1. **Attendees:**

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| **OPCC** |  |  |
| Caroline Henry | Notts Police & Crime Commissioner  | CH |
| Gillian Holder | Chief Finance Officer | GH |
| Dan Howitt | Head of Strategy & Performance |  |
| Sandra Coleman | EA to PCC/CEO | Sandra |
| **Force** |  |  |
| Kate Meynell | Chief Constable | Chief |
| Mark Kimberley | Chief Finance Officer  | MK |
| Clive Collings | Chief Inspector (Force Lead - Rural Crime) | CC |
| **Apologies:** |  |  |
| Steve Cooper | Deputy Chief Constable  |  |

1. **Minutes of the Previous Meeting** (17th October 2023)

The Minutes were agreed as an accurate record of the meeting.

1. **Action Log and Matters Arising (Action log updated to reflect this meeting).**

 The action log has been updated to include the actions arising from this meeting.

1. **Action Log and Matters Arising.**

It was agreed that the minutes were a true reflection of the meeting.

**Each paper presented was discussed with the key points arising highlighted below; and the Force were thanked for the excellent quality of each paper presented.**

**Agenda:**

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| **No** | **ITEM** |
| 1 | Welcome and Apologies | Verbal | Chair |
| 2 | Minutes of previous meeting held on 17 October 2023 | Paper | Chair |
| 3 | Action log and Matters Arising | Paper | Chair |
| 4 | \*PUBLIC ITEM\*RESPONDING: Tackling Rural Crime (B3R) | Paper | Chair |
| 5 | SUPPORTING: Improving Outcomes for Victims of Crime and ASB (C1) | Paper | Chair |
| 6 | PREVENTING: Violence Against Women and Girls (A3) | Paper | Chair |
| 7 | Professional standards and integrity update | Paper | Chair |
| 8 | Quarterly People Services Update | Paper | Chair |
| 9 | Budget Monitoring Report | Paper | Chair |
| 10 | Key Business Decisions | Paper | Chair |
| 11 | AOB | Verbal | All |

1. **PUBLIC ITEM – RESPONDING: Tackling Rural Crime**

 Chief Inspector Clive Collings, the Force Rural Crime Lead, gave a presentation on Rural and Wildlife Crime, and questions received from members of the public were answered.

1. **SUPPORTING: Improving Outcomes for Victims of Crime and ASB (C1)**

It was reported that Trading Standards in the county no longer have access to Niche. Data produced by Dan Howitt’s team is therefore relied on.

The policy has changed which means that those aged 15 and under can receive youth conditional cautions to link in with youth services – this went live on 2nd October, but there is still positive action for those over the age of 15.

Use of Niche – Consultation closed on 13th October with a go live date of April 2024. Everything is in place, but the problem will be if any changes are needed to the system which are out of the Force control. The Force are putting cultural changes in place in readiness.

Two practitioners have just passed their vetting and are already embedded with access to Niche. A RAG system has been devised by Remedi for the Force to identify appropriate cases for restorative justice. An Information Sharing Agreement is in place which will go to the December Out of Court Disposals Board.

The National Victim Engagement Survey has stopped progressing now due to an issue with funding leaving a gap due to resources being only able to cover certain areas.

There is some disparity in that county use more often than city – process does not differ but how it is applied does.

Outcome 16 – new report has been completed which will go through the Performance Board chaired by Rob Griffin.

Op Tarlac – Weekly meetings are being held to understand what is happening nationally. Part of the process is to report daily regarding incidents of community activity and have more controls around places of worship so there is no increase in tension. In all there have been 21 crimes and 8 non crimes.

Nitrous Oxide is now a Class C drug which means that possession is an offence meaning there would be an unlimited fine, caution or prison sentence. However,

there is currently no national guidance on this. The Force are currently not aware of any local reasons for concern.

Immediate Justice pilot – work is ongoing with Phil Gilbert and Chris Pearson. There is additional funding for an analyst and 2 triage posts. Recruitment is underway for those.

1. **PREVENTING: Violence Against Women and Girls (A3)**

Work is underway to use the NPCC self-assessment tool to review the Force’s VAWG plan. The work will ensure that guidance is captured, and the force is able to deliver the main themes alongside the partnership plan.

The Force have set up their own Girls and Women’s Engagement Network taking best practise from the Met. The scheme is to be evaluated but work on that has not started yet. The review is due March 2024 in consultation with stakeholders and meeting organisers. Currently there is positive feedback around the network.

The report raised a risk around securing buy in to the expansion of Op Soteria and the Force were asked what has been put in place to minimise the risk. The Force are to have an additional post to lead on this significant piece of work.

It was highlighted that the Terms of Reference for the Reducing Reoffending Board are being reviewed in order to strengthen focus on prevention and early intervention. The OPCC are keen to look at where they can seek out opportunities to work with the Prevention Hub and SRRU (Safeguarding and Risk Reduction Unit).

1. **Professional Standards and Integrity Update**

Derbyshire and Leicestershire have similar size Professional Standards departments compared to Notts. Complaints work is now picked up by complaint handlers who look at low level complaints, investigate these and write to the complainant with an offer of right to review through the OPCC. More complex cases go to investigators. Work is overseen by the complaints team for scrutiny.

In terms of the recommendations by the HMICFRS regarding better understanding of disproportionality, the Force advised that they have put in place a new piece of software focussed on recording ethnicity and which allows for extraction of data around disproportionality. A further piece of work will be introduced to understand the data across the Force, with the support of PSD. The Force acknowledge the need to develop in this area. A delivery plan should be in place before Christmas.

 The College of Policing publish details of officers and special constables who have been dismissed for conduct matters unless certain exemptions apply. The Force stated they are confident that everyone who comes into the organisation is checked to ensure they are not named on the barred list and are confident that processes are correct.

The Force intend to automate the Historic Data Wash which the Home Office and College of Policing are trialling. They are hopeful it will mean that the process is less resource intensive.

 The Force were asked about the most common breaches in Nottinghamshire and what is being done at a strategic level to mitigate risks. The most common breach is misuse of police systems and inappropriate associations. They have a Prevent Officer in PSD who will present to specific groups, including newly recruited officers and transferees.

1. **Quarterly People Services Update**

The Force are doing more work around exit interviews and stay questionnaires. All leavers are offered exit interviews and currently there is a 30% take up. It is difficult to identify any trends, but in terms of police staff lack of progression and pay scale compared to the private sector are reasons identified for leaving. In terms of officers, those who have served under two years state lack of operational support and those with over 2 years’ service state workload and stress. Occasionally alternative roles can be offered. Reasons for staying with the Force have been identified as having family friendly policies and wellbeing.

 Officers who leave the Force are asked to register on the Associate register.

 The Force confirmed that all new recruits are provided with equality, diversity, and inclusion training at the commencement of their employment, and this is also done during sergeant and inspector courses. They have also looked at widening access to the programmes and have planned community events to engage with different areas. They are working with comms to create videos using previous events to promote the good work that the Force are doing around EDI. The Leadership Academy is also doing a piece of work around this which is part of the leadership training, and a coaching strategy has been established to develop underrepresented groups.

 The Police Federation for England and Wales had raised concerns over the practise of police staff switching to the role of Special Constable to access power unavailable to police staff. The force confirmed that although this was raised as a national concern, it is not a concern for the Notts Force. It was explained that Specials would not be able to just declare themselves as on duty.

 The Home office have announced further funding to support additional recruitment and the Force confirmed that a recruitment plan for 2024/25 is being put in place. The budget has been agreed in principle.

1. **Budget Monitoring Report**

Revenue Outturn Report

         In terms of the Revenue report, GH asked that appropriate draft Decision Records should accompany the paper.

         P4 was discussed as having agreed to offset the underspend against revenue funding of capital.  Para 4.3 should be read as this having been agreed, MK confirmed an additional table had been added to the capital report in terms of capital financing to show this has been done but that the revenue paper needed updating.

         Funding for Op Hendrix is still being negotiated and ACC Rob Griffin is leading on this.  PCC offered to provide support if required.

         The additional funding for the pay award mentioned in the paper has already been added to the budget on the finance system but a DR should have been done first so is still required.

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| **Action 75/23: MK to prepare a DR for the additional funding for the pay award.** |

 In terms of Appendix D – GH highlighted this is stating that £100k will be transferred to the OPCC for ARIS, this needs a separate discussion as it should only be £50k, with £50k remaining in the reserve.

         GH noted that some expenditure was coded against the Future’s Board budget whereas the budget should have been transferred to the appropriate service budget where the activity takes place, e.g., Dog Handlers expenditure.

         Capital Report – GH asked if any consideration had been given to bringing any projects froward given the forecast underspend this financial year. MK confirmed it had but for a variety of reasons there were no options.

1. **Key Business Decisions**

Discussion took place around the detail contained in the paper.

1. **AOB**

To note that the Force CFO is acting as CFO for the fire authority for a short period.

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**Next Meeting: Tuesday 19th February 2023 at 10.00 am in Conference Room 1**