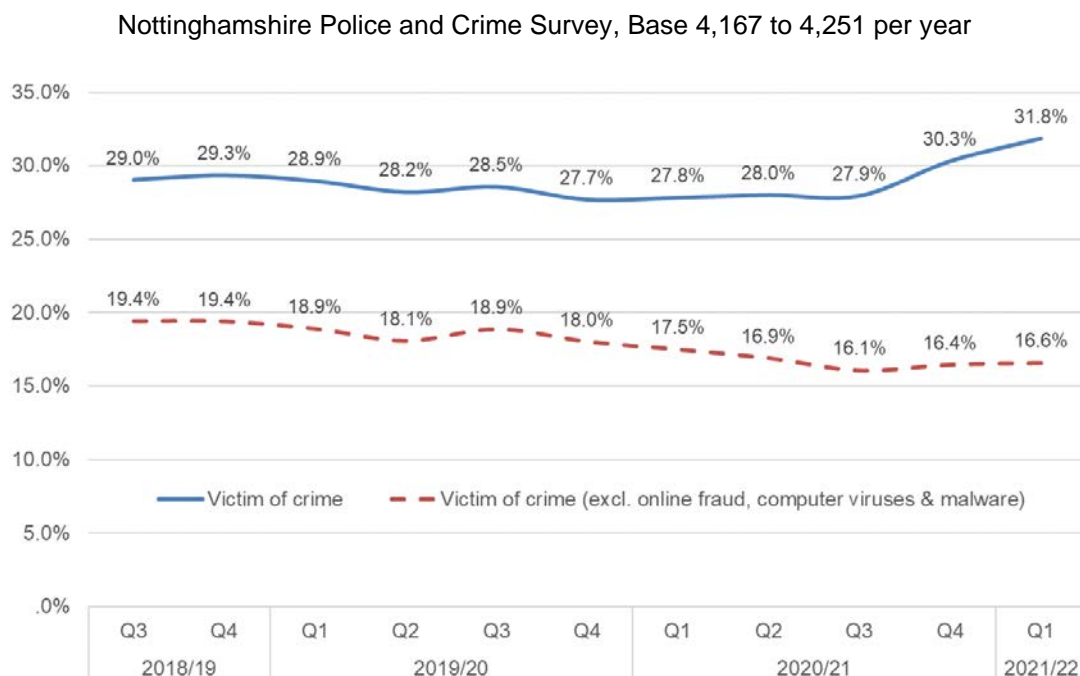


- The proportion of respondents to the Nottinghamshire Police and Crime Survey stating that they feel safe outside in their area after dark (61.0%) remains strong, and comparable to levels recorded during the previous year (62.7%). Feelings of safety rose to some of the highest levels on record during the Coronavirus lockdown in 2020 (64.0%).

4.5 Despite these positive trends a number of negative performance exceptions have been highlighted this quarter. These include some areas of rising demand as the easing and lifting of Covid restrictions continues:-

- The latest quarter saw an increase in missing person reports (+11%, +255), sexual abuse (+10%, +222) and 999 calls (+12%, +20,644) recorded by police – with levels in most cases returning to those seen prior to the Coronavirus lockdown. Further increases are anticipated over the coming months as restrictions are further eased and activity within the night time economy increases
- Rising levels of fraud (+17%, +485) and online crime (+11%, +424) recorded by the police, partly affected by increased online activity during the Coronavirus lockdown. The increase has been reflected in levels of self-reported victimisation captured via the PCC’s Police and Crime Survey, of which a diminishing proportion of victims (5.4%) went on to report their victimisation to the police.

Figure 2. In the last 12 months, have you personally been a victim of crime?



-
-
-
-
-

Positive outcome rates for sexual offences have declined from 8.3% to 7.4% over the last year, with positive outcome rates for rape offences remaining

broadly stable (4.9%). This reflects trends seen across England and Wales over recent years and has been highlighted as an area for improvement by the police and fire inspectorate HMICFRS⁷. Of particular note, is a rise in the use of outcomes 15 (other evidential difficulties prevent further action) and 16 (victim does not support / withdraws support for prosecution) which together account for 60% of all rape outcomes in Nottinghamshire.

- First time entrants into the Youth Justice System in the city have risen from 102 in December 2020 to 135 in June 2021, marking the first increase seen in several years. It should be noted, however, that the volume still remains low when compared to levels recorded in June 2019 (160).

⁷ [Review of Policing of Domestic Abuse During the Coronavirus Pandemic](#), HMICFRS, 23 June 2021: *This is concerning as it means victims are not receiving a CJ outcome and as a result may be unprotected from their abuser*

5. National Developments

- 5.1 The Home Secretary launched **part two of the review into the role of Police and Crime Commissioners** on 27 July 2021. This will focus on ensuring PCCs have the tools and levers they need to better equip them to fight crime, including their role in offender management and in the partnership landscape to drive and co-ordinate local activity to reduce crime, combat drugs misuse and tackle anti-social behaviour.
- 5.2 The review will focus on Local Criminal Justice Boards, Community Safety Partnerships and Violence Reduction Units, and the PCC role in implementing an effective community trigger process. The review will also
- Consider the police and crime panel model - specifically the benefits of independent members, identifying and securing the right skill sets and options to strengthen panel support.
 - Review the existing mechanisms for investigating complaints and allegations against PCCs including examining the role of the Independent Office for Police Conduct (IOPC) in assessing criminal wrongdoings by PCCs and issues relating to vexatious/unfounded complaints
 - Consider the merits and demerits of introducing recall for PCCs for very serious breaches of behaviour, and a suitable trigger mechanism
 - Examine how PCCs use data in holding Chief Constables to account for the efficient and effective delivery of policing services in their respective areas
 - Consult on affording PCCs greater power of competence and examine the arguments as to whether it should be a general power or a functional power.
- 5.3 The review team will report to the Home Secretary on part 2 by November 2021, allowing the government to plan for any legislative changes which will need to be made to embed recommendations from part 1 and 2 of the review.
- 5.4 The Government published a new national **Beating Crime Plan** on 27 July 2021 which includes a focus on reducing serious violent and acquisitive crime; identifying hidden harm and bringing more offenders to justice and; improving the response to fraud and online crime. The plan sets out an ambition to 'increase trust in our criminal justice system as a whole' and ensure 'less crime, fewer victims and a safer country'.
- 5.5 In cutting homicide, serious violence and neighbourhood crime, the plan commits to: asking forces to report regularly on how Uplift officers are being deployed and performing; ensuring everyone has access to the police digitally via a national online platform and can access interactive police services and details of contactable neighbourhood officers; evaluating the prevention, detection and

public confidence benefits of sending a police officer in person to every domestic burglary (Greater Manchester pilot) and working with PCCs and other partners to set expectations for working in partnership to address anti-social behaviour (ASB). The Government also plans to assess whether PCCs should play a greater role in canvassing public views on the use of unpaid work / community payback schemes in their area, and introduce league tables for the police in answering of 101 and 999 calls

- 5.6 In exposing and ending hidden harms and prosecuting perpetrators, the plan commits to extend the reach of the Stop Abuse Together campaign on child sexual abuse and work with organisations such as CrimeStoppers and Neighbourhood Watch to raise understanding and awareness of hidden harms among local communities. The Government will continue to support work to increase modern slavery prosecutions and seek to ensure sustainability of funding for victims of crime via the Victim Funding Strategy. This will also include work to set commissioning standards and expectations for victims.
- 5.7 In building capability and capacity to deal with fraud and online crime, the plan commits to: improving intelligence capabilities – replacing Action Fraud with an improved national fraud and cybercrime reporting system; increase arrests and prosecutions for fraud by increasing law enforcement investigative capacity in Regional Organised Crime Units and provide better support for the victims by expanding the National Economic Crime Victim Care Unit and make public communications more coherent and coordinated. The Government will also publish a new strategy for tackling hate crime in autumn 2021 which will seek to strengthen the response to online racist abuse. The Online Safety Bill will also give tech companies greater responsibility for protecting their users from fraud
- 5.8 The Commissioner will consider and where appropriate incorporate the ambitions of the national plan in the development of the Nottinghamshire Police and Crime Plan over the coming months. The Commissioner also plans to respond to the Government's upcoming consultation on the policing protocol which will seek to provide a 'brighter-line' on the boundaries of operational independence and the Home Secretary's role within the police governance system.
- 5.9 The Commissioner is also providing oversight and scrutiny of Nottinghamshire's **review of firearms licensing processes**, following the tragic events in Plymouth on 12 August 2021. New statutory guidance is expected in the coming weeks requiring mental health checks to be undertaken as a condition of all new firearms licencing applications.

6. Decisions

- 6.1 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to her by the public, partner organisations, members of staff from the Nottinghamshire Office of the Police and Crime Commissioner (NOPCC) or Chief Constable. The Commissioner's website provides details of all significant public interest decisions.⁸
- 6.2 Panel Members have previously requested that the Commissioner provide a list of all forthcoming decisions (Forward Plan), in addition to those already made. The Forward Plan of Key Decisions is currently under review and will be presented to the Panel alongside the draft Police and Crime Plan in November.

7. Financial Implications and Budget Provision

- 7.1 The Commissioner's Strategic Resources and Performance meetings (SR&P) provide a formal mechanism for holding the Chief Constable to account. At this meeting the Chief Constable submits a number of financial reports for scrutiny.
- 7.2 The 2021/22 forecasted outturn position for revenue expenditure will be reported to the SSRP meeting on 14 September 2021 and currently shows a forecasted £143k overspend position for the Nottinghamshire Police and an on budget position for the OPCC.

Nottinghamshire Police – Forecasted 2021/22 Revenue Outturn as at Q1 21/22

Expenditure Type	Total Base £'000	Virements £'000	Revised Budget £'000	Q1 Outturn £'000	Variance Over/(Under) £'000
Employee	142,858	1,468	144,326	144,458	132
Premises	6,118	58	6,176	6,596	419
Transport	6,144	0	6,144	5,905	(238)
Comms & Computing	8,915	770	9,685	10,154	469
Supplies & Services	9,834	132	9,966	10,774	808
Agency & Contract Services	12,763	5	12,768	11,872	(895)
Pension	34,460	331	34,791	34,878	87
Capital Financing	8,482	1,000	9,482	9,448	(34)
Income	(13,054)	(3,729)	(16,784)	(17,389)	(605)
	216,519	35	216,554	216,696	143

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

⁸ <http://www.nottinghamshire.pcc.police.uk/Public-Information/Decisions/Decisions.aspx>

- 7.3 The most significant forecast overspend is in relation to supplies and services (£808k), the majority of which reflects an increase in insurance premiums of £310k. A fee of £219k has been incurred in respect of Avon and Somerset Police opting out of the Multi Force Shared Services (MFSS) Collaboration. The force will also incur an additional £230k in professional and consultancy fees in relation to the East Midlands Strategic Commercial Unit (EMSCU) which is off-set in income.
- 7.4 A forecast overspend of £469k is shown in relation to communications and computing on account of a £308k increase in costs from the Home Office and £115k of orders that were delayed due to the Covid-19 pandemic. Premises also currently show a forecast overspend of £419k on account of some buildings being retained for longer than expected (e.g. Worksop and Holmes House), while an additional £27k relates to additional cleaning costs due to Covid-19.
- 7.5 Expenditure on agency and contracted services are currently forecast to underspend by £895k as MFSS / GEN 2 costs have reduced (-£342k) and regional charges for the East Midlands Special Operations Unit (EMSOU) have reduced (-£227k) as part of a new delivery model approved at the PCC Board.
- 7.6 Income is forecast to increase by £605k in year, reflecting income due to off-set EMSCU charges (£1,218k), off-set costs of regional buildings (£213k) and additional income generated from investment interest (£174k). This is off-set by loss of income for sporting events (-£278k) and Speed Camera Team (-£297k) as a result of Covid-19. A reduction of £320k income from the Speed Camera Partnership has been incurred as the result of the decision to not replace vehicles. This has been off-set by reduced contribution to capital financing.
- 7.7 As reported in the 2020/21 budget £3m ring fenced Performance Grant in relation to the uplift of an extra 20,000 officers nationally was reported. The grant has been approved and the income is being received monthly to alleviate any cash flow issues that may have been caused through Covid-19.
- 7.8 A capital expenditure of £17,793k was set for 2021/22 which has since seen +£258k variance on account of an increase in planned expenditure on the Sexual Assault Referral Centre (+£342k) and a reduction in planned expenditure on the Custody New Build (-£600k). Slippage of £8,636k from 2020/21 has also been to the Capital budget (£26,171). Three estates projects, namely the Nottingham Custody Suite, new Joint HQ Build and the Sexual Adult Referral Centre, account for a combined budget of £15,556k.
- 7.9 The review of capital expenditure shows a forecasted outturn position of £22,769k – representing a forecast underspend of £2,072k and anticipated slippage of £1,331k. The forecasted underspend is largely a result of the £1,360k

budget allocated for the replacement of IT systems via the Multi-Force Shared Service Centre no longer being required – with the costs now being met from the revenue budget. Further slippage of around £824k is expected in relation to the national Emergency Services Network (ESN) programme to replace the current airwave service. It is expected that the budget for this programme will slip into 2023/24 or beyond.

7.10 Work on the multi-year Nottingham custody project is on schedule and is due for completion this autumn. Police and Crime Panel members are being invited to view the facilities at the earliest opportunity, in line with their oversight and scrutiny role. Date to be agreed with panel.

7.11 The multi-year FHQ build is providing a new headquarters for Nottinghamshire Police and Nottinghamshire Fire and Rescue and is expected to be completed in early 2022. Works on the new Sexual Assault Referral Centre commenced in summer 2021. Options are now being considered for the future of Newark Police Station, following extensive community engagement undertaken by the Commissioner during summer 2021.

Forecasted 2021/22 Capital Projects Outturn as at Q1 2021/22

Department	Project	2021/22 Budget + Virement £000's	Outturn £000's	Underspend £000's	Sum of Slippage £000's
Estates	Joint FHQ New Build	11,368	11,368	-	(0)
	Nottm Custody Suite	2,432	1,997	(435)	-
	Building Condition & Capital Mtn works	2,253	2,252	-	(1)
	SARC New Build	1,757	1,757	-	-
	Custody Improvements	939	688	(251)	-
	Newark Castle House Extension	600	600	-	-
	Operation Uplift	473	446	(27)	-
	Northern Control Room	393	393	(0)	-
	Estates Improvements	256	255	(0)	-
Estates Total		20,469	19,757	(712)	(1)
IS	New Systems	1,360	-	(1,360)	-
	ESN	800	-	-	(800)
	Tech. Refresh and Upgrades	582	582	-	-
	Operation Uplift	500	500	-	-
	ANPR Replacements	99	99	-	-
IS Total		3,341	1,181	(1,360)	(800)
Fleet	Replacement Vehicle Management process	1,600	1,600	-	-
	Operation Uplift Fleet	400	400	-	-
	Vehicle & Equipment Replacement Programme	361	361	-	-
Fleet Total		2,361	2,361	-	-
Grand Total		26,171	23,299	(2,072)	(801)

7.12 **Appendices C and D** contain the full finance revenue and capital reports submitted to the Strategic Resources and Performance Board on 14 September 2021.

8. Human Resources Implications

8.1 None - this is an information report.

9. Equality Implications

9.1 None

10. Risk Management

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

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

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

12. Changes in Legislation or other Legal Considerations

12.1 The Commissioner undertakes routine horizon scanning of emerging legislation, government publications, audits and inspections and significant consultations, statistics and research findings in order to help inform local strategic planning and decision making.

12.2 The [Elected Local Policing Bodies \(Specified Information\) \(Amendment\) Order 2021](#) came into force on 31 May 2021 requiring Police and Crime Commissioners to publish on their websites:

- A statement on how their force is performing in relation to key national priorities for policing;
- Copies of HMICFRS PEEL inspection reports, and a summary assessment of the force's performance; and
- Copies of IOPC data on force complaints, and a statement on how the PCC (or Mayor's Office) is exercising its complaints-handling functions under the Police Reform Act 2002.

12.3 The Commissioner has taken steps to ensure compliance with the amended legislation and will be publishing a statement on how the force is performing in relation to the national police outcomes framework when publishing her Police and Crime Plan in November 2021.

13. Details of outcome of consultation

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

14. Appendices

- A. Commissioner's 90 Day Plan: 13 May to 11 August 2021
- B. Nottinghamshire Performance and Insight report to June 2021
- C. Quarter 1 2021/22 Capital Year to Date Position
- D. Quarter 1 2021/22 Revenue Year to Date Position

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

- [Police and Crime Plan 2018-2021](#)

For any enquiries about this report please contact:

Dan Howitt, Head of Strategy and Assurance of the Nottinghamshire Office of the Police and Crime Commissioner daniel.howitt13452@nottinghamshire.pnn.police.uk
Tel: 0115 8445998

Kevin Dennis, Chief Executive of the Nottinghamshire Office of the Police and Crime Commissioner Kevin.dennis@nottinghamshire.pnn.police.uk
Tel: 0115 8445998

NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER 90 DAY PLAN

20 AUGUST 2021

Nottinghamshire Police and Crime Commissioner, Caroline Henry, formally commenced her term in office on Thursday 13 May 2021. In taking up the position, Commissioner Henry stated that “however you voted and wherever you live, I will be a Commissioner that listens and delivers. Thank you for putting your faith in me. I won’t let you down”.

This action plan sets out the immediate actions Commissioner Henry pledged to undertake during her first 90 days in office and tracks progress in achieving those actions by **Wednesday 11 August 2021**.

The actions undertaken are directly aligned to the Commissioner’s manifesto commitments which included:

- Putting victims and residents at the heart of our policing priorities
- Stopping crime before it happens and protecting people from harm
- Investing in policing and making the best use of our resources
- Tacking the drivers of crime and ensuring more offenders are brought to justice

PROGRESS AGAINST ACTIONS UNDERTAKEN DURING THE PERIOD 13 MAY TO 11 AUGUST 2021

Objective 1: Put victims and residents at the heart of our policing priorities by:-		
<ul style="list-style-type: none"> Listening to local communities and improving responses to the issues of greatest concern Continuing to improve services for victims of crime, particularly those that have experience of domestic or sexual abuse 		
ACTION	STATUS	COMMENTARY
<p>Newark Police Station</p> <p>1.1 Hold a public engagement exercise on the potential relocation of Newark Police Station</p>	<p>COMPLETE</p>	<p>The Commissioner has undertaken an extensive engagement exercise to obtain the views of local residents on plans to relocate Newark Police Station to a shared facility with Newark District Council. The exercise included:-</p> <ul style="list-style-type: none"> An online public survey (28 June – 31 July 2021) promoted via social media channels which reached over 37,700 individuals in the Newark area and obtained responses from over 1,000 local residents Two focus groups (14 July 2021) held in Newark to provide more in depth insight into the views and perceptions of 24 local residents on the plans. This included a focus group involving residents aged 65 and over who are less likely to provide feedback via the digital engagement channels. A community event (21/07/21) open to residents via an online stream. This provided an opportunity for residents to share and discuss their views on the proposals with the PCC, with representation from the Chief Constable and other local leaders. Originally intended as a physical event, the session was ultimately facilitated online on account of the Commissioner being required to self-isolate. A further physical engagement event has been scheduled for Newark on 14 October 2021. <p>The findings from this comprehensive engagement exercise will be used to inform plans for the future of Newark Police Station over the coming months.</p>
<p>Digital consultation and engagement</p> <p>1.2 Undertake a review of OPCC digital consultation and engagement arrangements to ensure that residents have a bigger voice in crime and policing matters</p>	<p>COMPLETE</p>	<p>The Commissioner has piloted the use of social media based digital engagement techniques to better maximise visibility of and participation in OPCC consultation and engagement activity. This included online surveys seeking views on the relocation of Newark police Station (see above) and a broader general population survey seeking views on the Commissioner’s proposed objectives for 2021-24. The methods adopted enabled the Commissioner to geographically and demographically target key community engagement cohorts and track the reach and take up of engagement activity. The learning from these exercises will be used by the OPCC to improve the reach and profile of future engagement activity and secure better value for money in delivering against this core statutory duty.</p>

PROGRESS AGAINST ACTIONS UNDERTAKEN DURING THE PERIOD 13 MAY TO 11 AUGUST 2021

Objective 2: Stop crime before it happens and protecting people from harm by:-		
<ul style="list-style-type: none"> Developing and investing in crime prevention initiatives and early intervention approaches to deal with the causes of crime Supporting further improvements in education and diversionary projects to steer young people away from crime. 		
ACTION	STATUS	COMMENTARY
<p>Serious Violence Reduction</p> <p>2. Provide strategic leadership to interventions and activity delivered as part of the serious violence reduction agenda by becoming the chair of the VRU Board</p>	<p>COMPLETE</p>	<p>Commissioner Henry has become Chair of the Violence Reduction Board which provides strategic leadership and coordination of serious violence reduction activity across the City and County. The Commissioner met with the Home Office, VRU and Grip teams in early June to discuss the continued reductions in knife crime across Nottinghamshire and planned partnership activities to continue this positive momentum. Key initiatives include hotspot policing, focussed deterrence on high risk individuals, provision of high quality youth work for those impacted by violence, trauma informed approaches and supporting communities to build resilience.</p> <p>Since taking office, the Commissioner has approved additional investment in the Next Gen Programme delivered by the Children’s Society, which provides intensive support to young people with multiple complex needs who are at risk of, or already involved in serious violence. As part of this programme, the Children’s Society are working in partnership with the VRU to identify and implement system change opportunities to reduce risk factors, specific to the education sector.</p> <p>The Commissioner has supported bids to the Home Office and Youth Endowment Fund to enable the augmentation of custody provision for 10–25 year olds in the city and county. If successful, the combined funds would provide an additional £1.7m for custody diversion programmes over a three year period, with a view to reducing the number of first time entrants into the criminal justice system and reducing youth reoffending rates.</p>
<p>Domestic and Sexual Violence Support</p> <p>2.2 Invest significant additional Ministry of Justice funding into local domestic and sexual violence support services</p>	<p>COMPLETE</p>	<p>Commissioner Henry has invested £1.8m of new Ministry of Justice funding into local domestic abuse and sexual violence support services. This includes family court support across the city and county, specialist counselling for domestic abuse and sexual violence survivors, FGM support and 17 new specialist Independent Domestic Violence Adviser (IDVA) and Independent Sexual Violence Adviser (ISVA) posts, many of which are for specific groups such as male survivors, BAME survivors and children and young people.</p>

PROGRESS AGAINST ACTIONS UNDERTAKEN DURING THE PERIOD 13 MAY TO 11 AUGUST 2021

Objective 1: Put victims and residents at the heart of our policing priorities by:-		
<ul style="list-style-type: none"> • Listening to local communities and improving responses to the issues of greatest concern • Continuing to improve services for victims of crime, particularly those that have experience of domestic or sexual abuse 		
ACTION	STATUS	COMMENTARY
<p>Engaging Young People in crime prevention</p> <p>2.3 Develop further opportunities to engage and involve young people in policing and crime prevention and via the Youth Commission</p>	<p>COMPLETE</p>	<p>As Chair of the Strategic Violence Reduction Board, Commissioner Henry has approved the VRU's Youth Charter which has been produced by young people from the City and County to set out their vision and expectations for high quality youth work provision. The Youth Charter reaffirms the commitment of the PCC, VRU and partners in the statutory and third sector to improve outcomes for young people and support them in reaching their full potential.</p> <p>The Commissioner has awarded a grant to the Nottinghamshire Youth Commission to continue to undertake peer-led engagement with young people across Nottinghamshire in 2021/22. The Youth Commission have developed plans to consult on the priorities of the police and crime plan, undertake youth engagement on opportunities for crime prevention and explore options for closer working with the Violence Reduction Unit. The Commissioner also met with VRU Community and Youth Ambassadors on 23rd July to discuss their role in supporting violence reduction as part of a public health approach in communities.</p> <p>Work against this objective is ongoing, with the Commissioner set to launch of the second phase of the #stopviolence social media campaign in September 2021. This project has been co-produced by young people impacted by serious violence and focuses on themes such as knife carrying, county lines, sexual exploitation and bullying. To date the campaign has reached over 395,000 young people in the city and county.</p> <p>The Commissioner is also due to launch an innovative youth work programme developed in partnership with the VRU and National Youth Agency which aims to increase the quality standards of youth work for those working with our most at-risk young people.</p>

PROGRESS AGAINST ACTIONS UNDERTAKEN DURING THE PERIOD 13 MAY TO 11 AUGUST 2021

Objective 3: Investing in policing and making the best use of our resources by:-

- Providing resources to increase officer numbers and holding the Chief Constable to account for increasing visibility of officers in our communities
- Ensuring that our available resources are distributed fairly and equitably across Nottinghamshire on the basis of where they are most needed

ACTION	STATUS	COMMENTARY
<p>Funding Opportunities</p> <p>3.1 Pursuing and maximising opportunities to compete for national funding in areas such as crime prevention, serious violence reduction and youth diversion</p>	<p>COMPLETE</p>	<p>The Commissioner has successfully secured £862k of Safer Streets Round 2 funding for work to tackle acquisitive crime in Nottingham and Mansfield and has submitted bids for both Safer Streets Round 3 funding to make public spaces safer for women in the Worksop and Sutton-in-Ashfield areas, plus ongoing bid on the Safer Streets Night Time Economy Fund.</p> <p>The VRU has submitted two bids for co-funding from the Youth Endowment Fund (YEF) and Home Office Serious Violence Intervention Fund which, if would increase investment in custody based provision for children and young people by £1.7m over a three year period.</p> <p>The VRU is also exploring opportunities such as the Ministry of Justice Prison Leavers fund which is seeking innovative approaches to support resettlement of offenders, with bids due in August; and the Youth Endowment Fund “a supportive home”, aiming to keep children safe from involvement in violence, particularly where children live in homes where there is conflict or domestic abuse, alcohol or substance misuse or where other family members are involved in crime.</p>
<p>Increasing front line capacity</p> <p>3.2 Reviewing opportunities to drive further efficiencies in the delivery of back office functions in order to direct more resources to the front line</p>	<p>COMPLETE</p>	<p>The force continues to make good progress in driving efficiency challenges of £2.5m in 2021-22 with benefits being delivered via IT Systems, rationalisation of estates and the ongoing impact of changes to working practices as a result of Covid-19. Further efficiency savings of £2.7m are planned in 2022/23, with up to £9m efficiencies likely to be realised by 2025-26. These plans allow the force to achieve officer uplift and maintain significantly increased frontline resourcing.</p> <p>In July 2021, the Commissioner also announced the successful negotiation on the lease of Phoenix House in Mansfield which has led to savings of around £60k per year over the next 10 years. The savings will be reinvested into local policing.</p>

PROGRESS AGAINST ACTIONS UNDERTAKEN DURING THE PERIOD 13 MAY TO 11 AUGUST 2021

Objective 3: Investing in policing and making the best use of our resources by:-		
<ul style="list-style-type: none"> • Providing resources to increase officer numbers and holding the Chief Constable to account for increasing visibility of officers in our communities • Ensuring that our available resources are distributed fairly and equitably across Nottinghamshire on the basis of where they are most needed 		
ACTION	STATUS	COMMENTARY
<p>OPCC Review</p> <p>3.3 Review the structure, function and capabilities of the OPCC and explore opportunities to relocate the office</p>	<p>IN PROGRESS</p>	<p>Commissioner Henry has procured an independent provider to undertake a review of OPCC functions, roles and responsibilities. The review is currently underway and is scheduled for completion in Autumn 2021.</p> <p>Work is underway to recruit to vacant posts strengthen capacity where needed in relation to Business Support, Executive Support, Contracts and Commissioning and Complaints. This will enable the OPCC to enhance its efficiency and effectiveness in these important areas.</p> <p>In May 2021, the Commissioner took the decision not to appoint a Deputy Commissioner until mandated, this is expected to save annual OPCC costs of over £78,000 per year. In addition, the Commissioner has committed to not claiming expense payments for travel within Nottinghamshire.</p>

PROGRESS AGAINST ACTIONS UNDERTAKEN DURING THE PERIOD 13 MAY TO 11 AUGUST 2021

Objective 4: Tackling the drivers of crime and bringing more offenders to justice by:-

- Working with partner agencies to reduce reoffending and tackle drug-related crime and antisocial behaviour
- Working with partners to improve the efficiency and effectiveness of the criminal justice system and bring more perpetrators to justice

ACTION	STATUS	COMMENTARY
<p>Tackling drug-related offending</p> <p>4.1 Ensure funding and ongoing support for proactive visible anti-drug operations across Nottinghamshire</p>	<p>COMPLETE</p>	<p>The Commissioner has acted on her idea and agreed for funding from the Late Night Levy underspend to double the number of Operation GUARDIAN deployments in Nottingham city centre. This highly visible tactic has been demonstrably effective in reducing night time economy-related violence. Opportunities to expand the tactic to support the Operation REACHER programme and neighbourhood teams are also being explored, including costings for additional passive drugs dogs and handlers to strengthen available force capacity.</p> <p>The two commissioned substance misuse treatment providers, Clean Slate (Framework) in the City and Change Grow Live in the County, continue to work closely with Nottinghamshire Police, the courts and Nottinghamshire Probation Service to ensure that there is a direct route into treatment for those within the Criminal Justice system.</p> <p>The latest findings from the Commissioner’s Police and Crime Survey show that the proportion of residents feeling that drug use and dealing is an issue in their area has continued to reduce over the last quarter alongside reductions in the frequency with which communities report experiencing the problem.</p>
<p>Criminal justice</p> <p>4.2 Raise the profile of current demand issues impacting on victims within the CJS and work with partners to drive tangible improvements in efficiency and effectiveness</p>	<p>COMPLETE</p>	<p>The Commissioner has highlighted the ongoing demand pressures on the Criminal Justice System in Nottinghamshire as part of her engagement with central government and local members of parliament – and via the regional Criminal Justice Board (22 June 2021). The Commissioner has also received 1:1 briefings from force, EMCJB criminal justice leads and HMCTS on the matter.</p> <p>Although improvements have been seen over the last quarter (as evidenced by feedback from HMCTS, the Witness Care Unit and Victim Advocates) the courts backlog remains a critical issue of concern. The PCC is now represented on regional Transforming Summary Justice and Better Case Management sub groups and will continue to scrutinise and track progress in this area. The PCC will also be working to support implementation of the new police out of court disposals framework over the coming months.</p>



NOTTINGHAMSHIRE POLICE AND CRIME PLAN PERFORMANCE AND INSIGHT REPORT 2021/22

QUARTER 1: PERFORMANCE TO JUNE 2021

Guidance notes:

1. The following performance indicators are aligned to the four strategic priority themes of the Nottinghamshire Police and Crime Plan 2018-21. The framework will be revised and updated to reflect the 2021-24 Police and Crime in September 2021.
2. Wherever possible, performance information is provided for a 12 month rolling period compared to the equivalent 12 months of the previous year. This provides a more stable indication of trends over time. Where information provided is for an alternative period, this is stated.
3. Additional insight is included in the report in order to provide context in relation to performance exceptions only.
4. Data sources are specified at Appendix A, including details of any information supplied outside of the Nottinghamshire Police Management Information team.
5. This report includes findings from the PCC's quarterly Police and Crime Survey. Coronavirus restrictions in place during 2020-21 resulted in minor delays to the fieldwork programme, however the full quota of resident surveys was achieved during the year in compliance with Market Research Society guidelines.

Performance exceptions:

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

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

Summary of Key Performance Headlines and Exceptions

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

- Safeguarding referrals continue to increase (by 16% in the last 12 months), largely attributed to improved training and better Partnership working in relation to CSE, PPNs and Knife crime.
- Mental Health related incidents have also continued to decrease over the last 12 months, however, this trend is expected to change over the summer.
- Online crime continues to rise again this quarter with on-going issues related to phishing/scam emails.
- Action Fraud data has been included in this report for the first time to give a better understanding alongside recorded Fraud offences; both continue to see increases.
- Police recorded Child Sexual Exploitation (CSE) offences have seen further increases; this is reflected as a positive due to on-going work to improve accuracy and the benefits of the CSE Perpetrator Matrix.

Theme 2: Helping and Supporting Victims – Pages 5 to 6

- Domestic Abuse recorded offences have seen a small increase this quarter.
- VCOP compliance has seen continued improvements again this quarter.
- Adult and Child sexual offences continue to see reductions against the previous 12 months.

Theme 3: Tackling Crime and Anti-social Behaviour – Pages 7 to 10

- Knife Crime and Possession of Weapons have seen further reductions over the last 12 months.
- Alcohol ASB has seen a downward trend over the past 12 months.
- The IOM re-offending risk has further improved this quarter to 75.9%
- The Police and Crime Survey reflected that Community Cohesion continues to show improvements.
- ASB incidents has seen further increases in the last 12 months.

Theme 4: Transforming Services and Delivering Quality Policing – Pages 11 to 13

- The Police and Crime Survey has seen public satisfaction improvements in 'dealing with issues that matter' and 'police doing a good job'.
- PSD timeliness for complaint resolution has further improved by over 40 days in the past 12 months.
- Calls for Service: 999 and 101 have seen increases this quarter.
- NCRS compliance has remained stable this quarter.

Theme 1: Protecting Vulnerable People from Harm

Theme 1A: More Vulnerable People Safeguarded and Protected

	Aim	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	12 months to Mar 2021	12 months to Jun 2021	Change over last year		
							%	Actual	
1A.1	Adult and Child Safeguarding Referrals	Increase	7,390	7,752	7,888	8,105	● 8,572	+16.0%	+1,182
1A.2	Missing persons	Monitor	2,713	2,541	2,473	2,288	2,543	-6.3%	-170
1A.3	Missing: No apparent risk	Monitor	2,838	2,817	2,732	2,590	2,699	-4.9%	-139
1A.4	Mental health-related incidents	Monitor	19,330	18,775	17,853	16,923	● 16,572	-14.3%	-2,758

Safeguarding Referrals

Safeguarding referrals continued to increase in Nottinghamshire during 2021, having risen by 16.0% over the last year. This positive trend provides the force and partner agencies with confidence that improvements are being made in the identification and recording of safeguarding concerns, enabling agencies to take appropriate safeguarding actions to minimise the risk of harm. Improved training and better partnership working in relation to CSE, PPNs and Knife crime are believed to have impacted upon this positive trend.

Missing Person Reports

Missing Person reports have increased during the latest quarter, following reductions during the COVID lockdown period. Average monthly reports rose from 191 to 212 during the April to June 2021 period as COVID restrictions were further eased. This compares to an average of 241 per month prior to the Coronavirus lockdown (January to March 2020).

The Team continue to work collaboratively on safeguarding issues and invest in new technology to assist in tracing missing people by processing telephone data more effectively. The MFH Team continue to gather information and learning from recent force inspections. Positively, social distancing practices have also led to increased 'attendance' at (online) meetings and improved information sharing.

Reports of 'Missing with no apparent risk' increased in the latest quarter against an overall reduction of 4.9% in the previous 12 months. As expected, the relaxation of COVID restrictions have impacted upon demand in both MISNAR¹ and Missing Reports.

Mental Health-Related Incidents

The last 12 months have seen a monthly average of 1,381 police recorded mental health reports compared to an average of 1,611 the previous 12 months. Incidents have continued to fall in the latest quarter. Despite this downward trend, the Mental Health Team note an seasonal increase in demand during June and July 2021 which is expected to continue with the removal of most COVID restrictions in July.

¹ Missing No Apparent Risk

Theme 1: Protecting Vulnerable People from Harm

Theme 1B: Improved Response to Serious and Emerging Threats

	Aim	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	12 months to Mar 2021	12 months to Jun 2021	Change over last year	
							%	Actual
1B.1	i) Fraud Offences	2,883	2,851	2,925	2,998	● 3,368	+16.8%	+485
	ii) Action Fraud	1,130	2,970	4,942	7,182	● 7,412	+556%	+6,282
1B.2	Online Crime	3,900	4,123	4,137	4,240	● 4,324	+10.9%	+424
1B.3	Drug Trafficking and Supply Offences	945	936	935	993	970	+2.6%	+25
1B.4	Police recorded Child Sexual Exploitation	468	428	434	477	● 492	+5.1%	+24
1B.5	Police recorded Modern Slavery offences	134	140	134	156	150	+11.9%	+16

Fraud offences & Action Fraud

Police recorded fraud offences have increased by 16.8% over the last year impacted, in part, by the volume of reports created by the Fraud triage assistants including NICTL qualifiers on Niche. The PCC's Police and Crime Survey also highlights a rise in the proportion of residents having experienced online fraud over the last year. Action Fraud referrals have seen a five-fold increase over the last year.

Online crime

Online crimes represent a significant challenge to the force and a growing demand on resources. Recorded offences have increased by a further 10.9% over the last year impacted, in part, by a greater transition to online activity during the period of Coronavirus restrictions. There has also been a national increase in the number of online phishing and scam emails relating to Covid-19, Track and Trace and HMRC.

Drug Trafficking and Supply Offences

The number of recorded drug trafficking and supply offences increased by 2.6% in the year to June 2021, largely impacted by the Operation Reacher programme. Between Mar-Jun 2021, the programme undertook 219 drug seizures, made 479 arrests, seized over £210k cash and seized 103 weapons. The PCCs Police and Crime survey highlights reductions in public concern about drug use and dealing over the last year alongside reductions in the level and frequency with which residents experience it.

Modern Slavery

The number of modern slavery offences recorded by police increased by 11.9% in the year to June 2021 reflecting on-going improvements in proactivity, training and awareness of the issue. The force's dedicated Modern Slavery and County Lines Team continues to take a proactive approach to identifying offences and ensuring survivors are protected and offenders are brought to justice.

Child Sexual Exploitation

Police recorded CSE offences have been increasing during 2021, impacted in part by improvements in data quality following production of the 2020 CSE Profile. Searches are now undertaken on a weekly basis to improve data quality (correcting or if necessary removing data qualifiers as required), particularly among offences recorded by officers outside of SEIU. A further CSE Profile will be produced in 2021.

The removal of further Coronavirus restrictions is likely to result in an increase in reports and referrals to the police and MASH as contact between professionals, victims and vulnerable people increases.

Theme 2: Helping and Supporting Victims

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

	Aim	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	12 months to Mar 2021	12 months to Jun 2021	Change over last year		
							%	Actual	
2A.1	Police recorded domestic abuse crimes	Monitor	15,096	14,979	14,243	13,988	14,077	-6.8%	-1,019
2A.2	Domestic abuse repeat victimisation rate	Monitor	33.8%	33.4%	33.6%	34.1%	33.6%	-0.2% pts	n/a
2A.3	Domestic abuse: Positive Outcome Rate	Monitor	13.2%	13.3%	13.4%	12.9%	12.2%	-1.0% pts	n/a
2A.4	% Domestic abuse victims satisfied (overall)	Monitor	88.7%	88.6%	89.3%	88.5%	88.2%*	-0.5% pts	n/a
2A.5	Serious sexual offences: Adult	Monitor	1,335	1,313	1,231	1,181	1,216	-8.9%	-119
2A.6	Serious sexual offences: Child	Monitor	1,227	1,142	1,081	1,008	1,195	-2.6%	-32
2A.7	Sexual Offences: Positive Outcome Rate	Monitor	8.3%	8.4%	8.2%	7.9%	7.4%	+0.9% pts	n/a

Domestic Abuse

This quarter has seen a small increase against the previous quarter and an overall 6.8% reduction over the preceding 12 months. This trend is likely to have been affected by Coronavirus restrictions in place during 2020/21, with fewer opportunities for victims to come forward to report victimisation and reductions in night-time economy related activity. With restrictions easing, increases are now expected.

The proportion of victims that are repeats has remained stable during the year while positive outcome rates have dropped to 12.2%.

Levels of satisfaction with the police among survivors of domestic abuse have reduced marginally in the latest 12 months; Ease of Contact and Actions taken are the main drivers of reduced satisfaction. Previous issues with Kept Informed satisfaction have improved this quarter after the Force devised an audit to review numerous crimes for VCOP compliance in keeping victims informed.

* NB: Survey data is current up to June 2021 based on surveys undertaken in March 2021.

Sexual Abuse

Both Adult and Child Serious Sexual Offences continued to see decreases of 8.9% and 2.6% respectively in the year ending June 2021. However, both categories saw slight increases against the previous quarter.

Both Adult and Child offences dropped markedly during Covid restrictions and lockdowns. The current quarter increase could be reflective of offences starting to rise now that restrictions are easing.

The positive outcome rate has reduced to 7.4% this quarter, however, the 12-month overview still reflects a small positive increase.

Theme 2: Helping and Supporting Victims

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

	Aim	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	12 months to Mar 2021	12 months to Jun 2021	Change over last year		
							%	Actual	
2B.1	Victims Code of Practice Compliance	Monitor	91.4%	91.7%	92.9%	93.9%	● 94.2%	+2.9% pts	n/a
	Victim Services: New Referrals	Monitor	10,135*	10,126	10,126*	11,920	Pending	+17.6%	+1,785
2B.2	Victim Services: Closed Cases	Monitor	3,524*	3,113	3,113*	3,534	Pending	+/- 0%	+10
2B.3	% Improved ability to cope and recover	Monitor	79.0%*	72.2%	72.7%*	67.8%	Pending	-11.2% pts	n/a
2B.4	% crimes resolved via community resolution	Monitor	9.5%	8.9%	9.3%	9.8%	11.0%	+1.5%	n/a

Victims Code of Practice

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

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

Victim Services

Victim services data to 30 June 2021 will be available in early August.

PCC Commissioned Victim Services received 11,920 new referrals in 2020/21, of which 619 were supported by new providers receiving additional Ministry of Justice funding for domestic and sexual abuse support in wake of the Coronavirus pandemic.

Of the 3,534 closed cases receiving an outcome assessment in 2020/21, 67.8% reported improvements in their ability to recover and cope with aspects of daily life as a result of the support provided. This marks an 11.2% pt reduction in positive outcome rates since March 2020 which has remained stable throughout the pandemic. This reduction should be viewed in the context of the changing profile of victimisation and service provision, with some providers having reported an increase in levels of anxiety and complexity among presenting service users.

Community Resolution

The proportion of crimes resulting in community resolution has been increasing steadily since September 2020 with further increases seen in the latest quarter.

Theme 3: Tackling Crime and Anti-Social Behaviour

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

	Aim	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	12 months to Mar 2021	12 months to Jun 2021	Change over last year		
							%	Actual	
3A.1	Victim-based crime: Total	Monitor	83,791	79,894	74,716	69,656	73,427	-12.4%	-10,364
3A.2	Victim-based crime: Rural areas	Monitor	10,718	10,458	9,769	9,489	9,702	-9.5%	-1,016
3A.3	Victim-based crime: Urban areas	Monitor	72,279	69,315	64,848	61,132	63,309	-12.4%	-8,970
3A.4	Average Crime Severity: Force-wide	Monitor	158.23	162.07	156.71	155.69	153.41	-3.1%	-4.82
3A.5	Average Crime Severity: Priority areas	Monitor	164.52	165.69	165.24	165.76	161.84	-1.63%	-2.68
3A.6	Residents reporting experience of crime	Monitor	17.5%	16.9%	16.1%	16.4%	16.6%	-0.9% pts	n/a
3A.7	% residents feeling safe in area by day	Monitor	89.9%	90.1%	89.7%	89.5%	89.5%	-0.4% pts	n/a
3A.8	% residents feeling safe in area after dark	Monitor	62.7%	64.0%	63.1%	62.5%	61.0%	-1.7% pts	n/a
3A.9	% reporting drug use / dealing as an issue	Reduce	37.5%	32.1%	32.0%	30.5%	30.6%	-6.9% pts	n/a

Police recorded crime

Police recorded crime, decreased by 10,364 offences in the year to June 2021, impacted by decreases post June 2020 coinciding with the stringent Coronavirus restriction measures in place. Notable reductions were seen in Robbery (-24.7%, -264), Vehicle Offences (-29.2%, -2,317) and Burglary (-31.4%, -2,240). Reductions in police recorded crime continue to be more pronounced in the urban areas of the force.

Latest findings from the Police and Crime Survey indicate that self-reported experience of crime (excl. fraud and cyber) fell from 17.5% to 16.6% during the year. The proportion of residents experiencing serious acquisitive crime and criminal damage has reduced year on year since June 2019.

Crime Severity

The average crime severity score of offences recorded by police (based on weightings via the ONS Crime Harm Index) has reduced in the latest quarter and in the 12m comparison by 3.1%. Trends in crime severity will be monitored over the coming months as rates and trends of recorded crime during lockdown restrictions become clearer.

The 23 Priority Areas have seen a slight decrease in overall crime severity over the last year. Bilsthorpe, Lowdham & Villages and Arboretum again recorded the highest severity scores in the 12 months to June 2021 (214.82/205.00).

Resident concerns regarding drug use and dealing

The proportion of residents citing drug use and dealing as an issue they would like to see the police and other partners do more to tackle in their area has continued to fall in the last 12 months. This coincides with extensive targeted enforcement activity linked to Operation Reacher.

Feelings of safety

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

Theme 3: Tackling Crime and Anti-Social Behaviour

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

	Aim	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	12 months to Mar 2021	12 months to Jun 2021	Change over last year		
							%	Actual	
3B.1	Violent knife crime	Monitor	736	768	721	707	719	-2.3%	-17
3B.2	Violent knife crime: Positive outcomes	Monitor	27.2%	26.3%	28.0%	29.1%	28.1%	+0.9% pts	n/a
3B.3	Gun crime	Monitor	149	165	151	161	170	+14.1%	+21
3B.4	Possession of weapons offences	Monitor	1,099	1,084	1,019	1,005	1,063	-3.3%	-36
3B.5	Stop and Searches	Monitor	5,377	5,103	4,952	5,109	4,942	-8.1%	-435
3B.6	Stop and Search: Positive outcomes	Monitor	39.9%	39.6%	39.3%	39.0%	38.9%	-1.0% pts	n/a
3B.7	Alcohol-related violence	Monitor	15.4%	15.6%	14.7%	13.9%	13.9%	-1.6% pts	n/a
3B.8	Alcohol-related ASB	Monitor	7.8%	7.5%	6.5%	5.8%	6.0%	-1.8% pts	n/a

Violent Knife Crime

The number of police recorded violent Knife Crimes has fallen by 2.3% over the previous year, continuing the downward trend seen since 2018. The proportion of offences resulting in a positive outcome increased by 0.9% over the same 12 month period.

Gun Crime

Recorded gun crime has increased by 14.1% over the last year, following notable reductions seen between January and May 2020. Nationally, there was a downward trend in firearm discharges throughout 2020, with little overall impact to the nature of the firearms market.²

Stop Searches

There has been a reduction in the number of stop searches conducted in the 12 months to June 2021. This is possibly attributable to the Covid-19 pandemic and fewer people on the roads and fewer stops conducted.

Positive Outcomes improved steadily in 2019, although, small reductions have been seen throughout 2020 and in the 12 months to June 2021. The consistent level of positive outcomes is primarily associated with targeted intelligence led operations that derive from local commanders identifying a specific crime issue in a given location that can be addressed through on-street proactive policing activity. The force continues to work with communities in our use of these powers.

Possession of Weapons

Police recorded Possession of Weapons offences decreased by 3.3% in the year to June 2021 reflecting the continued positive proactive work of Op Reacher and neighbourhood community teams in taking more weapons off the streets; 104 weapons were seized during the March to June 2021 period.


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. Alcohol-related violence continues to see steady reductions over the past two years. Alcohol-related ASB has also seen a steady downward trend over the previous two years.

² NABIS – Annual Strategic Assessment 2020

Theme 3: Tackling Crime and Anti-Social Behaviour

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

	Aim	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	12 months to Mar 2021	12 months to Jun 2021	Change over last year		
							%	Actual	
3B.9	IOM: Offenders subject to monitoring	Monitor	385	269	258	285	304	-21.0%	-81
3B.10	IOM: Offenders successfully removed	Monitor	61	93	70	80	96	+57.4%	+35
3B.11	IOM: Reduction in average re-offending risk	Monitor	-46.0%	-56.3%	-71.0%	-71.0%	 -75.9%	-29.9% pts	-
3B.12	Youth Justice First Time Entrants: City	Monitor	109	105	114	113	135	+23.9%	+26
3B.13	Youth Justice First Time Entrants: County	Monitor	116	117	102	108	106	-8.8%	-10
3B.14	Crimes with an identified suspect (average)	Monitor	3,095	3,120	3,023	2,791	2,721	-12.1%	-374
3B.15	Positive outcomes: All crime	Monitor	15.5%	15.2%	15.7%	15.6%	14.7%	-0.8% pts	n/a
3B.16	Positive outcomes: Victim-based crime	Monitor	11.9%	11.8%	12.2%	11.8%	10.8%	-1.1% pts	n/a

Integrated Offender Management (IOM)

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

The National IOM Review and guidance will move the strategic emphasis towards the reduction of re-offending as opposed to harm to help the government meet its target of reducing neighbourhood crime by 20%.

DVIOM Scheme

The DIVOM performance figures are mostly the same as previous submissions. The PPIT score is now reflected using Power BI. The average reduction in PPIT for IOM DV offenders between entry and exit from the scheme is 4.92 points; equating to a 31% reduction in PPIT risk. The PPIT is used in addition to the IOM matrix to identify DV perpetrators and is the current academic leading model for this type of cohort selection.

There is scope within the new operational guidance to continue the successful DIVOM programme and some of the successful work done with Nottinghamshire's scheme, but there will be an expectation, as a primary, to move back towards the more traditional SAC type offending. The new guidance has been circulated to Chief Officers.

Youth Justice – First Time Entrants (FTE)

The City shows a 24% increase in FTE in the year to June 2021 when compared to the previous year. The County shows a reduction in FTE of 10 people (-9%) in the year to June 2021.

Identified Suspects

The number of Niche crime outcomes with a named suspect saw a 12.1% decrease in the 12 months to June 2021.

Positive Outcomes: All Crime & Victim Based Crime

Positive outcome rates for both All Crime and Victim Based Crime have marginally decreased over the last 12 months.

Theme 3: Tackling Crime and Anti-Social Behaviour

Theme 3C: Build Stronger and More Cohesive Communities

	Aim	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	12 months to Mar 2021	12 months to Jun 2021	Change over last year	
							%	Actual
3C.1	Police recorded hate occurrences	Monitor 2,395	2,404	2,343	2,242	2,366	-1.2%	-29
3C.2	Hate crime repeat victimisation rate	Monitor 14.3%	15.4%	17.3%	17.8%	17.3%	+3.0% pts	n/a
3C.3	% Hate crime victims satisfied (overall)	Monitor 83.7%	83.8%	85.9%	82.1%	81.0%*	-2.7%pts	n/a
3C.4	% feeling there is a sense of community	Monitor 57.3%	59.6%	61.3%	62.4%	63.2%	+5.9% pts	n/a
3C.5	% feeling different backgrounds get on well	Monitor 58.1%	61.4%	63.3%	64.8%	64.4%	+6.3% pts	n/a
3C.6	Anti-social Behaviour Incidents	Monitor 39,013	41,957	45,064	48,202	43,971	+12.7%	+4,958
3C.7	Anti-social Behaviour Incidents: % Repeats	Monitor 26.9%	27.6%	28.3%	29.5%	● 32.2%	+5.3% pts	+109
3C.8	% Residents experiencing ASB in the last year	Monitor n/a	65.1%	64.0%	64.4%	65.3%	n/a	n/a

Hate Crime (see Appendix A)

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

Victim Satisfaction rates for hate crime have seen a 2.7% point reduction over the last year, largely driven by a decline in satisfaction with Actions Taken.

NB: Hate Crime survey data to June 2021 reflects data from March 2021 surveys.

Community Cohesion

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

Anti-social Behaviour

Police recorded ASB increased markedly over the last year, with a 12.7% increase in the 12 months to June 2021. The increase is primarily driven by the enforcement of COVID restrictions since March 2020. The proportion of reports involving repeat victims has seen an upward trend over the past few quarters. An overall increase of 5.3% pts has been seen in the past 12 months. New questions relating to residents' experience of ASB were included within the Police and Crime Survey in October 2019. The rolling 12 month profile shows no significant change in the proportion of residents experiencing ASB over the last year (64%-65%).

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4A: Further Improve Public Confidence in Policing

	Aim	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	12 months to Mar 2021	12 months to Jun 2021	Change over last year	
							%	Actual
4A.1	Police are dealing with the issues that matter	Monitor 42.5%	44.0%	44.6%	45.5%	● 46.0%	+3.5 % pts	n/a
4A.2	Residents feeling the Police do a good job	Monitor 51.7%	53.4%	54.0%	54.9%	● 55.2%	+3.5 % pts	n/a
4A.3	Residents reporting confidence in the police	Monitor 57.8%	59.3%	59.8%	60.7%	60.3%	+2.5 % pts	n/a
4A.4	% residents satisfied with the police	Monitor 58.4%	58.7%	60.1%	60.8%	● 62.8%	+4.4 % pts	n/a
4A.5	PSD Recorded Complaints	Monitor 905	894	1,015	1,095	1,160	+28.2%	+255
4A.6	PSD Recorded Complaints: Timeliness (days)	Monitor 113	97.8	83.4	78.5	● 73.2	-35.3%	-40

Public Confidence in the Police

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

Satisfaction with Police

24.5% of respondents to the Nottinghamshire Police and Crime Survey reported having had contact with the police over the last year, of which 575 were reporting a crime/incident.

The proportion of those respondents reporting that they were very or fairly satisfied with the service they received has increased in the past year (61.6%). The proportion reporting dissatisfaction with the police meanwhile has fallen marginally from 23.0% to 21.2%.

PSD Recorded Complaints: Timeliness

Recorded complaints have seen an increase over the last year, largely driven by changes to the Police (Conduct) Regulations in 2020 which saw the complaints system expanded to include elements not previously captured. This includes organisational issues and complaints that are repetitious, relate to historic matters or are vexatious.

The average timeliness for the resolution of PSD complaints has reduced from over 100 days to 73 days over the last year. This is due to the benefits now being seen of revised practices within PSD and a sustained overhaul of the Centurion system and historical complaints now being finalised.

Theme 4: Transforming Services and Delivering High Quality Policing

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

	Aim	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	12 months to Mar 2021	12 months to Jun 2021	Change over last year	
							%	Actual
4B.4	Staffing vs Establishment: Officers	98.66% 2,059.01/2,087	99.32% 2,071.81/2,087	101.80 2,124.48/2,087	101.23% 2,112.62/2,087	*92.70% 2,129.28/2,297	+3.3%	+70.27
4B.5	Staffing vs Establishment: Staff	99.84% 1,198.89/1,138.67	103.83% 1,186.41/1,142.67	103.34% 1,181.86/1,143.67	103.22% 1,212.53/1,174.69	*102.20% 1,181.24/1,155.87	-1.47%	-17.65
4B.6	Staffing vs Establishment: PCSOs	83.42% 166.83/200	80.85% 161.7/200	78.46% 156.91/200	103.57% 155.36/150	*100.66% 150.99/150	-9.50%	-15.84
4B.7	% Contracted days lost to Sickness: Officers	4.83% 19,628	4.21% 20,718	3.84% 15,980	3.55% 15,239	3.53% 15,230	-1.3% pts	-4,398
4B.8	% Contracted days lost to Sickness: Staff & PCSOs	4.80% 13,741	4.50% 14,426	4.38% 12,947	4.16% 12,314	4.16% 12,234	-0.64% pts	-1,507

Budget vs Spend: Revenue/Capital

Pending approval of Q1 reports.
Final position at Quarter 4 shown below:

In terms of budget vs actual spend for the fourth quarter (Jan-Mar) 2020/21, the final outturn position was £221,724k versus a budget of £221,659k, representing an overspend of £65k.

The final outturn position for capital spend in 2020/21 was £30,369k versus a full year budget of £42,431k which is a difference of £12,062k. This is split as slippage of £8,636k and an under-spend of £3,426k.

Staffing: Officers / Staff / PCSOs

*Latest data as of 31st May 2021, officer establishment levels were showing an increase of 70 officers when compared to the 12m to June 2020. The number of Police Staff has decreased by 17 while PCSOs have decreased by 16.

Sickness: Officers / Staff & PCSOs

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

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

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4C: Achieving Value for Money – Demand Management

	Aim	12 months to Jun 2020	12 months to Sep 2020	12 months to Dec 2020	12 months to Mar 2021	12 months to Jun 2021	Change over last year		
							%	Actual	
4C.1	Calls for Service: 999	Monitor	187,415	184,039	177,403	169,685	190,329	+1.6%	-2,914
4C.2	Abandoned Call rate: 999	Monitor	0.64%	0.86%	0.90%	0.48%	0.57%	-0.07% pts	n/a
4C.3	Calls for Service: 101	Monitor	698,577	666,530	631,628	579,874	601,377	-13.9%	-97,200
4C.4	Abandoned Call rate: 101	Monitor	3.5%	10.9%	7.7%	6.0%	4.6%	+1.1% pts	n/a
4C.5	Response times: Grade 1 Urban	Monitor	77.6%	76.0%	75.0%	77.7%	77.5%	-0.1% pts	n/a
4C.6	Response times: Grade 1 Rural	Monitor	71.6%	70.8%	69.4%	72.6%	73.7%	+2.1% pts	n/a
4C.7	Response times: Grade 2	Monitor	53.2%	50.7%	51.6%	58.1%	57.1%	+3.9% pts	n/a
4C.8	Compliance with NCRS	Monitor	96.1%	97.2%	97.4%	97.6%	97.0%	+0.9% pts	-

Calls for Service: 999 and 101

999 calls have seen increases over the last two years. Reductions were seen in the 12 months to March 2021, but since the easing of restrictions, calls have increased by around 21,000 in the latest quarter. Abandoned call rates for 999 remain extremely low.

Calls to the 101 non-emergency service have fallen during the year (-13.9%). Abandoned call rates for the 101 service, have been increasing steadily, the latest quarter saw a decrease when compared to the previous quarter but a small increase when compared to the previous 12 months.

Response Times within Target

Response times are now available from SAFE and have been updated. Response times for Grade 1 Rural and Grade 2 have seen increases in the current 12 month period when compared to the previous 12 month period, with the majority of calls being responded to within target times. These improvements are partly a reflection of better recording of State 6 on the SAFE system, and more officers being available to respond as a consequence of the officer uplift.

Compliance with NCRS

NCRS compliance remains strong due to the robust first contact and crime management processes in place, which has been maintained throughout Covid via agile working. With no noticeable drop in performance compliance is estimated to be in the region of 97%.

APPENDIX A

Hate Crime and Repeat Victims

A recent rise in Covid-related Hate crime towards the South East Asian and Chinese community has been identified over recent months, some of which is believed to have gone unreported to the police based on information received from University partners. As a result of this information, Nottinghamshire Police have taken steps to ensure that all relevant communications are available in multiple languages. The force is also partnering with the University of Nottingham on activity to break down perceived barriers to reporting and to improve engagement opportunities among these communities. The Hate Crime Team has commissioned a survey of the South East Asian and Chinese community to better understand their concerns and identify opportunities to work with together to improve local services.

Although the total number of Hate crimes recorded has remained relatively stable over the past 12 months, there have been significant changes in the type and location of hate crime during the pandemic. The close down of the night-time economy led to reductions in recorded hate crime in the typical in city and town centre ‘hot spot’ locations. Neighbourhood locations, meanwhile, saw an increase in neighbourhood disputes, some of which can escalate over time from relatively minor incidents to more serious reports including Hate related behaviour/language.

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

The last year has also seen a rise in reported hate crime against healthcare professionals working within Mental Health institutions and among shop staff working to impose Covid regulations, the wearing of masks and appropriate social distancing.

Appendix C: Capital Report presented to Strategic Resources & Performance

For Information Only	
Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	14th September 2021
Report of:	Danny Baker
Report Author:	Tracey Morris
E-mail:	Tracey.morris@nottinghamshire.pnn.police.uk
Other Contacts:	Mark Kimberley
Agenda Item:	11c

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

Quarter 1 2021/22 Capital Year to Date Position.

1. Purpose of the Report

- 1.1 The purpose of this report is to provide the forecast financial outturn position for capital for the financial year 2021/22.

2. Recommendations

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

3. Reasons for Recommendations

- 3.1 To update the Office of the Police and Crime Commissioner on the Force's forecast outturn position for 2021/22 as at the end of quarter 1 and to comply with good financial management and Financial Regulations.

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

- 4.1 Summary
The Capital Programme for 2021/22 to 2024/25 was presented and approved at the Police and Crime Panel meeting on 4th February 2021.
- 4.2 The total gross expenditure budget approved by the OPCC for 2021/22 was set at £17,793k; this has increased by £342k for SARC (Sexual Assault Referral Centre decision record 2021.049), a reduction of (£600k) for Custody New Build (decision record 2021.005). Slippage of £8,636k from 2020/21 has also been added. The programme is summarised in the table below:

Department	2021/22 Budget £000's	2020/21 Slippage £000's	Virement £000's	Budget + Virement £000's
Estates	12,659	7,810	-	20,469
IS	2,515	826	-	3,341
Fleet	2,361	-	-	2,361
Grand Total	17,535	8,636	-	26,171

4.3 The review of capital expenditure shows a forecasted outturn position of £22,769k. This is an underspend of (£2,072k) and anticipated slippage of (£1,331k). A breakdown of all the projects can be found in Appendix A.

4.4 Within the Estates projects are the three new build projects for Nottingham Custody Suite, new Joint HQ Build and the SARC (Sexual Adult Referral Centre). These three areas alone amount to a combined budget of £15,556k.

- The custody project is a multiyear project to deliver a new Nottingham Custody Suite at a new location within the City, work is on schedule, and is due for completion this autumn.
- The new FHQ build is a multiyear project to deliver a new headquarters supporting the needs of Nottinghamshire Police and Nottinghamshire Fire and Rescue. The build is taking place on existing land, currently owned by Nottinghamshire Police. The project is expected to be completed early next year.
- The current Topaz Centre is deemed as unsuitable; there is no scope for extending the building, and no opportunity for co-locating and integrating support services to provide a seamless support package for victims. In addition, the Topaz Centre needs reparation and improvement from a forensic perspective and requires urgent mitigation work to bring the building up to United Kingdom Accreditation Standards (UKAS) forensic standards. As a result of this assessment a new build is being undertaken close to the existing Centre. Works are expected to commence in July 2021.
- Newark Castle House extension is subject to review by the PCC and may therefore be delayed.
- Other projects within the Assets/Estates area consist of building improvement, renovation & conversion works, this is an annual programme and reflects the risks identified within the building condition survey. The survey assessed each building in terms of mechanical, electric and fabric works that is required to keep buildings in top condition, the works have been prioritised and these form the basis for this element of the capital programme. Within the plans for this financial year are replacement windows and roof for Oxclose Lane police station, repairs to the garages at Mansfield and various lighting works.

4.5 The Information Technology host of projects includes refreshing and upgrading the existing IT suite of equipment, continuation of the roll out of ANPR (Automatic Number Plate Recognition), an uplift in equipment representing the increase in officer numbers and ESN (Emergency Services Network) which is a National project to replace the current airwave system and devices.

- Technology refresh is a recurring project that has been developed to provide the financial support to refresh and upgrade existing equipment that has reached end of life. The plans for this financial year include Hyper V Virtual

Platform Hardware; Nimble storage expansion; video conferencing and general storage expansion.

- £1,360k budget was allocated for the replacement of systems currently being delivered by the Multi Force Shared Service centre. This budget is no longer required as the costs are being met from the Revenue budget.
- ESN is a national programme to replace the current airwave service. The project started some years ago and has seen several setbacks, progress is still fragmented, and types of devices have yet to be established. It is expected that this project will slip again, with a further £824k already allocated to 2022/23, it is expected that this budget will slip into 2023/24 or beyond.
- Replacement of ANPR cameras around the County is the focus of this project. Existing cameras are old, and the failure rate is high, several cameras were replaced last financial year, with the last instalment delayed due to manufacturing issues in relation to Covid-19. There is scope and plans for further cameras to be replaced this financial year.
- Operation Uplift includes the increase in BWV and laptop devices.

4.6 Fleet includes vehicle investment and replacement.

- Vehicle replacement is an annually recurring project that has been developed to provide the financial support to replace vehicles that have reached end of life. There is a plan on which vehicles this will provide, and progress is being made to deliver the plan which is expected to be on budget at the end of the year.
- Operation Uplift represents the impact on the force in relation to vehicles tied in with the increase in officers. The running costs for the vehicles have been reflected in the revenue element of the Transport budget.

5. Financial Implications and Budget Provision

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

6. Human Resources Implications

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

7. Equality Implications

7.1 There are no equality implications arising from this report.

8. Risk Management

8.1 Monitoring of the accounts is problematic and errors in the data continue to be reported.

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

9.1 There are no policy implications arising from this report.

10. Changes in Legislation or other Legal Considerations

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

11. Details of outcome of consultation

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

12. Appendices

12.1 Appendix A – Capital Projects

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

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

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

Capital Projects

Department	Project	2021/22 Budget + Virement £000's	Outturn £000's	Underspend £000's	Sum of Slippage £000's
Estates	Joint FHQ New Build	11,368	11,368	-	(0)
	Nottm Custody Suite	2,432	1,997	(435)	-
	Building Condition & Capital Mtn works	2,253	2,252	-	(1)
	SARC New Build	1,757	1,757	-	-
	Custody Improvements	939	688	(251)	-
	Newark Castle House Extension	600	600	-	-
	Operation Uplift	473	446	(27)	-
	Northern Control Room	393	393	(0)	-
	Estates Improvements	256	255	(0)	-
Estates Total		20,469	19,757	(712)	(1)
IS	New Systems	1,360	-	(1,360)	-
	ESN	800	-	-	(800)
	Tech. Refresh and Upgrades	582	582	-	-
	Operation Uplift	500	500	-	-
	ANPR Replacements	99	99	-	-
IS Total		3,341	1,181	(1,360)	(800)
Fleet	Replacement Vehicle Management process	1,600	1,600	-	-
	Operation Uplift Fleet	400	400	-	-
	Vehicle & Equipment Replacement Programme	361	361	-	-
Fleet Total		2,361	2,361	-	-
Grand Total		26,171	23,299	(2,072)	(801)

Appendix D: Revenue Report presented to Strategic Resources & Performance

For Information Only	
Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	14th September 2021
Report of:	Danny Baker
Report Author:	Tracey Morris
E-mail:	Tracey.morris@nottinghamshire.pnn.police.uk
Other Contacts:	Mark Kimberley
Agenda Item:	11d

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

Quarter 1 2021/22 Revenue Year to Date Position.

1. Purpose of the Report

- 1.1 The purpose of this report is to provide the forecast financial outturn position for revenue for the financial year 2021/22.

2. Recommendations

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

3. Reasons for Recommendations

- 3.1 To update the Office of the PCC on the Force's forecast outturn position for 2021/22 as at the end of quarter 1 and to comply with good financial management and Financial Regulations.

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

4.1 Summary

In 2019 the government announced a commitment to achieve an uplift of 20,000 police officers over the period to 2022-23, this has been extended to 2023-24 following the latest spending review. The force is ahead of schedule and plans to recruit 100 officers this financial year.

The force is investing in technology which includes replacing the finance, HR, and payroll systems, looking to more cloud-based data storage solutions as well as continuing the process of becoming more agile which in turn will enable a reduction in estate costs.

This year will also witness the first full financial year of in-house vehicle management as the force moved away from the PFI (Private Finance Initiative) contractor. This change has already generated savings in excess of (£400k).

At the end of Q1 the outturn position is calculated as (£197k) underspend, this is driven by increases in income from additional grants for Knife Crime, Armed

Response and Cyber as well as income generation for training courses and the secondment of officers to other organisations. The MRP has been reduced by (£499k) reflecting longer lifetimes of assets and 2020-21 spend being lower than anticipated. Investment opportunities have increased as cashable savings are being realised, this is shown as an underspend, however with the ADA process commencing it is anticipated that some investment could be brought forward to the current financial year. The staff establishment shows several vacant posts which is also contributing to the underspend.

The main source of additional cost is in relation to police officer overtime.

- 4.2 The total net expenditure budget approved by the OPCC for 2021/22 was set at £233.3m, this is split between Police and OPCC as per the table below.

Net expenditure budget	Police £m	PCC £m	Total Base £m
Employee	151.1	0.9	152.0
Premises	7.0	0.0	7.0
Transport	6.7	0.0	6.7
Comms & Computing	8.8	0.0	8.8
Supplies & Services	10.3	0.2	10.5
Agency & Contract Services	15.7	6.4	22.1
Pension	37.0	0.1	37.2
Capital Financing	7.9	2.3	10.3
Income	(16.6)	(4.6)	(21.2)
Grand Total	227.9	5.4	233.3

- 4.3 Detail

The review of revenue expenditure shows a forecasted outturn position of (£197k) underspend for Police and an on-budget position within the OPCC. This report will review each of the expenditure areas relating to the Police element of the budget.

Expenditure Type	Total Base £'000	Virements £'000	Revised Budget £'000	Q1 Outturn £'000	Variance Over/(Under) £'000
Employee	151,995	537	152,532	154,117	1,585
Premises	6,986	354	7,340	7,456	116
Transport	6,728	(2,047)	4,681	4,295	(387)
Comms & Computing	8,836	184	9,019	9,722	703
Supplies & Services	10,483	(271)	10,211	10,866	655
Agency & Contract Services	22,075	1,395	23,470	23,312	(158)
Pension	37,177	70	37,247	37,215	(32)
Capital Financing	10,258	(2,043)	8,215	7,751	(465)
Income	(21,238)	1,821	(19,417)	(21,631)	(2,213)
Grand Total	233,299	0	233,299	233,102	(197)

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

The current forecast is an overspend of £1,585k. £1,073k relates to officer overtime of which £482k is offset with grant income, from analysis completed so far it would indicate that overtime is increasing and with the further easing of lock-down it is expected to continue to rise. An increase in the number of transferees to meet uplift forecast is expected £300k, this will help ensure more experienced officers are available as new uplift recruits become fully operational.

£207k of the overspend relates to police officer pay, which is offset with grant income.

£154k relates to other employee expenses, specifically Access to Work partly funded by the DWP (Department for Work & Pensions), medical costs, increased contributions to the apprenticeship levy reflecting the increase in payroll costs and occupational health costs.

The additional costs are offset with savings on staff salaries where the force has vacancies yet to be filled.

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

The current forecast is an overspend of £116k. The overspend is due to retaining The Bridewell for longer than expected, also charges for the new fleet workshop and backdated rates charges for Castle Quay.

Cleaning costs continue to be higher due to additional COVID cleaning taking place.

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

Current forecast is an underspend of (£387k). (£340k) saving has been achieved from restructuring the Fleet department after taking on board the services previously provided by the fleet contractor. (£200k) reduction in expected costs as the Speed Camera Team rephase the replacement of their vehicles.

Additional costs have been incurred for vehicle insurance £87k, diesel and casual user mileage as COVID restrictions are lifted and people are moving about more freely.

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

Current forecast is an overspend of £703k. £586k relates to various contract renewals being higher than anticipated, £70k increase in demand for mobile phone service and data storage.

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

Current forecast is an overspend of £655k, the majority of this reflects an increase in insurance premiums of £729k; anticipated investment in equipment of £241k for Armed Response which is offset with income. This is offset with a realignment of Futures Board (ADA) decisions across various expenditure categories.

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

Current forecast is an underspend of (£158k). (£300k) saving on contributions to regional staffing costs for the Emergency Services Network as region have identified sufficient funds from previous years to cover the cost. (£90k) general reduction in regional costs compared to budget. £179k increase in Home Office charges. £43k increase in charges to MINT (outsourced procurement facility).

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

The forecast currently shows an underspend of (£32k). This reflects the pension element of the salaries for staff and officers. Staff currently show an underspend due to vacancies.

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

Current outturn position is (£465k) underspend. The MRP has been reduced by (£499k) to reflect the longer lifetimes of assets that have been funded by borrowing and the 2020-21 spend being lower than anticipated, (£197k) reduction in interest paid. £232k increase in contributions to reserves.

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

Currently forecast to increase by (£2,213k). (£1,120k) relates to additional grant income for Knife Crime, Armed Response and Cyber Crime and is offset with expenditure. (£565k) additional income is expected for officers seconded to other forces/Home Office. (£250k) additional income in respect of loan charges. (£69k) additional income for vehicle recovery charges offset with expenditure; (£57k) additional income taking advantage of the government's incentive for apprentices.

5. Financial Implications and Budget Provision

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

6. Human Resources Implications

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

7. Equality Implications

7.1 There are no equality implications arising from this report.

8. Risk Management

8.1 Monitoring of the accounts is problematic and errors in the data continue to be reported.

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

9.1 There are no policy implications arising from this report.

10. Changes in Legislation or other Legal Considerations

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

11. Details of outcome of consultation

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

12. Appendices

12.1 None

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

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

NB

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

For Consideration	
Public/Non Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	14 September 2021
Report of:	The Chief Executive
Report Author:	Noel McMenamin
E-mail:	noel.mcmenamin@nottsc.gov.uk
Other Contacts:	
Agenda Item:	13

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

14 September 2021

(PCP 22.11.21)

	ITEM	FREQUENCY	REPORT AUTHOR
	Police and Crime Plan Priority Theme 4 <ul style="list-style-type: none"> <i>Transforming Services and Delivery Quality Policing</i> 		
	Estates Strategy and Rationalisation	Changes to estate. Progress against refurbishment, new build and joint headquarters (Fire and Police).	Force
	Health and Safety	Governance oversight, overview of incidents and learning lessons	Force
	Workforce Planning	Work Force numbers. Uplift, sickness absence, Learning and development, apprenticeship levy, discipline and grievance. BAME representation, retention and progression.	Force
	Equality, Diversity and Human Rights	Equality Act 2010 duties, positive action, training, workforce profile and engagement and consultation with BAME communities	Force
	Stop and Search	Performance overview, use, proportionality and outcome rate. Highlighting any changes to legislation or guidance	Force
	Use of Force	Performance overview, use, proportionality and outcome rate. Highlighting any changes to legislation or guidance	Force
	Health and Wellbeing	Work undertaken to improve health and wellbeing. Highlighting key achievements	Force
	Environmental management	Action to address environmental management, focusing on carbon waste recycling, fuel consumption	Force
	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	
	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

2 November 2021

ITEM	Report Focus	REPORT AUTHOR
Police and Crime Plan Priority Theme 1 <ul style="list-style-type: none"> • 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. Outcome of safeguarding and Section 11 self-assessment audits	Force
Modern Slavery –	Performance and response. Highlighting key achievements	Force
Cyber enabled Crime and Keeping People Safe Online	Performance and response. Highlighting key achievements.	Force
Missing Persons	Demand profile, risk assessment, force and inter-agency response, progress, HMIC findings and recommendations. Lessons learnt from other forces.	Force
County lines – Safeguarding Children from exploitation and Victimisation	Demand, understanding of need and performance and Force dedicated team.	Force
Violence Reduction Unit – Key Successes and Challenges	Performance update and review of key achievements	VRU
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