

**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 16 JULY 2014**  
**AT THE NOTTINGHAM MECHANICS**  
**3 NORTH SHERWOOD STREET, NOTTINGHAM, NG1 4EZ**  
**COMMENCING AT 10.30 AM**

---

**MEMBERSHIP**

(A – denotes absence)

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

**OTHERS PRESENT**

- Jackie Alexander – Detective Superintendent, Nottinghamshire Police  
Sara Allmond – Democratic Services, Notts. County Council  
Sallie Blair – Better Times  
Matt McFarlane – T/Superintendent, Nottinghamshire Police  
Jim West – Chief Inspector, Nottinghamshire Police

**PART A**

**PRESENTATIONS ON POLICE INTEGRITY**

**Ensuring the integrity of Out of Court Disposals - Presentation by Chief Inspector Jim West**

Chief Inspector West gave a presentation on how the Force ensured that out of court disposals were used appropriately. Out of court disposals had benefits for both victims and public and also allowed the Crown Prosecution Service (CPS) to focus on cases that needed to go to court.

The use of out of court disposals for young people allowed the Force to work with partners to enable the best chance of that young person not reoffending.

The Force also used Community Resolution (also known as Restorative Justice). Work on this area was ongoing with the Office of the Police and Crime Commissioner. There was concern locally and nationally that forces overused Community Resolution but Nottinghamshire Police were confident that they were using it appropriately.

The Force undertook regular training on the use of out of court disposals and a Force Policy was in place which clearly defined when out of court disposals should and should not be used. There were evidential and ethical standards coming in to force. The form used to determine whether an out of court disposal was the right course of action in the case in question would require the officer to identify the benefit to the victim in using an out of court disposal and would require the officer to advise why they felt it was appropriate to use.

The Force had dedicated decision makers who reviewed and either authorised or rejected all out of court disposal requests. A scrutiny panel was also held to scrutinise decisions made which always involved either an Assistant Chief Constable or the Deputy Chief Constable.

In relation to the appropriate use of out of court disposals, Nottinghamshire Police had a higher proportion of disposals that were not appropriate than other Forces. Where the use was identified as inappropriate it was often because the use of an out of court disposal had been used as it was what the victim wanted, even though this did not follow the Force Policy.

During discussions the following points were raised:-

- Magistrates had raised concerns with the Police and Crime Commissioner regarding the use of out of court disposals. A Magistrate sat on the Scrutiny Panel so was part of the scrutiny process regarding the appropriate use of out of court disposals. Due to the use of out of court disposals there were fewer cases coming to court. The concern was more on a national level as not every force had such high integrity in how they used out of court disposals. A meeting was due to take place with magistrates to explain the whole process to them.
- Information was not yet available regarding satisfaction levels with the use of out of court disposals. It was anticipated that figures would be available in the next few months. Overall satisfaction with the Force had remained the same during the period when the Force had increased the use of out of court disposals.
- The use of an out of court disposal in a domestic abuse case could only be agreed by the Head of Public Protection. Not all victims wanted to go to court or there might not be enough evidence. By using an out of court disposal it meant that there would be something on the perpetrators record.

## **Police Values - PROUD and Code of Ethics - Presentation by T/Superintendent Matt McFarlane**

T/Superintendent McFarlane gave a presentation on the Code of Ethics and PROUD and explained how the Code of Ethics would be embedded within the Force.

The Code of Ethics was about professionalising the Force and was not a replacement for the Code of Conduct. The Code of Ethics provided a framework for the Force and set out nine policing principles.

During discussions the following points were raised:-

- The embedding of the Code of Ethics would happen over a period of time. It would become part of training and accountability. By the end of the summer all officers would know about the Code of Ethics as training was currently ongoing.
- Some forces were piloting ethics committees. The Force would assess the effectiveness of the pilots before deciding what to establish.
- The Code of Ethics needed to sit at the heart of everything that officers did. For most officers it already did instinctively. The Code would become part of the mental checklist when deciding what action to take, such as when using Stop and Search powers.
- Peer challenge would be one of the most important and positive elements in embedding the Code. It was important to create an environment that encouraged challenge.

## **Professional Standards - Presentation by Detective Superintendent Jackie Alexander**

Detective Superintendent Alexander gave a presentation on professional standards including racism, managing accountability and transparency of complaints and misconduct matters and referrals to the Independent Police Complaints Commission (IPCC).

Force accountability in complaints came from the national level through the IPCC and from within the Force via the Standards Board, which the Office of the Police and Crime Commissioner attended.

In relation to transparency, every complainant received a report detailing the outcome of the investigation carried out into their complaint. The Force also published meeting outcomes (the information was redacted where required).

In relation to IPCC referrals, Nottinghamshire Police received the highest number of complaints per 1,000 officers. This was felt to be positive as it was important that the public felt able to raise concerns and it was also important that the Force learnt from its mistakes. In relation to what constituted a complaint, just expressing dissatisfaction was enough.

An IPCC report into discrimination was recently published and this would be assessed to see what changes would be needed in Nottinghamshire. Discrimination allegations in Nottinghamshire predominately related to racism, however no cases were formally upheld. A significant majority of allegations were down to perception making it very difficult to determine whether or not there had been racism. In relation to racism there were rarely any independent witnesses, but this did not mean that there was no racism.

The Force did not receive many complaints regarding the use of Stop and Search, however these mostly involved young people and young people generally did not complain, so this had to be taken into account.

During discussions the following points were raised:-

- Over half of complaints to the IPCC were passed back to the Force to investigate internally. This trust to do a thorough and fair investigation was in large part due to a willingness by the Force to say sorry when something had gone wrong.
- A rapid resolution system was now in place meaning that when a complaint was received it could go straight to the manager and they would immediately get in contact with the complainant.

### **Stop and Search - Presentation by Assistant Chief Constable Simon Torr**

Assistant Chief Constable Torr gave a presentation on Stop and Search and its use in Nottinghamshire.

Stop and Search was the only on-street proactive power the Force had and where it was used correctly it worked well. It was used predominately in relation to guns, knives and drugs. It was also used to target burglaries and specific problem areas.

The Force targeted the highest crime areas, which were also the most ethnically diverse and poorest areas of Nottinghamshire. The Force needed to use Stop and Search but needed to explain to the public why they were using it.

When Stop and Search was used the officer needed to record why they had used it and this information was checked and held to account weekly by ACC Torr.

When looking at the Stop and Search statistics it showed that there was a lower than average number of Asian and mixed race people stopped and a higher than average number of black people stopped.

When using Stop and Search officers would now also need to apply the Code of Ethics.

There was a need for the Force to do more work with communities. They had done web-chats and held public meetings to show the Force statistics in relation to the use of Stop and Search. The Force had also invited lay people to view Operation

Promote which involved the use of a drugs dog around night time venues, which showed how Stop and Search could be used.

During discussions the following points were raised:-

- All Force Policies were published on the website and the statistics in relation to Stop and Search were also published.
- Information on gender was not currently collected, this was being looked into.
- A bid was currently in for body worn video which, if successful, would provide additional scrutiny and transparency. These would present a whole range of benefits including being able to show lay visitors real life Stop and Search cases.

## **PART B**

### **APOLOGIES FOR ABSENCE**

Apologies for absence were received from CC Chris Eyre and ACC Steve Jupp.

### **DECLARATIONS OF INTEREST**

None

### **MINUTES OF THE PREVIOUS MEETING HELD ON 23 MAY 2014**

Agreed

### **PERFORMANCE AND INSIGHT REPORT**

Deputy Chief Constable Fish, Assistant Chief Constable Torr and Margaret Monckton introduced the report which set out the performance of the Force to May 2014.

There had been some changes to how crime was recorded and reported which had impacted on the Force figures. This included changes to what now constituted an assault.

During discussions the following points were raised:-

- In the Home Office figures for 2013/14, the Force was now up to fifth within its group of most similar forces.
- The level of satisfaction in domestic abuse cases was generally higher due to the additional resources the Force put into domestic abuse cases.
- The Force was currently behind on the savings it needed to deliver for this year, but plans were in place to ensure that the savings were achieved.

- There were now tight controls on overtime due to a need to save £1.5m from the budget in this area. There was a risk with this which was currently being managed.

**RESOLVED 2014/024**

That the report be noted

**REVENUE BUDGET MANAGEMENT REPORT 2014-15: APRIL 2014**

**RESOLVED 2014/025**

That the report be noted.

**PERIOD 1 CAPITAL MONITORING 2014-2015**

Margaret Monckton introduced the report and advised that a revised Capital Programme was expected by the end of the month.

**RESOLVED 2014/026**

- 1) To note the expenditure in 2013-2013 as follows;
  - Expenditure of £0.213m against the whole year budget of £15.598m.
- 2) To note the addition of £0.273m to the Programme.

**WORK PROGRAMME**

Kevin Dennis introduced the report which provided a programme of work and timetable of meetings for the Strategic Resources and Performance meeting. A meeting was due to take place to discuss the work programme going forward.

**RESOLVED 2014/027**

That the report be noted.

The meeting closed at 12.20 pm

CHAIR