Nottinghamshire
POLICE & CRIME COMMISSIONER

Nottinghamshire Police and Crime Commissioner

Annual Report 2019-20

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Foreword

This is my eighth annual report as Nottinghamshire Police and Crime Commissioner (PCC) and I am proud to update you on the work we've been doing to reduce crime, protect the public and support victims.

We have continued to provide exceptional value for money for the public, delivering policing at a cost of just 45 pence per day to local taxpayers (1p less than last year and 2p less than the year before).

Some of our key successes include:

- ✓ Crime overall reduced by 0.5% in line with the national average which is better than last year which saw an increase of 11.2%.
- ✓ The proportion of the workforce undertaking frontline duties has increased 16% this year from 73% to 89%.
- ✓ Non Domestic Crime is down 14.6%
- ✓ Theft down 11.2%
- ✓ Hate Incidents (Non-Crime) down 8.8%
- ✓ Vehicle Crime down 4.6%
- ✓ Burglary down 3%
- ✓ Robbery down 2.9%
- ✓ Sexual Offences down 2.8%
- ✓ Arson and Criminal Damage down 2%
- ✓ Antisocial behaviour (ASB) is down 3.7%
- ✓ Knife Crime reduced 13.6%
- ✓ Stop and Searches increased by 78.7% of which 40.4% resulted in a positive outcome
- ✓ Missing Person reports fell by 15.5%
- ✓ 50% of residents feel the Police do a good job which is 3.1% better than last year
- ✓ 239 new staff were appointed of which 34 (14.2%) were from BAME communities
- ✓ 110 Police officers were recruited of which 13 were from BAME communities

In short, we have achieved some good results this year and hopefully you will see that when you read the rest of my report.

I am working very closely with the Chief Constable and my national colleagues to secure funding for even more Police officers.

Along with all other organisations we had a major challenge of responding to the Covid-19 pandemic which placed unprecedented demands on our Police Officers who were given new enforcement powers to issue fixed penalty tickets to anyone found breaching social distancing rules.

There will always be a minority of individuals who fail to respond to advice and so I believe our approach in Nottinghamshire was very balanced between enforcement and advice given to our communities concerning social distancing.

I believe the Chief Constable's strategy of 'Engaging, Explaining, Encouragement and Enforcement as a last resort worked very well.

In this year's annual report, I want to highlight the good work of our third sector community organisations that have helped us keep Nottingham and Nottinghamshire safer. Their work has been summarised into mini case studies across my four strategic Police and Crime Plan themes.

In addition, I've included four more detailed case studies in respect of:

- ✓ Missing Persons
- ✓ Use of Police Drones
- ✓ Operation Uplift (Police Recruitment)
- ✓ Managing Demand

During the year, I have continued to invest in outcomes focussed domestic abuse support services, working with the City and County Councils.

In the County almost 2,000 women and men and 570 children and young people were supported by the joint County Council/PCC commissioned contracts delivered by Equation, Juno Women's Aid and Nottinghamshire Women's Aid.

In the City nearly 800 women were supported through the joint City Council/PCC commissioned IDVA service (which includes MARAC, Court and teen IDVA services). Positive outcomes in relation to increased feelings of safety and improved wellbeing were consistently high.

You will learn about the good work undertaken by voluntary organisations who have tackled disability hate crime (Mencap) and Misogyny (Nottingham Women's Centre) and the work undertaken by the Force to recruit more Police officers (Operation Uplift).

Going forward, there is uncertainty on whether there will be a second wave of the Covid-19 pandemic and if there is we will play our part but this will place a huge drain on our resources.

Since I have been in office, we have made strong progress in reducing disproportionality in policing outcomes and increasing representation over recent years. This has been underpinned by a thoughtful and intelligence-led approach to the use of coercive policing powers, transparent oversight and scrutiny processes and a demonstrable commitment to improving diversity, inclusion and community engagement from the top down and bottom up.

Particular challenges remain in the recruitment, retention and promotion of officers and staff from Black backgrounds, achieving greater parity in the use of compliant handcuffing and mainstreaming unconscious bias training Force wide.

So, more work needs to be done and this year I will be establishing a number of new BAME consultative and scrutiny groups to ensure that our diverse communities have their voices heard and we have mechanisms in place to respond their concerns. I have established a new Equality Diversity & Projects Officer to lead this work.

The criminal justice system in England and Wales is facing a backlog of around 40,000 criminal cases, which will not be solved even if all Crown Courts are brought into service under physical distancing rules. This poses additional challenges for the Force and heartache for victims.

I have recently been elected as the chair of the APCC (Association of Police and Crime Commissioners) a post I will hold for the next 12 months. I am keen to influence the national agenda which will of course benefit Nottinghamshire. The decisions and action we take now to navigate this difficult period in our history will be vital for building trust and shaping policing in the future. We must

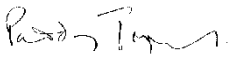
use our powerful, collective voice to build a police service that is not only fit for the 21st century but has the implicit support of the public.

This role will of course take up more of my time and to help support me with my priorities in Nottinghamshire I have appointed Emma Foody as Deputy Police and Crime Commissioner who will have lead responsibility for the following:

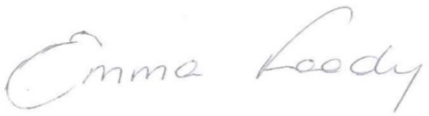
- Helping and supporting victims
- Protecting and Safeguarding vulnerable people
- Strengthening the links with regional criminal justice board
- Community engagement

Emma was formerly the Regional Director of the Labour Party and an active magistrate. She has extensive stakeholder, voluntary sector and criminal justice experience and has also worked for the National Housing Federation and the North East Ambulance Service.

Finally, I want to say that whilst this is my report, the good news you will read about could not have been achieved without the dedication and incredibly hard-working Police officers, PCSOs, staff, special constables, volunteers and partners who have continued to give their very best to make Nottingham and Nottinghamshire safer. I am proud to be your Commissioner.



Paddy Tipping PCC
Nottinghamshire Police and Crime Commissioner



Emma Foody DPCC
Nottinghamshire Police and Crime Commissioner

Introduction

The PCC is required by law to produce an annual report and to share it with the Police and Crime Panel for review.

This report covers the financial year from April 2019 to March 2020 and details a range of performance outcomes and of activities undertaken by the PCC, Nottinghamshire Police and partners during the year to make Nottingham and Nottinghamshire safer.

The PCC has been working hard to put into action a range of strategic activities in support of his plan.

The Police and Crime Plan draws strongly on the experiences of the public, and victims of crime shared during an extensive engagement and consultation programme. The plan aims to put their views and their interests at the heart of policing and sets out the main priorities for action over the next year, reflecting what the public has told us needs to happen to increase their feelings of safety and reduce their fear of crime.

FORCE AREA	834 square miles	
POPULATION	1.15m people	↑ 8% local 10 yr change
WORKFORCE	89% frontline	
	2.80 per 1000 population	
	↓ 25% change in local workforce since 2010	
VICTIM-BASED CRIMES	0.07 per person	
	↑ Local 5 year trend	
COST	45p per person per day local	

The info graphic (left) produced by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) provides some useful key facts related to policing in Nottinghamshire.

HMICFRS estimate the Force population to be 1.15m which is higher than last year (1.14m) and an 8% increase over 10 years.

Due to the Covid-19 virus, in March this year (HMICFRS) suspended all inspection work; as such there are no published PEEL assessments of Nottinghamshire Police for 2019/20.

However, during 2018/19, HMICFRS carried out a number of inspections and published a number of reports assessing Nottinghamshire Police 'Good' in two of the three areas inspected i.e. Effectiveness and Legitimacy with Efficiency Requires Improvement.

This year we have seen a significant increase in the proportion of the workforce undertaking frontline duties. For example, last year it was 73% and this year it has risen 16% to 89%.

The cost of policing to local taxpayers is only 45 pence per day which is less than 2018-19 when it was 46 pence.

Consultation and Engagement

Throughout the year the PCC has been out and about throughout the City and the County meeting and listening to members of the public, victims of crime and other important stakeholders such as elected members. He has undertaken walkabouts, attended and been represented at various summer carnivals and festivals (where surveys were undertaken and analysed) and held numerous one-to-one meetings.

The following list illustrates examples of the range of consultation over the last year:

Communication

- Published 6 issues of 'The Beat' newsletter & 2 'rural round-ups'
- Wrote 12 newspaper columns and issued 85 press releases
- Tweets and Facebook posts received around 311,900 views
- The PCC's website was viewed on 42,781 occasions

Public consultation and engagement

- Police and Crime Survey captured views of over 4,300 residents
- Engagement with over 1,200 residents via public events including Newark Show, Nottingham Pride, Nottingham Carnival
- Engaged over 200 individuals from a range of partner agencies.

Public Contact

- Dealt with 136 police professional standards complaints
- Responded to 48 Freedom of Information Requests
- Dealt with over 420 letters and e-mails from the public
- Attended various community meetings some examples include: Sutton, Hockley, Tuxford, Calverton, Basford, Retford, Warsop, Lenton & Kingswood

Conferences and Stakeholder Events

- Led numerous conferences and stakeholder events including a Partnership Problem Solving conference, a managing police demand roundtable and Voluntary and Community Service (VCS) and Inter-Faith engagement events,
- Supported events including the Nottinghamshire Knife Crime Symposium, and the Integrated Care System Partnership Forum.

Public and Stakeholder Meetings

- Convened key meetings including Strategic Resources and Performance (5), Audit and Scrutiny Panels (4), Chairs of Strategic Partnerships (1) and the Strategic Violence Reduction Board (4)
- Held a Stakeholder budget workshop with partner agencies
- Attended 5 Police and Crime Panels, 1 Council of Mosque event and 3 Youth Commission events.

Walkabouts

- Conducted sixteen community walkabouts to listen to the views of local residents and view projects supported by PCC funding.

The feedback from these specific meetings and information received by the PCC throughout the year has helped to shape his new Police and Crime Delivery Plan (2020-21) implemented from 1st April 2020.

The Four Strategic Themes

The PCC's current Police and Crime Plan (2018-21) has four strategic themes. This report details the end-of-year performance in respect of the Plan's targets and measures (2019-20) and a brief overview of key activities supporting each strategic theme.

T1.	Protecting People from Harm
T2.	Helping and Supporting Victims
T3.	Tackling Crime and Antisocial Behaviour
T4.	Transforming Services and Delivering Quality Policing

The PCC works with, and also helps to fund, a broad range of partners to maintain the safety and wellbeing of people who live, work and visit Nottinghamshire communities.

As part of an on-going commitment to tackle the root causes of offending, he also provides direct funding to a variety of community-based and public-facing organisations which deliver support to vulnerable people at risk of offending or those who are a victim of crime.

Performance Overview

During the year, crime overall reduced by 0.5% which is better than last year which saw an increase of 11.2%. The City saw a 3.8% reduction but the County saw an increase of 0.9%. The table below details changes in main crime types compared to last year.

Force	2019/20	2018/19	Volume Change	% Change
All Crime	107,392	107,975	-583	-0.5%
Victim-Based Crime	90,778	93,250	-2,472	-2.7%
Violence against the Person	33,955	32,761	1,194	3.5%
Sexual Offences	3,390	3,485	-95	-2.8%
Robbery	1,213	1,248	-35	-2.9%
Burglary	7,662	7,890	-228	-3.0%
Theft	23,838	26,506	-2,668	-11.2%
Vehicle Offences	8,753	9,153	-400	-4.6%
Arson and Criminal Damage	11,967	12,207	-240	-2.0%
Other Crimes Against Society	16,614	14,725	1,889	11.4%
Drug Offences	4,830	3,785	1,045	21.6%
Possession of Weapons	1,205	1,055	150	12.4%
Public Order Offences	7,613	7,268	345	4.5%
Miscellaneous Crimes Against Society	2,966	2,617	349	11.8%
Domestic Occurrences	20,755	20,739	16	0.1%
Domestic Crime	15,059	14,210	849	5.6%
Domestic Non-Crime	5,696	6,529	-833	-14.6%
Hate Occurrences	2,353	2,365	-12	-0.5%
Hate Crime	1,647	1,597	50	3.0%
Hate Non-Crime	706	768	-62	-8.8%
ASB Incidents	32,135	32,078	57	0.2%

Victim Based crime reduced by 2.7%. There were 195,050 '999' calls received in the last 12 months, which represents an increase of 4.9% (+9,071 calls) but '101' calls reduced by 10.1% (-43,652 calls) over the same period.

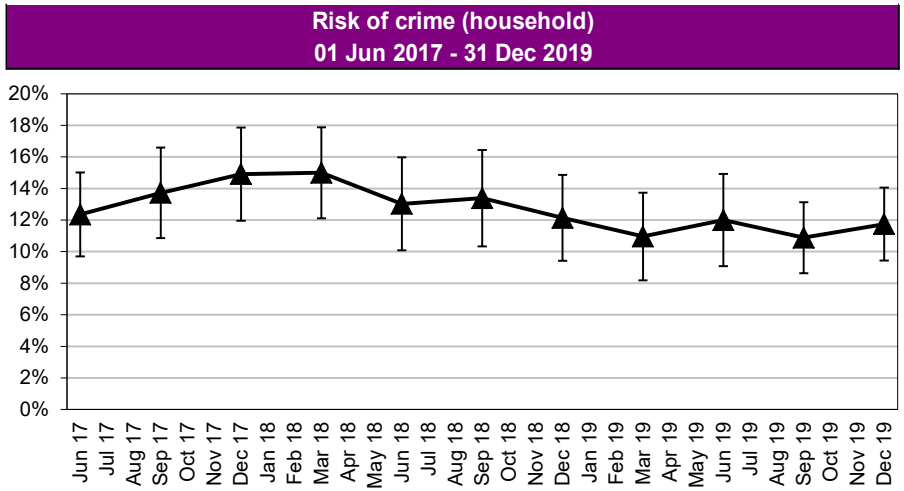
Some key successes include:

- Non Domestic Crime down 14.6%
- Theft down 11.2%
- Hate Incidents (Non-Crime) down 8.8%
- Vehicle Crime down 4.6%
- Burglary down 3%
- Robbery down 2.9%
- Sexual Offences down 2.8%
- Arson and Criminal Damage down 2%

The Police have been very proactive during the year with more weapons, drugs and public order offences being detected. This correlates with the significant increase (78.7%, +2,417) in the use of stop and searches undertaken during the year. For example, of the 5,487 stop and searches undertaken, 2217, (40.4%) resulted in a positive outcome. This proactively has resulted in the following crime increases:

- Drug offences +21.6%
- Possession of Weapons +12.4%
- Public order offences +4.5%

The most recent Crime Survey for England and Wales (CSEW)[1] reveals that the risk of crime felt by household residents in Nottinghamshire fell from 15% in March 2018 to 10.9% (-4.1%) in September 2019.



Appendix A details the complete breakdown of different crime types across the Force, City and County. **Appendix B** does the same by Community Safety Partnerships (CSPs). **Appendix C** provides a comparative breakdown of the demands placed on the service during the year.

Delivery against the Four Strategic Themes

Each year, the Commissioner's office undertakes a Police and Crime Needs Assessment (PCNA) to identify any emerging or changing risks in relation to the four strategic themes of the Commissioner's Police and Crime Plan. Consultation on the findings is carried out and new priority actions are incorporated into a new Police and Crime Delivery Plan.

Most activity usually relates to new ways of working in terms of service provision or problem solving. The process helps to test out new ideas which improve efficiency and effectiveness in the way we work. Not all activity is as successful as envisaged but over the years some real successes have emerged such as Street Triage, Integrated Offender Management (IOM), Operation Reacher, Automatic Number Plate Recognition (ANPR) Cameras, Street Pastors, Target Hardening of people's homes and establishing dedicated Burglary, Robbery and Knife Crime teams; and a wide range of other partnership and voluntary sector activity to tackle domestic violence, hate crime, drug and alcohol offending.

Some activity is implemented as time bound projects and usually funded for one year in line with the Government's grant funding processes. Most projects are completed within the year but some may be carried forward if they remain priorities identified by the PCNA and consultation. Others form part of mainstream activities but some will not be carried forward.

The table below provides some examples of strategic objectives either amended or completed.

[1] CSEW Survey to Dec 2019 - Risk of Crime (personal excluding computer misuse and fraud).

Strategic Objective	Update
Improve public understanding, awareness and reporting of exploitation and modern slavery in order to increase referrals	Amended to: Establish a dedicated county lines police team to safeguard children from exploitation and victimisation
Commission an independent review of modern slavery support pathways and explore opportunities for a more co-ordinated regional approach	This activity will now be managed and overseen via the Anti-slavery Partnership as part of mainstream business
Work to safeguard vulnerable people from radicalisation and improve sharing of information to protect the public from terrorism and extremism	This activity is now incorporated into normal day-to-day business
Maximise provision in the Street Triage Team to deal with mental health incidents, reducing inappropriate detention in hospital or custody and repeat calls	This activity is now incorporated into normal day-to-day business
Develop a dedicated website for victims to improve awareness of and access to available support	This activity has now been completed. The website is up and running with the content being managed by the Commissioned Service Notts Victim Care https://www.nottsvictimcare.org.uk/
Work with police to improve understanding of the impact of serious crime on witnesses, friends and families – including access to the support services available	The PCC has led work to ensure that officers understand the impact of serious crime. Work completed includes a new colocation arrangement for Independent Sexual Violence Advisers (ISVAs) to work out of police stations. The arrangement is currently on hold because of Covid 19 however it will continue when safe to do so.
Explore opportunities to strengthen scrutiny of specific crime types, including the potential for the introduction of Court observer panels	This project is now complete. The possibility of a Court Observer Panel was explored, but other mechanisms to scrutinise cases are being pursued instead.
Continue to promote the Integrated Offender Management of high risk offenders and assess the effectiveness of the approach in managing high risk domestic abuse suspects	This activity is now incorporated into normal day-to-day business.
Undertake research and co-engagement activity to build a better understanding of communities	The first phase of Nottingham Trent University's research project exploring the needs and experiences of new and emerging communities is complete.

The following sections provide key Performance Successes and strategic activity in support of the PCC's four strategic themes. Not all activity undertaken this year is reported in this annual report it seeks to focus on the main successes and achievements.

THEME ONE

Protecting People From Harm

Theme 1: Protecting People from Harm

During the year the PCC has sought to tackle serious violence and exploitation; improve the identification of and response to vulnerability and hidden harm and work with partners to improve the service response to multiple complex needs.

Key Performance Successes

- +27.5% in Adult and Child Safeguarding Referrals
- -15.5% in Missing Persons reports
- -20.3% in Police recorded Child Sexual Exploitation (CSE)
- +147% in Police recorded Modern Slavery offences
- -13.6% in Violent Knife Crime
- +78.7% in Stop and Searches
- +0.5% increase in mental health incidents
- 15.5% reduction in missing person reports

Key Strategic Activities

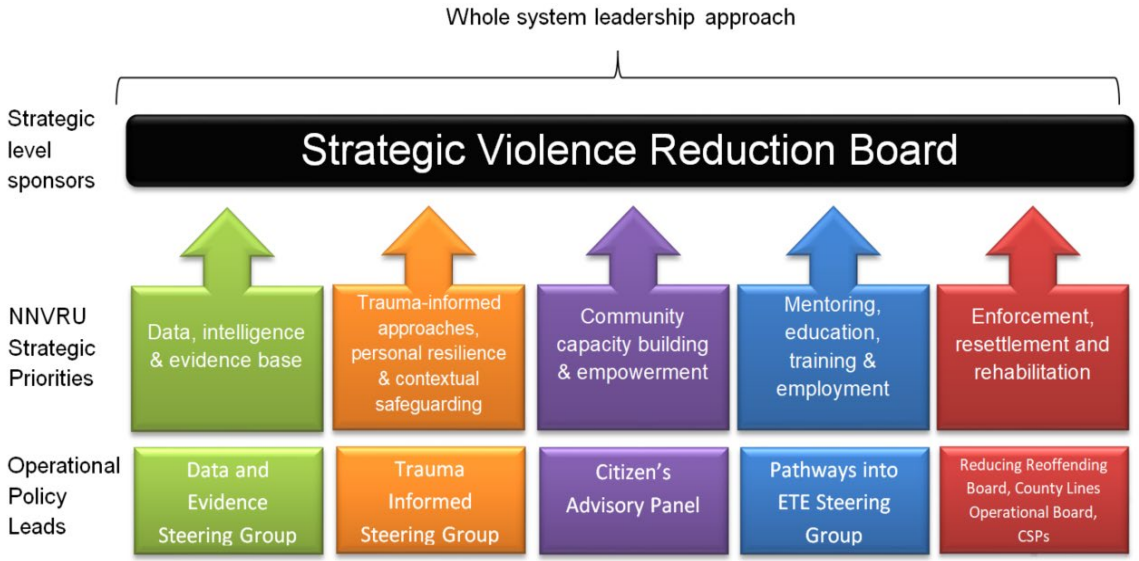
Modern Slavery

- ✓ During the year an independent review of modern slavery support pathways was commissioned to explore opportunities for a more co-ordinated regional approach. Nottingham Trent University are completing their independent review of Modern Slavery and have further projects in the pipeline which will be managed and overseen via the Anti-slavery Partnership as part of mainstream business.

- ✓ A Communications Strategy was put in place to support the National Modern Slavery Day held on 18th October 2019
- ✓ The Force has also:
  - Worked with partners to improve public understanding and awareness of modern slavery especially the linkages and significant impact of 'County Lines' and Child Criminal Exploitation
  - Delivered numerous training seminars/presentations to a wide range of partners and other agencies (including, statutory, non-statutory and third sector providers) and undertaken other engagement activities to increase awareness of the issues

- Promoted successful prosecutions at Court, highlighting awareness and opportunities to report modern slavery through the Child Criminal Exploitation Panel (CCEP) in both the City and County
- Developed and highlighted the Modern Slavery team's investigative skills through nominations at national awards
- Joined the Anti-Slavery partnership
- Supported the #LOOKCLOSER campaign on 9th March 2020 in conjunction with regional forces and 'The Children's Society' to raise awareness regarding child exploitation

The Violence Reduction Unit (VRU)



VRU Violence Reduction Unit
Nottingham City and Nottinghamshire

- ✓ In August 2019, the PCC received approval for the use of £880,000 Home Office grant to develop a new multi-agency Violence Reduction Unit (VRU) to fight serious crime across the county including knife crime.
- ✓ The VRU was established and is overseen by the PCC who chairs the VRU Strategic Board. Specialists from the Police, NHS, County and City Council, Clinical Commissioning Groups (CCGs), Education, Public Health England and East Midlands Ambulance Service are members of the VRU who have been working together to treat violence as a public health issue by responding to the social, economic and cultural problems which are closely linked to crime. Activities involve taking a holistic approach to ensure communities are more resilient, healthier and safer.

The VRU works closely with the Police to build on the success of the current Knife Crime Strategy and the results this year are showing promise with a 13.6% reduction in Violent Knife Crime

- ✓ A Serious Violence Strategic Needs Assessment (SNA) has now been undertaken to better understand the nature of the problem (including context and complexity) and has informed the work of the VRU specifically, in taking a coordinated whole system approach which harnesses the assets and energy within the voluntary sector and communities themselves.
- ✓ Of the allocated £880,000, 60% of the funding has been used to directly support over 578 young people (aged 10-25yrs) and to contribute to the

local evidence base. £150,000 was used to fund community led interventions to enable community led problem solving and capacity building.

- ✓ The table below shows the number of individuals supported for the duration of intervention (including one to one and group work):

Mentors in Violence Prevention	Data not available*
My Voice Programme	72
Juno – Interventions for children exposed to DV	9
Custody Intervention Programme	30
Beyond Recovery – Prison Intervention	65
Choices	36 (exact number tbc)
IOM Non Stat Knife Crime Cohort	30
Redthread	336
Total number of young people supported through VRU funded interventions	**578**

Schools and Early Intervention Officers (SEIOs)

- ✓ Throughout the year, SEIO's have delivered lessons and inputs within various schools throughout the City and County and undertaken targeted one to one's with vulnerable individuals and groups.
- ✓ They have attending preventative and reintegration meetings with teachers and students to prevent exclusions or further exclusions; and undertaken low level interventions to prevent any escalation which could result in exclusions e.g. antisocial behaviour or fighting incidents.
- ✓ The SEIO team lead the Force in Adverse Childhood Experience (ACE) awareness and implementation. County based staff have all been trained in undertaking Routine Enquiries into Adverse Childhood (REACh) and are now completing routine enquiries with vulnerable young people. Training has just been secured for City SEIO's.

Mental Health & Street Triage

- ✓ The PCC continues to chair the multi-agency Mental Health Crisis Concordat meetings. As a result of the successful bid from the national Police Transformation Fund, the Street Triage Service is now able to operate during the day.
- ✓ During the year, the Force responded to 18,818 mental health-related incidents which is 0.5% higher than last year.
- ✓ To provide better support to persons suffering mental health, for a number of years, the Force has put in place two Street Triage response vehicles consisting of a Police Officer and a Mental Health Nurse which are

deployed to incidents during peak demand periods i.e. between 4pm and 1am. The teamwork with Nottinghamshire Healthcare NHS Foundation Trust and NHS Commissioners. Local Mental Health Teams and Crisis Teams also continue to provide support.

- ✓ During the year an additional response vehicle has been deployed between the hours of 8am and 4pm every day. This increased cover ensured that 80% of mental health incidents received by the Force were responded to by the Street Triage team.
- ✓ By dealing with incidents more effectively on the street, the number of persons detained in custody who are suffering mental health problems remains low.
- ✓ For example, despite increases in demand, detentions during the year under section 136 of the Mental Health Act 1983 i.e. removing the person to a place of safety at the Police Station have reduced from 450 to 398 in other words just 2% of all incidents.
- ✓ The Street Triage team has developed a Force-wide Mental Health Bulletin published bi-monthly which contains advice on how best to deal with people suffering mental health problems especially repeat caller should the team be unavailable.

Theme 1 Case Study 1 – Community Safety Projects

1. Engage Inform Empower (Nottingham Muslim Women's Network)

This project sought to raise awareness of domestic sexual violence and abuse in the community, to challenge beliefs and traditions that perpetrate misogyny, and harmful practices in the Muslim community. The Network aimed to take the domestic abuse and violence policy to other Mosques in Nottingham as part of the White Ribbon Campaign 2020.

Key Successes

- The Network has successfully engaged and worked with two Mosques who have now adopted the domestic abuse and violence policy that was developed with Equation. This work has allowed the network to develop closer links with Nottingham Islam Information Point.
- Four workshops were undertaken to raise awareness within the community. Two of the workshops were bilingual workshops one delivered to:
  - a group of Syrian women, the focus being to empower them with knowledge and understanding regarding the laws around forced marriage and honour-based abuse; and
  - to Al-Nergis Women's Group aimed at women from the Kurdish Community.
- Two further workshops were also delivered to Muslim women, these workshops were delivered in partnership with Juno Women's Aid and Mojatu
- A 'Know Your Rights' sessions for young Muslim women was also delivered with 25 women registered to attend the session. This was a unique session designed in partnership with a local female scholar and two solicitors from the Family Law Group. The session was very well received in the community.
- In addition, the Network has been very successful this year in recruiting more volunteers, passionate community members who want to bring about positive change for Muslim women in the community.

2. Jericho Road Project (Connect for Recovery)

This project sought to introduce a "Recovery" programme to engage with sex workers through outreach via the provision of a structured approach to recovery with a dedicated team member, reducing and ultimately eliminating reoffending.

Interactions with women at Jericho Road drop-in and late drop-in sessions indicate that the service offers something different to women in terms of providing an environment where they feel safe, secure and valued.

Key Successes

- The recovery worker led a weekly outreach and co-ordinated the evening drop-in session. This allowed her to spend focused quality time with service users and to identify needs as well as how to help women to address some of the issues they are facing
- The recovery worker offered focused support to 19 different women between April 2019 and March 2020, and had contact with a further 29 women
- 3 volunteers have been recruited and trained to support the recovery programme by helping at the outreach and drop in sessions
- The late drop-in offered a greater opportunity to listen and chat to the women about their needs and build relationships. Several women

commented that they preferred to come to JRP drop-in as it was a calm and relaxed environment.

3. Educational Focus and Peer Group Support (Hetty's)

This project sought to provide powerful, structured group sessions to enable family members and substance users to come together to find positive tools to recover from the harmful social and emotional effects of addiction.

Key Successes

- Hettys delivered a total of 216 sessions in the reporting period, with 1,189 attendances from families, service users and volunteers
- Clients have encouraged other family members and their loved ones to attend sessions.
- Many individuals were new to group work and have then gone on to access other aspects of Hetty's service delivery.
- Substance users have reported that they have gained confidence, self-esteem and have been able to integrate back into families and the wider communities.
- Those in recovery state report that the sessions have helped them to maintain and stay focussed and positive and reduce lapse and relapse

4. Support for FGM Survivors (Mojatu Foundation)

This project sought to prevent the crime of Female Genital Mutilation (FGM) from occurring, and empowering and supporting survivors and at-risk children and women with skills and confidence building, as well as providing community resources and awareness about FGM.

Key Successes

- Ongoing one-to-one survivor support has been delivered to 78 individuals. Support ranged from signposting, referral to specific support offered by third parties or counselling services offered directly by Mojatu.
- 10 of these women were given extensive support to help them change their behaviour and overcome difficult times
- The project ran weekly sports sessions for women. 78 sessions were provided and attended by 224 unique attendees
- The first Mojatu radio show is now running, which features discussion around mental health, confidence building and relationships.
- Mojatu are continuing to train new people in radio broadcasting with the hope of expanding this over the next year.
- The project has continued to publish stories and content in Mojatu Magazine and online social media platforms on issues relating to FGM. They worked with the Home Office to run extensive social media

campaigns which increased the reach significantly and ensured more people were engaging with the issue of FGM, understanding what it is and how can work to eradicate it.

- Anecdotal evidence gathered from the project suggests that the work helped survivors to:
  - have increased confidence
  - make new friends and feel more confident talking about issues
  - encouraged to campaign against FGM
  - better understand FGM and hold reduced feelings of shame
  - will consider volunteering and training opportunities, and
  - encourage others to come forward and receive support.

5. Online Safety Management of Sexual Internet Security Project

The OSMOSIS project sought to promote awareness of online sexual exploitation through Internet safety workshops within the African communities for parents to learn how to keep their children safe whilst online.

Key Successes

- The project recruited and trained 10 volunteers who were subsequently involved in the direct delivery of the project
- 4 workshops were delivered on different dates to a total 132 participants
- Each workshop aimed to better equip participants to support their children to use the internet safely. 60 participants completed feedback forms which showed:
  - 98% indicated quality of speakers and workshops themselves were good
  - 95% found the workshop useful and helpful
  - 96% said their awareness and knowledge has been raised
  - 95% said they felt more confident to support their children staying safe online
  - 94% were able to identify one action they would take from the project – with the most common being to talk with their children about the issues raised in the workshop

6. Safe Choices (The Children's Society)

Photo by Zoe Childerley 1

This project sought to provide a service addressing the needs of boys and young men at risk of being sexually and criminally exploited. A dedicated worker addressed risk and intervened to change the level of exploitation. The aim of the intervention package was to disrupt exploitation and support the child to engage successful with the project worker and other agencies.

Key Successes

- Service delivery took place between May 2019 and March 2020 with 6 high risk young people supported
- 2 parents/carers have also been supported to manage and understand exploitation issues
- Each young person received intensive 1-2-1 support developing relationships and implementing interventions to build awareness of exploitation
- The 6 young people have received 69 one-to-one face to face sessions and 10 virtual sessions (due to Covid-19).
- Between the 2 parents/carers they have received 10 one-to-one face to face sessions and 17 virtual sessions (due to Covid-19)

Theme 1 Case Study 2 – Missing Persons

The PCC set the Force a strategic objective to continue to work in partnership to provide an effective response to missing children and persons from hospital, home and care settings. This case study describes some of the work undertaken to help achieve this objective.

Key Activities and Successes

- Missing Persons reports have seen progressive reductions each quarter during the year and show a 15.5% reduction (-531) in reports compared to last year
- It is believed that this success is down to the Force's revised protocols which were developed in conjunction with Partners in Children's Services to ensure the correct reporting, recording and response to missing Children and persons from Care and Home settings
- The Force has signed protocols in place with our three acute Hospitals Trusts and local Mental Health Trusts to effectively respond to persons who absent themselves from acute hospital care and secure mental health units
- In addition, there is an East Midlands Region Children's Social Care Regional Protocol in place which details how Local Authorities in the East Midland region will work together and how information is shared appropriately between the authorities
- Each authority has its own arrangements for responding to missing children, including the provision of return interviews. This protocol is focussed solely on cross-border working arrangements where a child is placed by one authority (the placing authority) in another authority area (the host authority)
- The protocols define the roles and responsibilities of all those concerned with the processes around children who go missing. It is derived from the Department for Education 'Statutory guidance on children who run away or go missing from home or care January 2014' and incorporates key elements of the College of Policing Authorised Professional Practice (APP) guidance.
- There is a dedicated Missing from Home Team which leads the Force response to find and safeguard the missing person, and prevent (or minimise) further missing episodes by addressing the root cause for going missing
- A review is completed of all absent from leave cases from our local mental health units and these are shared with Nottinghamshire Healthcare Trust so they can act upon common themes / issues
- There are bi-monthly local operational group meetings with our main two Mental Health Hospitals to discuss and problem solve common issues

THEME TWO

Helping and Supporting Victims

Theme 2: Helping and Supporting Victims

During the year a range of activity has been undertaken to improve:

- Access to outcomes from and quality of local victim support services
- Support and service outcomes for survivors of domestic and sexual abuse
- Improving victim and witness experience of the criminal justice system

Key Performance Successes

- 5% increase in Domestic Abuse crimes
- 1% increase in Domestic Abuse Repeat Victimisation
- 88% of Domestic Abuse victims satisfied with Police
- 3.9% decrease in adult Serious Sexual offences
- 34 registered Victim CARE Community Points established
- Victim CARE website now live
- 84% of hate crime victims were satisfied with Police action

Victim CARE

- ✓ The Victim CARE website https://www.nottsvictimcare.org.uk/ is now up and running with ongoing work being undertaken to tweak the content as appropriate
- ✓ Supported a total of 5,592 victims throughout the year

Nottinghamshire Victim CARE
Cope And Recovery Empowerment

- ✓ At the end of the year there were a total of 34 registered Victim CARE Community Points.
- ✓ The following referrals were made to Victim Care by crime type (shown as a %) which correlates with the proportion of crime reported. Not everyone takes up the offer of support, but overall on average, 65% of victims were supported by Victim Care in relation to the top 10 crime types listed below.

Rank	% of Victims Referred by Crime Type	% of Total	% Supported
1	Violence Against the Person	20.5%	65%
2	Burglary	10.3%	62%
3	Theft	9.3%	76%
4	Arson and Criminal Damage	5.4%	62%
5	Stalking and harrassment	4.9%	62%
6	Fraud	4.4%	83%
7	Hate Crime	3.4%	48%
8	Public Order	3.2%	63%
9	Vehicle Offences	2.8%	73%
10	Robbery	2.2%	54%

- ✓ The table below shows a breakdown of the type of support provided for victims receiving enhanced support.

Actions taken with all Enhanced Cases	No.	%
Telephone call - emotional support	4681	34%
Emotional support	3713	27%
Advocacy	1215	9%
Other	1163	8%
Information and Advice	1149	8%
Target Hardening	987	7%
Home Visit	314	2%
Outside referral	285	2%
Practical Support - Criminal Injuries Compensation	124	1%
Community Visit	53	0%

- ✓ Victim CARE gave out 6 small grants of up to £2,000 to some of their Community Points to undertake work to specifically help victims.
- ✓ A total of 106 LGBT+ children and young people and 12 parents and carers were engaged with the Centreplace hate crime awareness project funded by Victim CARE
- ✓ 50 safety packs (including a safety plan, a stopper, an alarm, a torch and a bottle), clothing and food have been handed out to young victims of crime by Redthread following a small grant from Victim Care
- ✓ The Community Points application process was reviewed to make it easier for Community Organisations to become a Community Point in the hope that this will enable a greater number of organisations to engage.
- ✓ Victim CARE have sought to identify and contact more BAME organisations to expand the number of Community Points thus widening the reach and improving access to victim services for all victims.
- ✓ Victim Care have worked closely with the Force's Fraud department on dating and romance fraud by attending events with Women's Institutes and University of the Third Age (U3A). These groups often include the most elderly members of the community who are likely to be targeted by fraudsters.

Victim-Led Restorative Justice (RJ)

- ✓ During the year, the Force Restorative Justice lead developed additional avenues to further increase the offer and take up of victim-led restorative justice. There is now an agreement for a Victim CARE Restorative Justice Worker to be embedded within the Police Bridewell (Custody Suite) to enable them to work much more closely with the Force RJ lead and officers to further promote Restorative Justice.
- ✓ The Restorative Justice Worker now meets with the Prisoner Handling Teams and Case Builders to increase their knowledge of RJ.
- ✓ Training will be provided to officers to further raise awareness.
- ✓ Furthermore, the Force Hate Crime Panel has identified a number of potential RJ referrals.
- ✓ Also, Victim CARE has a worker embedded within the Witness Care Unit to try to increase the Restorative Justice take up rate at the Court outcome stage.

Hate Crime Reporting and Access to Support Services

- ✓ The Force Hate Crime team continued to maintain its relationship with local agencies to encourage reporting and build trust and confidence. For example, members attended a City event organised by Communities Inc in support of the National Bystander Awareness Day.
- ✓ This event was held to encourage the reporting of hate crime following the slogan 'See, Report, Support' when witnessed within the community.
- ✓ Despite the lockdown, following the Corona virus restrictions, hate crime occurrences did not increase. At the end of March 2020, there was an overall reduction in all hate occurrences.

- ✓ The Chinese community did report a slight increase in hate crime incidents and the team kept close contact with the National Chinese Welfare Association and the Chinese School to monitor any tensions.
- ✓ During the year, Hate Crime Shift Champions delivered training to members of their team.

Domestic Abuse Services for Victims and Survivors

- ✓ The PCC has continued to invest in outcomes focussed domestic abuse support services, working with the City and County Councils.
- ✓ In the County almost 2,000 women and men and 570 children and young people were supported by the joint County Council/PCC commissioned contracts delivered by Equation, Juno Women's Aid and Nottinghamshire Women's Aid.
- ✓ In the City nearly 800 women were supported through the joint City Council/PCC commissioned IDVA service (which includes MARAC, Court and teen IDVA services). Positive outcomes in relation to increased feelings of safety and improved wellbeing were consistently high.
- ✓ Although the number of domestic abuse crimes and incidents reported to Nottinghamshire Police initially fell during the Covid-19 lockdown, there was significant increased demand on all domestic abuse support services. This includes Nottinghamshire's Domestic and Sexual Violence and Abuse (DSVA) helpline, which in the last weeks of March and first weeks of April received double the number of calls it had received during the same period the previous year.
- ✓ To respond to this, the PCC agreed over £16,000 to pay for a cloud based solution to the helpline and for additional staff cover to cope with the volume of calls over weekends.

Responding to Recommendations of IICSA

- ✓ During the year, the PCC has led discussions with partners to ensure that adults who were abused as children in the care of authorities have the right support in place. The PCC's needs assessment specifically consulted in depth with Child Sexual Abuse (CSA) survivors and the OPCC has worked closely with them to develop a new model for support.
- ✓ As a result, funding for a new support service, which includes a specialist "hub" long called for by survivors, is now agreed, split 3 ways by the PCC, Clinical Commissioning Group (CCGs) and local authorities.
- ✓ The PCC will publish an invitation to tender to deliver the new hub and a specialist SVA therapy service in June 2020. Survivors are at the heart of the new service, have helped to develop the new specification and will be actively involved in evaluating bids. The new service is scheduled to begin in January 2021
- ✓ In addition, the PCC and City and County Councils agreed to fund a Sexual Violence Engagement Manager until March 2022

Impact of Serious Crime on Witnesses, Friends and Families

- ✓ In January 2020 the PCC established an Independent Sexual Violence Adviser service which has been partially co-located with the Force. This is

already proving beneficial in raising officers' awareness of victim support services.

- ✓ Early signs are that the arrangement has increased the number of Police referrals to the ISVA service. However, the arrangement is currently on hold because of Covid 19 however it will continue when safe to do so.

Multi-Agency Safeguarding Hub (MASH) – Repeat Victims

- ✓ During the year the Force recruited two safeguarding officers who now deal exclusively with repeat victims and serial perpetrators. The role sits outside of the MASH (Multi-Agency Risk Assessment Conference) under the Domestic Abuse Unit.
- ✓ Reports of approximately 1500 repeat domestic abuse victims are received each month. Public Protection Safeguarding officers identify and prioritise the top 30 victims and work with partners to implement the most effective interventions.
- ✓ The list is continually refreshed based on risk which means some victims remain on the list but others are removed as effective safeguarding interventions are put in place reducing or eliminating the risk.
- ✓ During the year, the team have worked with 160 different victims who have all received safeguarding support. A wide range of interventions are considered and implemented including civil orders i.e. the Domestic Violence Disclosure Scheme (DVDs), Domestic Violence Protection Notice (DVPN), Stalking Protection Order (SPO) and other powers as well as partnership activity.
- ✓ The Safeguarding officers share the list of most vulnerable with local policing colleagues for additional support and consideration of inclusion at the community safety partnerships Vulnerable Persons/Complex Needs Panels.

THEME THREE

Tackling Crime & ASB

Theme 3: Tackling Crime and ASB

A range of activities have been undertaken to ensure communities and people are safer and feel safer by developing the strategic response to serious, organised and high impact crime; improving offender management outcomes and work to address the drivers of offending behaviour; and improve service responses to the crime and ASB issues of greatest community concern.

Key Performance Successes

During the year, calls for service via 999 to the Force increased by 4.9% (+9,071) although 101 calls reduced by -10.1% (-43,652).

Top 10 Crime Types with Reductions of more than 150 crimes

Top 10	Crime Categories	2019/20	2018/19	Volume Change	% Change
1	Other Theft	9,449	11,134	-1,685	-17.8%
2	Violence with injury	11,924	13,770	-1,846	-15.5%
3	Domestic Non-Crime	5,696	6,529	-833	-14.6%
4	Burglary - Business and Community	2,226	2,519	-293	-13.2%
5	Rape	1,184	1,323	-139	-11.7%
6	Bicycle Theft	1,931	2,117	-186	-9.6%
7	Shoplifting	10,646	11,389	-743	-7.0%
8	Theft of a Motor Vehicle	2,309	2,461	-152	-6.6%
9	Theft from a Motor Vehicle	5,454	5,630	-176	-3.2%
10	Burglary	7,662	7,890	-228	-3.0%

- During the year crime overall fell 0.5% (-583) with victim-based crime falling 2.7% (-2,472). The table (left) shows the top 10 crimes types experiencing reductions of 150 crimes or more.
- The Force charged/summoned 11.72% of all crimes reported which was 3.65% higher than its most similar group (MSG)
- The table below shows the top 10 crimes types experiencing increases of 150 crimes or more.
- **Appendices A and B** provide detailed crime reduction breakdowns.

Top 10 Crime Types with Increaaes of more than 150 crimes

Ref	Force	2019/20	2018/19	Volume Change	% Change
1	Possession of Drugs	3,923	2,978	945	24.1%
2	Drug Offences	4,830	3,785	1,045	21.6%
3	Violence without injury	11,951	10,163	1,788	15.0%
4	Possession of Weapons	1,205	1,055	150	12.4%
5	Stalking and Harassment	10,061	8,814	1,247	12.4%
6	Other Crime (Domestic)	3,061	2,793	268	8.8%
7	Domestic Crime	15,059	14,210	849	5.6%
8	Violence (Domestic)	11,597	10,947	650	5.6%
9	Public Order Offences	7,613	7,268	345	4.5%
10	Violence against the Person	33,955	32,761	1,194	3.5%

Violent Knife Crime

There has been a steady reduction in the number of violent Knife Crimes recorded between 2018 and 2020; a reduction of 13.6% year ending March 2020 compared to year ending March 2019.

Key Strategic Activities

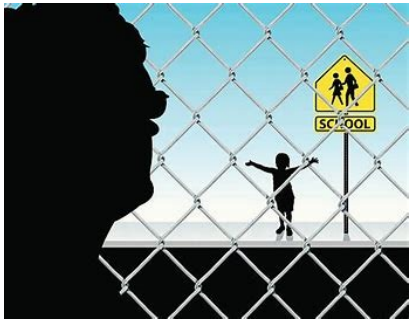
Serious and Organised Crime (SOC)

- ✓ The Serious and Organised Crime (SOC) department used a range of disruption tools across the full national 4P spectrum strategy (Prepare, Protect, Prevent and Pursue).

- ✓ Whilst there was a strong focus of Police led enforcement activity against principal and significant members of Organised Crime Groups (OCGs) who posed the greatest threat to communities, action also incorporated partnership working with both statutory partners and third sector organisations.
- ✓ For example, successful disruption operations were undertaken against an OCG based in Bestwood which involved partnership working with the National Crime Agency (NCA), Her Majesty Prison Service, the East Midlands Specialist Operations Unit (EMSOU), the Government Agencies Intelligence Network (GAIN), Trading Standards and Her Majesty's Revenue and Custom (HMRC).
- ✓ Several separate criminal investigations remain live in respect of that operation with numerous persons charged with serious offences including drugs and supply of firearms.
- ✓ The SOC Task Force engages with statutory partners in Social Care, Education and Health to bolster safeguarding measures for those who are vulnerable and find themselves in the proximity of serious criminality and OCG criminals who target vulnerable children and young adults.
- ✓ For example, some criminal groups have been using vulnerable children to move drugs from the City into the County and the Force has been addressing this issue under its Operation Mop which includes a variety of plans and partnership activities to disrupt this criminality e.g. the use of Serious and Organised Crime Prevention Orders (SOCPO).
- ✓ In addition, the Integrated Offender Management (IOM) team, the National Probation Service (NPS), the County SOC Board and the equivalent City Vulnerabilities and Commodities Group all provide assistance in tackling serious and organised crime.
- ✓ SOC have looked to bridge the gap to front line policing which saw the launch of operation Reacher in Bestwood, which is a neighbourhood policing team aligned and tasked through the SOC team.
- ✓ Due to its success, other teams are being rolled out across all neighbourhoods as part of the national uplift in Police officers.

Online Paedophilia

- ✓ In order to tackle the escalating threat of online paedophilia the Force has established a dedicated Paedophile Online Investigation Team (POLIT). The team consists of a combination of Professionalising Investigation Programme (PIP) Investigators (a dedicated intelligence officer, dedicated digital forensic examiner and a dedicated, PIP 2 Detective Sergeant. The Team is overseen by an experienced Detective Inspector.
- ✓ The team works closely with the Force's Digital Investigation Unit which allows officers to build strong prosecution cases which have led to early guilty pleas by defendants.



- ✓ The team utilises various technology to support their investigations e.g. the Child Protection System (Gridcop) and the ICAC Child On-line Protection System (ICACCOPS) as a means of identifying offenders. The team uses the Kent Internet Risk Assessment Tool (KIRAT) risk to prioritise cases.

Integrated Offender Management (IOM)

- ✓ The Force has worked closely with its partners in the Criminal Justice system, via a wide range of multi-agency forums, to design an advanced IOM programme to ensure that it includes appropriate interventions to reduce the offending of domestic abuse perpetrators.
- ✓ Specialist supportive Independent domestic violence advisor (IDVA) services have also been developed and specially trained IDVA's trained to support survivors. The Force has recruited two safeguarding officers to work with the victims of high-risk offenders and support the IOM process.
- ✓ The effectiveness of this approach is managed at the monthly IOM meeting. The number of Domestic Abuse (DA) perpetrators that IOM DA manages has been as high as 60.
- ✓ Figures taken from a recent Domestic Abuse IOM report demonstrates the effectiveness of this scheme: The cumulative Risk of Reoffending score (RRS) represents a 41% drop in their IOM RRS score since scheme entry.

Problem Solving Training

- ✓ During the year the PCC agreed to provide funding for Problem Solving training for Police Officers, Police Staff and Partners in support of a recommendation arising out of the Neighbourhood Policing review to reinvigorate effective partnership working and support activity to reduce high severity crime in high harm localities and other local problems. Between December 2019 and March 2020:
  - An external trainer undertook the training which was delivered in line with Neighbourhood Policing guidelines and the National Crime Prevention Plan
  - Each attendee received 2 days consecutive training
  - Each training event consisted of both Police officers, Police staff and partners (40 people on each course to ensure maximise attendance)
  - There were 14 planned training sessions to be attended by 520 staff (400 Police officers/Police Staff and 120 partners).
- ✓ In addition, the PCC funded a Program Manager via the Safer Nottinghamshire Board (SNB) to help local partners and policing teams tackle areas of high severity to ensure better integration with local neighbourhood policing plans.

Burglary and Robbery Reduction Teams

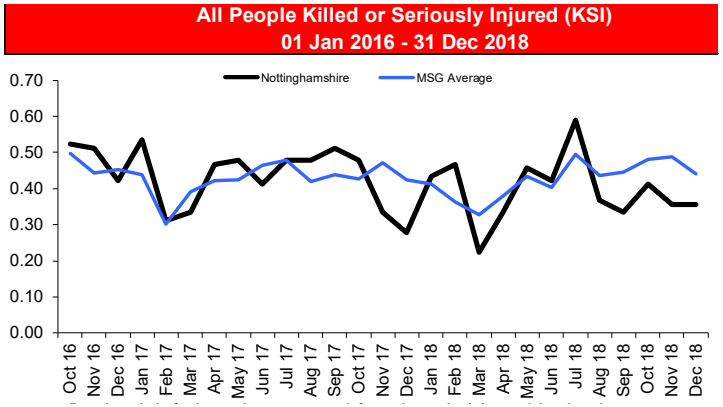
- ✓ The Burglary and Robbery teams and their associated processes are now well embedded within the organisation. Staffing of the Teams has been a challenge since their inception in 2018. In spite of this, performance and delivery overall has been good as shown in the table below:

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

- ✓ Both teams work very closely together building on research and intelligence which reveals that offenders cross-cut across the respective crime types. Further Burglary reductions were hampered by a considerable increase in offending across the Rushcliffe area which incurred an increase of 112 more victims of burglary. This increase has occurred in the West Bridgford ward due to three main offenders who have since been arrested.
- ✓ Officers in the burglary teams work closely with partners to work efficiently targeting series of offences and effectively pursuing and deterring target offenders.
- ✓ The Force Robbery team is staffed in line with established numbers and their work complements all of the work as detailed above. Good working relationships with partners has yielded some considerable successes in identifying suspects while ensuring efficient use of resources through targeted hotspot patrols.

Nottinghamshire Road Safety Partnership

- ✓ The Nottinghamshire Road Safety Partnership (NRSP) act as the strategic group that coordinates the action across the partner agencies to reduce the numbers of those killed or seriously injured on Nottinghamshire's roads, and coordinates the Education, Engineering and Enforcement activities.
- ✓ Collision and casualty investigations and analysis is undertaken by via the Safer Highways of Nottinghamshire County Council and used to monitor the impact of enforcement upon casualty reduction rates throughout the year. Any new trends or patterns are used to carry out enforcement activity. These sites are referred to as Core Casualty Routes.
- ✓ In total there are approximately 75-80 enforcement sites on Core Casualty Routes throughout the County and use a mixture of mobile and static cameras. The advantage of having mobile speed cameras are that these are able to respond immediately to any change in casualty data.
- ✓ The chart below shows a two-year trend of people killed or seriously injured (KSI) across the roads of Nottinghamshire to December 2018 (most current data available) in comparison to the Force's most similar group. There was a 7% reduction in KSIs as of December 2018 compared to the previous year.



Theme 3 Case Study 1 – Drone

The PCC set the Chief Constable a strategic objective to work with partners to identify further collaboration opportunities for pooled budgets, efficiencies and improved services. Exploiting technology to improve efficiencies and effectiveness in operational policing is vital especially with limited funds and increased demand. This case study provides such an example.

Spontaneous Deployments		250
Missing Person/Suicide	75	30%
RTC/Road Related	41	16%
Other	31	12%
Burglary	18	7%
Arrest Attempt	16	6%
Training	16	6%
Fire Incident	12	5%
Violence	12	5%
Firearms	12	5%
Intelligence/Drugs	7	3%
Warrant	4	2%
Ops Planning	4	2%
Engagement	1	0%
Pre-Planned	1	0%

Pre-Planned Deployments		83
Intelligence/Drugs	29	35%
Other	12	14%
Training	9	11%
Pre-Planned	9	11%
Warrant	8	10%
RTC/Road Related	4	5%
Violence	3	4%
Football	1	1%
Engagement	6	7%
Arrest Attempt	1	1%
Burglary	1	1%

In January this year the Force went live with its first ever drone team working in collaboration with Nottinghamshire Fire & Rescue Service (NFRS) servicing both organisations.

The team is made up of ten Response Officers and five Neighbourhood Policing Team Officers who provide a 24/7 spontaneous response to incidents. The team has a dedicated vehicle equipped three drones.

The Drone team also provide support to pre-planned events such as football matches, protests, and public order incidents, execution of drugs warrants, firearms operations and Road Traffic Accident scene imagery.

Key Successes

Between 1st January and end of May 2020 there has been 250 spontaneous deployments, and 83 Pre-Planned deployments. This figure represents the number of times the drone has been in the air, as opposed to the number of calls for service which is far greater. The tables left provide a breakdown of the type of call outs attended.

A specific example best explains the use of drones. In April this year the team were called to a report of a suicidal male who was reported missing and believed to have entered a large open remote area with poor vehicular access and poor lighting.

The Pilot launched the drone and activated its heat seeking thermal imaging capabilities and patrolled a vast area within a very short time, something Police officers on foot would not be able to achieve. Within 20 minutes the Pilot identified and locked onto a heat source 1300 meters away. The GPS location was used to direct officers through the fields to an unconscious male who had overdosed on insulin. He was given urgent medical treatment and admitted to hospital. Without the use of the drone, it is likely this person would have died.

Theme 3 Case Study 2 – Community Safety Projects

1. Switch Up CIC (Switch on Your Positivity)

Switch Up CIC provided targeted and focused activity to divert children and young people away from crime and anti-social behaviour.

The project received 8 high risk referrals from the police. These 8 young people presented with multiple and complex needs. All 8 engaged in some form of mentoring from the project with 6 being provided with sustained engagement. All individuals were supported with a range of interventions to prevent re-offending, provide support to help them access legitimate income sources, personal development and assistance with gaining accommodation and dealing with Statutory agencies in a more positive and proactive manner.

The majority of those engaged have also seen improvements in confidence, self-esteem and fitness levels with an improved view of education and better career prospects.

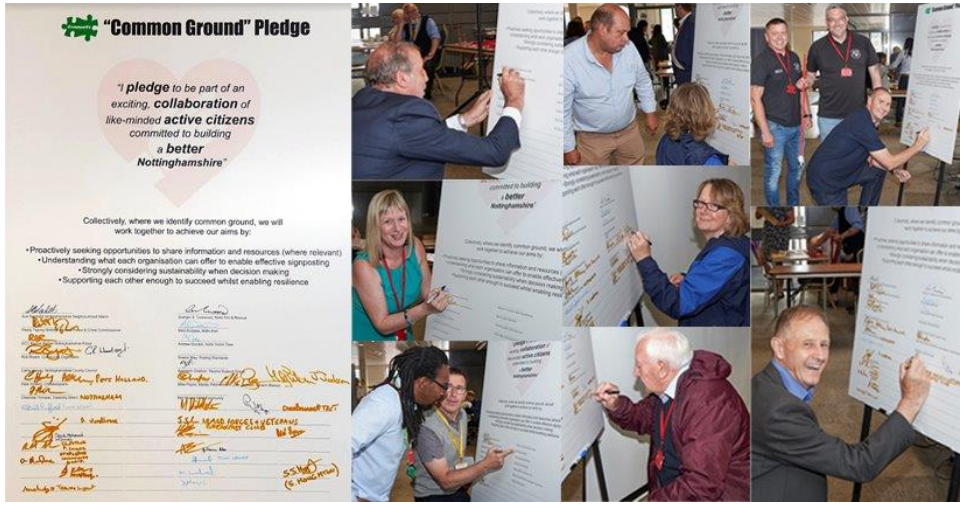
Key Successes

- 5 of the 6 engaged in sporting activities;
- 2 of the 6 engaged in volunteering;
- 6 of the 6 entered/stayed in education/entered employment;
- 6 of the 6 did not commit any crime of further offending
- 5 of the 6 disassociated from negative peers

2. Notts Watch (Community Safety Initiative)

During the year Notts Watch has worked collaboratively with the Force and Local Authorities continuing to support residents create additional Neighbourhood Watch Schemes. Additionally, existing coordinators have been trained and supported to enhance community cohesion and reduce crime.

In July 2019 Notts Watch held its annual conference at which 7 people were presented with Active Citizen Awards.



Key Successes

- 56 new Neighbourhood Watch schemes have been set up across Nottingham and Nottinghamshire
- 4 new Multi Scheme Administrators recruited and trained
- A quarterly newsletter has been produced
- A new mobile optimised NottsWatch website has been launched

3. Trust Building Project

The Trust Building Project focused on tackling trust deficit amongst communities in Nottingham, raising awareness of embracing diversity and removing negative stereotypical about Muslims in Britain.

Key Successes

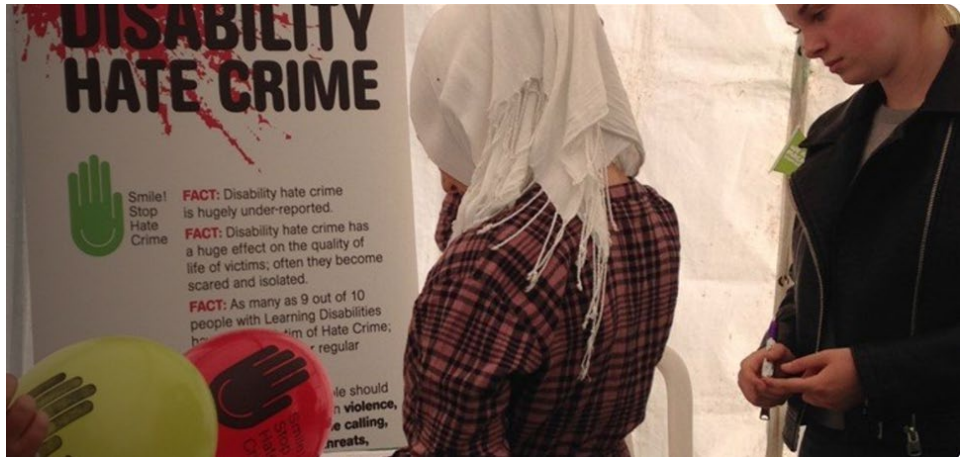
- 20 new Trust Building Volunteers/Ambassadors recruited and trained from workshops and events in Gedling and Broxtowe.
- 18 workshops undertaken in 3 schools (Emmanuel, Bluecoat and George Spencer) to 380 pupils and 32 teachers
- 1 x Trust Building Conference arranged and delivered to 250 delegates

4. Nottingham Mencap Smile! Stop Hate Crime

This project focused on keeping people with learning disabilities and autism safe and to reduce incidents of crime & hate crime directed towards them, helping insure they live full inclusive lives.

Key Successes

- 8 Keeping Safe Online training sessions were delivered to 80 people
- 6 workshops were delivered for people with learning difficulties
- A session for 30 people was facilitated on how to travel safely by bus in conjunction with transport providers
- 20 people attended a partnership consultation event on how to run transport for people with disabilities
- 5 outside events were attended by Mencap aimed at communicating anti-hate crime and safety messages to the general public



- A social media campaign was undertaken throughout the year based on understanding what Disability Hate Crime is and how do you report it
- Mencap worked with Nottingham City Council to create an event in Learning Disability Awareness Week attended by 100+ people
- Mencap worked with 4 teams of students to create 4 films for use in training and social media. One film performed to a live audience of 80 people
- All 9 have reported improved community connections

5. The Inspire and Achieve Foundation

This project sought to reduce offending and rebuild the lives of offenders aged 16-25 via intensive mentoring. A total of 9 young people received intensive mentoring support.

A baseline assessment of each of these 9 individuals was undertaken which enabled workers to identify key areas where support and mentoring was needed to reduce reoffending and support progression of individuals.

Key Successes

- 7 of the 9 individuals have dramatically reduced their offending (with 2 prolific offenders completely stopping for over a year)
- 5 of the 9 individuals are in positive progressions: 4 completed the Princes Trust Team programme and 1 is in full time education
- All 9 have reported improved behaviours, prospects and employability skills
- 7 of the 9 individuals have reported improved mental health since involvement with the project
- All 9 have reported improved community connections

6. Al-Hurraya (EMPOWER)

This project focused on early intervention, educational workshops, prevention and targeted youth activity.

Five early intervention workshops were delivered to young people. Topics covered included drugs, alcohol, vaping, social media, self-image, sexting, grooming, CSE, gangs, knife crime and social media. A total of 85 individuals attended the five workshops.

The project worked within schools and faith settings with young people identified with criminogenic behaviours who were at risk of using or selling drugs and/or involved in offending and/or antisocial behaviour who often do not achieve good educational outcomes.

Key Successes

- 141 one-to-one and group sessions were completed in Schools across the City. These sessions were with those pupils identified by the School as high risk of detentions and exclusions
- 21 weekly sessions were held for 8 young males at Jamia Fatimah Mosque. Most of these beneficiaries have affiliations or are members of families who are renowned for organised crime involvement
- 19 weekly sessions were held for 4 young people at Karimia Mosque. These were targeted sessions for young men needing support around identity, radicalisation, beliefs, self-esteem, gangs, and drugs, Child Sex Exploitation (CSE), Child Criminal Exploitation (CCE) and Children at Risk of Exploitation (CRE)
- 3 young people referred from the Youth Justice Team and mentored one-to one
- 23 clients supported around culturally specific substance misuse

7. Nottingham Women's Centre (Misogyny Work)

This project continued to embed the pioneering work to address misogyny hate crime (MHC) locally.

Key Successes

- 2 meetings of the Misogyny Hate Crime steering group were held
- 4 Misogyny Hate Crime student champions were recruited and trained as well as 14 community ambassadors

- Work was undertaken with partners to coordinate the Law Commission's visit to Nottingham in June 2019 and presentations delivered on the importance of education in misogyny prevention.
- 6 survivors were recruited and supported to give personal testimonies to the Law Commission
- Presentation undertaken at 9 local and national events
- An awareness raising campaign was coordinated to targeted audiences with the main objective being to increase awareness of the Misogyny Hate Crime policy and subsequently reporting. This also involved a mass social marketing campaign
- A survey was undertaken with 71 men from the University of Nottingham which identified that:
  - 50.7% of 71 men surveyed, knew that misogyny was as classed as a hate crime in Nottingham
  - 67.6% of men had witnessed an incident, and
  - 95.8% thought it was a serious problem.
  - 26.8% of men surveyed knew how to report it
- A workshop was delivered to a group of male students from the University of Nottingham, all of whom said they had increased understanding of MHC and would now know how to report as a witness

8. Breaking Barriers Building Bridges (Feet First)

This project also focused on early intervention diversionary sessions for young people of differing ages by providing additional one to one support as needed.

Weekly 3-hourly early intervention diversionary sessions were undertaken with 35 young people.

Key Successes

- 6 individuals were provided further supported on a one-to-one basis for at least one hour per week
- There have been no reports of offending from these 6 young people since one to one work commenced and all 6 have either entered into education or employment
- Overall the project has given the young people a sense of belonging which has helped them to come away from street corners and gangs.
- The young people have had an input into their local area and the activities which are taking place – giving them a sense of ownership

9. Communities Inc (Stand By Her)

This project piloted how bystander interventions can educate and empower men and women in rural communities to tackle misogyny related incidents, including sexual harassment.

Key Successes

- 16 people were recruited and trained as Ambassadors
- The Ambassadors reported increased knowledge, skills and confidence in using safe bystander interventions in tackling misogyny
- They also reported increased confidence in cascading key messages onto others within their networks

- Of the 16 Ambassadors, 14 reported that they had cascaded key messages to a total of 290 individuals which resulted in increased awareness of misogyny amongst these individuals

10. Fearless Youth Association (FYA)

This project focused on sustaining safe spaces for young people, especially those from Black, Minority Ethnic (BAME) communities, to keep them diverted from crime and antisocial behaviour while protecting people from harm and facilitating positive relationships with the Police.

Key Successes

- Over 1000 young people were engaged online throughout the year including via podcasts dealing with issues such as knife crime, race and mental health
- 35 young people attended the 6-week workshops on reducing gang involvement, youth violence, street life and increasing choices for young people
- 48 young people attended the 6-week digital media training workshops with 21 moving onto further education and 8 getting into apprenticeships or internships
- 72 young people have engaged in the monthly farm trips to undertake outdoor work and activities such as apple picking, orienteering and tree planting.

11. Changing Lives (Conditional Caution Early Intervention)

This project provided effective support to low-medium risk women offenders through early interventions and Women Specific Cautions (WSCs) with the aim of preventing reoffending/escalation into more serious crime.

Key Successes

- Reduction in women's offending/ASB as demonstrated by low re-arrest rate
- Increase in women receiving victim/trauma support including:
  - domestic abuse
  - referrals to appropriate interventions and engagement
  - 1 to 1 work around healthy relationships offered to every participants

- establishing financial independence including separating benefits and bank accounts

- Increase in women accessing support for addiction; referrals and engagement with service local to the client
- Increase in women accessing housing support/reduced risk of homelessness; stable accommodation achieved, arrears addressed
- Reduction in acquisitive crimes; this has been impacted mainly by support around benefits and debt. In addition to re-arrest data, clients also report reduced likelihood of reoffending
- Reduction in risk of harm; participants report greater sense of control over their mental health management and reduction in risk to self over the programme due to engagement with appropriate services matched to by their Caseworker
- Increase in women accessing employment/training/education advice; employment discussed with all clients including future plans and setting goals to move forward

Theme 4: Transforming Services and Delivering Quality Policing

During the year the PCC has sought to secure sustainable and efficient policing services and value for money; improve community engagement and public trust and confidence in policing; and strengthen integrated partnership working and collaboration.

Key Performance Successes

- 95% of all crimes audited comply with the national standard (NCRS)
- 41.7% of residents surveyed say the Police are dealing with the issues that matter to them which is 1.4% higher than last year job (PCC survey)
- 50% of residents feel the Police do a good job which is 3.1% better than last year
- 55.4% of residence report confidence in the Police which is 1.9% better than last year
- 58.4% of residents are satisfied with the Police which 2.1% less than last year
- The number of recorded complaints against Police officers fell by 9.4% compared to last year
- 239 new staff were appointed of which 34 (14.2%) were from BAME communities
- 46.9% of residents surveyed believe the Police do a good
- 61% of residents surveyed were very or fairly satisfied with police service
- Complaints against police have increased 16.7%

Key Strategic Activities

Efficiencies

- ✓ The table right shows the efficiencies set for the Chief Constable for the 2019-20 (£3.93).[2]
- ✓ The Force achieved a reduction of £2.2m against this £3.93m efficiency target.
- ✓ As part of the 2020-21 budget, the Force has been set a revised target of £2m.

Efficiencies 2019-20	**£m**
Procurement	0.3
Supplies & Services	0.2
Overtime	0.5
Comms & Computing	0.3
Income	0.2
Capital Financing	0.3
Total	**1.8**
Ongoing staff pay savings	1.5
Total	**3.3**

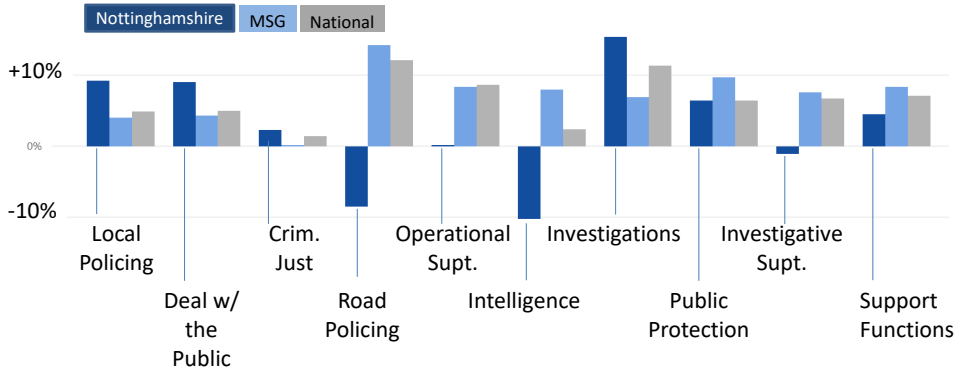
[2] https://www.nottinghamshire.pcc.police.uk/Document-Library/Our-Money/2020-2021-Documents/Budget-Report-2020-21.pdf

Extra Funding

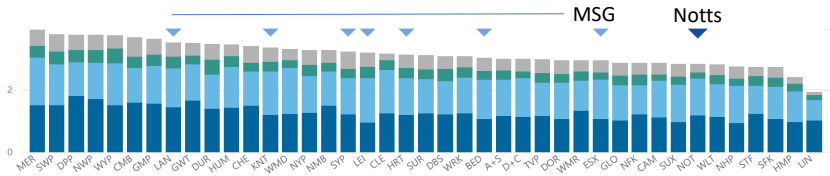
- ✓ In 2019/20 the PCC secured the following additional funding:
  - £1.54m Surge funding to tackle serious knife crime
  - £880,000 Home Office Violence Reduction Unit Fund
  - £690,887 Home Office Early Intervention Youth Fund
  - £242k additional funding from Ministry of Justice (MOJ) for the first year of the devolved rape support fund, following the PCC's successful bid in 2018-9.
  - £195,000 to support survivors of sexual violence following successful bid to NHS England's High Volume Fund
  - £67,638 from the Home Office Violence Against Women and Girls Transformation Fund, received via the City Council, which contributed to the ISVA service
  - £50k from Nottinghamshire County Council which contributed to the Independent Sexual Violence Advisor (ISVA) service
  - £43,557 contributions from the City and County Councils towards the Survivor Support Service
  - £28,875 for Conducted Energy Device Funding (Taser Bid)
  - £14,475 towards our jointly co-commissioned Sexual Violence and Abuse (SVA) Needs Assessment following agreement with NHS England

Value for Money (VFM)

- ✓ HMICFRS continues to produce online VFM profile[3] to allow comparisons to be made with other forces. The chart right illustrates the changes in how resources were deployed in 2019.



- ✓ In can be seen that the Force put more resources into local policing, dealing with the public and investigative resources.
- ✓ The Force has a low staffing ratio per 1000 population as shown in the chart below. It can be seen to be 7th lowest nationally and the lowest in its Most Similar Group (MSG).



[3] https://www.justiceinspectorates.gov.uk/hmicfrs/our-work/article/value-for-money-inspections/value-for-money-profiles/value-for-money-dashboards/

Staff Wellbeing

- ✓ The PCC, Chief Constable and his senior Command team all recognise that our people are the most valuable asset.
- ✓ During the year the Force developed and published a 5 year Wellbeing Strategy that involves:
  - Listening to the workforce
  - Committing to developing and embedding wellbeing
  - Providing a fit for purpose estate and
  - Ensuring practices and procedures recognise and support wellbeing
  - Creating a culture that is free from stigma and judgement
- ✓ A recent Staff Survey showed some positive results and this has been published for all staff to see including:
  - Staff citing high job satisfaction
  - Parity between officers and staff
  - Clarity on vision
  - Supportive leadership
  - Highest scoring nationally on perceived organisational support

Collaboration Opportunities

- ✓ The Force has continued to explore numerous opportunities to identify further collaboration opportunities for pooled budgets, efficiencies and improved services. Some examples are listed below:
  - A Tri-Emergency Service Hub has been established at the Ambulance Station at Annesley Road, Hucknall which became fully operational in January this year. This development brings together EMAS Ambulance and Paramedics, with the Hucknall Fire Station and the Ashfield Response and Neighbourhood Policing Teams. This will lead to improved inter-agency working and efficiencies as a result of the closure of other Police and Fire Buildings.
  - Following an agreement with Nottinghamshire Fire and Rescue and Nottinghamshire Police the Police training teams based at the Watnall Road Training Centre moved into underutilised space at the Highfields Fire Station in October 2019. This move has helped to reduce revenue savings for each organisation and improve interagency working particularly at major incidents.

- Building work has taken place to enable the Police teams based at West Bridgford Police Station to co-locate with the Fire teams based at the West Bridgford Fire Station. This move will enable both Police and Fire to retain a base in that community and also enable the Police to generate efficiencies.
- As reported in last year's Annual Report, work continues with the new shared Police and Fire HQ at Sherwood Lodge Arnold. The planning application has been approved that would see an £18.5M re-development of the site to include:
  - Space for shared HQ functions
  - A new Control Room
  - New Police Training School to replace the two existing sites in Hucknall
  - A canteen
  - Multi-purpose hall and gym
  - Conferencing facilities
  - Reconfigured and enlarged car parking space
- Police and Fire are working together to create a capability to routinely deploy Aerial Unmanned Airborne Vehicles or more commonly known as 'Drones'
- The main building work will commence in July 2020 be completed and occupied by the end of December 2021.

Understanding Communities

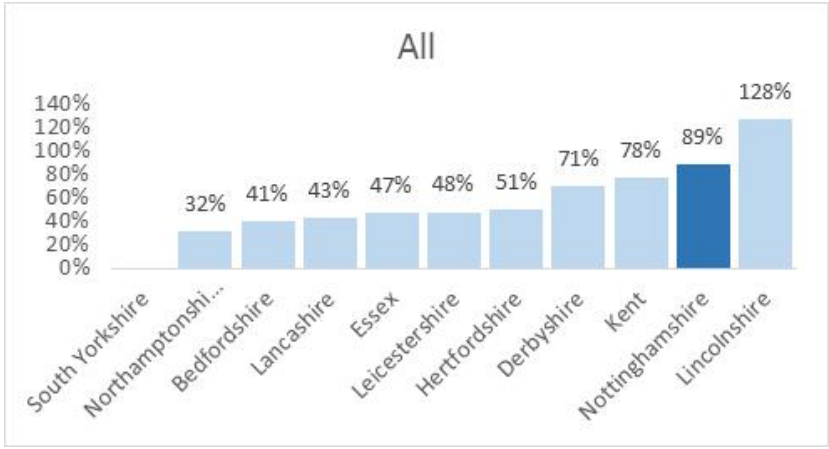
- ✓ The first phase of Nottingham Trent University's research project exploring the needs and experiences of new and emerging communities concluded in 2019 and the insight will help the PCC and partners better understand how to support such communities.
- ✓ The project engaged with diverse ethnic and cultural groups across Nottinghamshire with a view to improving partner agency understanding of the lived experiences of 'new' and 'emerging' communities, and in particular, the challenges and barriers they faced in accessing services and how these could be overcome.
- ✓ The research also considered experiences of hate crime and perceptions in relation to Brexit.
- ✓ Researchers have gained extensive access to local new and emerging community representatives as part of this work which the PCC and partner agencies are keen to maintain and develop in 2020.

Theme 4 Case Study 1 – Operation Uplift

In October 2019, the Government announced its commitment to put 20,000 extra Police officers on the streets nationally over the next three years. Nottinghamshire Police were set a first year target to increase its establishment by 107 officers. This case study details the progress to date.

Key Successes

- At the end of March 2020 the Force has successfully recruited an uplift of 89 additional Police officers which equates to 89% of its first year target. However, overall during the whole year the Force appointed 282 new officers. In 2020-21, the Force is planning to recruit 300 Police officers.
- The majority of new officers will be deployed into response and local unformed policing teams which will allow the Force to move more experienced officers into the new local Operation Reacher teams to build on the successes experienced in Bestwood.

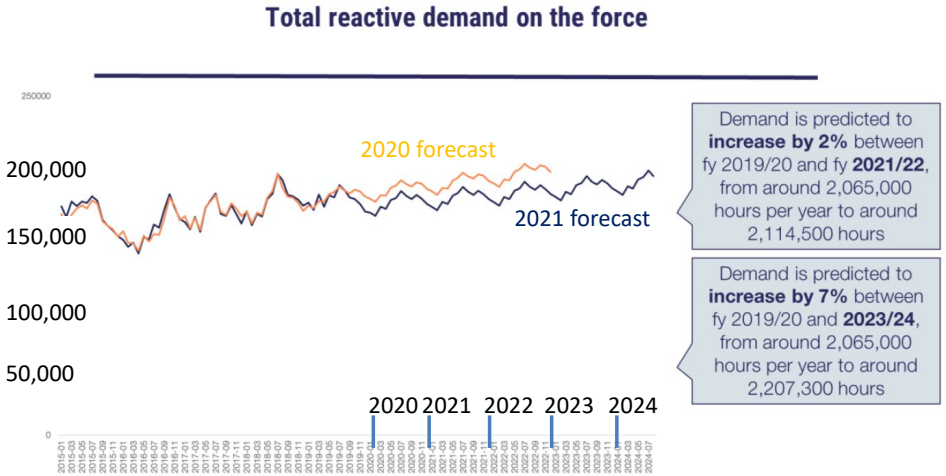


- The chart (above) shows a national comparison and it can be seen that Nottinghamshire Police has the 2nd highest % increase in terms of uplift in officer numbers.
- The Chief Constable assigned a Police Superintendent to drive a variety of activity to ensure not only an overall uplift but to increase representation from BAME and LGBT communities.
- A targeted approach was undertaken to encourage underrepresented groups to apply. Visits were made to Mosques, Churches and higher education establishments using community engagement methods successfully used to tackle hate crime with the diverse communities.
- This positive action helped to increase applications from the targeted groups for example, applicants consisted of 22% BAME, 16% LGBT and a 55/45 male to female ratio. The Force also targeted heavily possible applicants with neurodiversity e.g. people with dyslexia, autism.
- The Force worked locally with support networks as well as the National Black Police Association who helped with advertising and targeting other forces to attract possible transferees. This resulted in the transfer of additional 9 BAME officers of different ranks.

Theme 4 Case Study 2 – Managing Demand

The PCC set his office an objective to work with independent external partners to further improve understanding and management of policing demand. In order to improve the accuracy and sophistication of forecasting the Force appointed demand specialist Crest Advisory to undertake this work.

Crest are recognised national experts in policing demand, having published an influential national report in 2018 which was considered by the Home Office and Cabinet Officials as part of previous Spending Review negotiations.

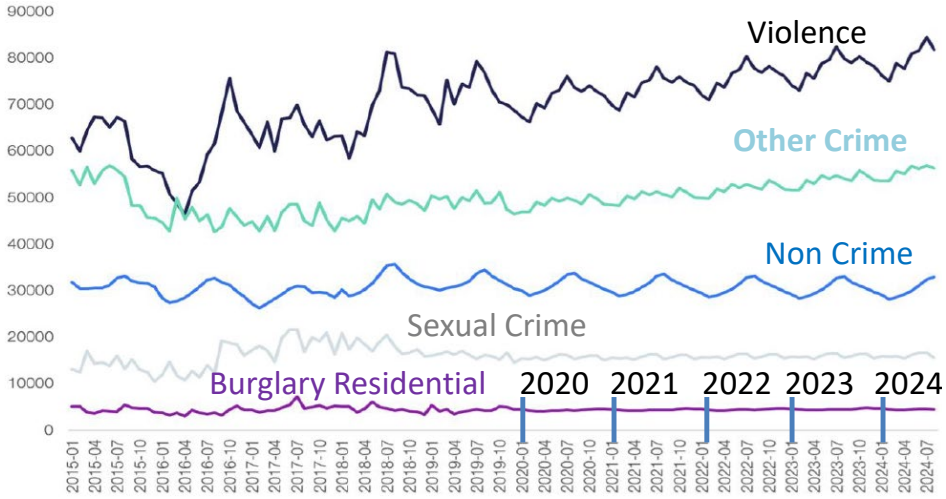


The chart above, produced by Crest, shows that workforce hours required to meet demand in Nottinghamshire in 2023/24 will increase by 7% by 2023/24 i.e. 2,207,300 hours.

The chart right shows the increase in workforce hours required to meet demand in 2023/24 by key crime types. It can be seen that managing violence will take more available police officer time than all other crime types and incidents.

This information and more has helped the Force formulate its annual Management Statement (FMS) for HMICFRS which provides an overview of the demand the Force expects to face in the next four years.

The information helps with plans to change and improve the workforce and other assets to cope with that demand. The Force will continue to reduce the gap between future demand and future capability and ensure financial plans are in place to enable these plans to be achieved.



Crest's analysis has identified that available police hours are already being outstripped by demand in Nottinghamshire, having been at or over capacity since 2016. Forecasts indicate that by 2023, the service is likely to need at least 260 additional officers to meet reactive demand at an estimated cost of £19.2 million.

The PCC has used this information to good effect in his national negotiations with the Home Office and explains why the PCC has been lobbying for more officers.

PCC Volunteer Schemes

Key Performance Successes

- During 2019-20, there were 173 visits to custody made by Independent Custody Visitors.
- 677 detainees were offered a visit; 121 (18%) declined the offer.
- The Animal Welfare Visitors made 14 visits to the kennels in 2019-20, compared with 12 visits the previous year. There were no visits made to the kennels in March 2020 due to the coronavirus outbreak. Animal Welfare Visitors conducted a telephone interview with the Inspector responsible for Dog Section instead and sent a written report to the PCC.
- This financial year, 79 individual inspections of police dogs were made overall, compared with 104 last year.

Key Strategic Activities

✓ The PCC currently has 32 volunteers (1 more than last year) and has sought to ensure that the Independent Custody Scheme (ICV) is as representative as possible to reflect community diversity in terms of ethnic origin, gender and age. In this respect:

- 16% of volunteers are from BAME communities.
- 72% of volunteers are female and 28% are male across a spread of age groups.
- 9% of volunteers have a disability.

- In response to the Covid-19 pandemic, volunteer visits were suspended in March 2020 to protect the health and wellbeing of volunteers, detainees, officers and staff. Independent monitoring of dog section was carried out by Animal Welfare Volunteers by way of telephone interviews. Oversight of custody was maintained by reviewing custody records.

✓ The NOPCC have participated in a national pilot scheme testing new ways to monitor custody. ICVs in Nottinghamshire are one of 5 areas across England and Wales who have successfully completed the pilot reviewing custody records. A formal evaluation of the pilot has taken place and a decision is awaited by the Home Office as to whether custody record reviews become a permanent role for ICVs.

✓ There are 7 Animal Welfare Scheme (AWS) visitors who undertake unannounced visits to the Police Kennels once a month, or sometimes twice a month during the summer when the weather is hotter, to check on the welfare of any police dogs being kept in the kennels. The volunteers work in co-ordination with the RSPCA.

✓ When a dog approaches retirement either due to ill health or old age, a retirement fund will ensure that medical expenses relating to work related injuries or illnesses are reimbursed for three years, up to £500 per year, based on a veterinary assessment. This policy is reviewed on an annual basis.

Resources

Funding (2019-20)

Net Expenditure Budget	2019-20 £m
Employee	170.6
Premises	5.8
Transport	5.7
Communications & Computing	9.0
Supplies & Services	10.6
Partnership & Collaborations	11.5
Capital Financing	4.6
Income	(13.1)
Efficiencies (not allocated in above)	(3.3)
Net use of reserves	0.0
Total Net Expenditure	201.4

Central Government funding provides the PCC with 66% of the funding required to police Nottinghamshire. The remainder is met from local council tax payers.

In 2019-20 the Net budget expenditure was £201.4m of which 84.7% relates to the cost of employees.

The Nottinghamshire Office of the Police and Crime Commissioner & Group Statement of Accounts for 2019-2020 are currently unavailable due to delays caused by the COVID-19 pandemic. These will be available on the PCC's website once published.[4]

Community Safety Fund

The PCC commissions the majority of community safety work through City and County Community Safety Partnerships (CSPs), which bring together local stakeholders who are well placed to understand local need and priorities.

In 2019-20 the PCC awarded £724,557 to the City's Crime and Drugs Partnership (CDP) to fund work which supports his Police and Crime Plan priorities. For example, this includes:

- ✓ Up to £293,876 for criminal justice substance misuse support
- ✓ Up to £28,284 for substance misuse support for young people
- ✓ Up to £60,000 for the Integrated Offender Management IDVA posts
- ✓ Up to £50,000 for the IOM accommodation
- ✓ Up to £35,000 for Redthread (knife crime project)
- ✓ Up to £122,000 for Community Projects to tackle knife crime

The PCC also awarded £625,118 to the County's Safer Nottinghamshire Board (SNB) to support his priorities. For example, this includes:

- ✓ Up to £20,000 for the IOM IDVA
- ✓ Up to £109,00 towards youth crime reduction
- ✓ Up to £60,000 for a Neighbourhood Problem Solving and Severity Project Officer
- ✓ Up to £103,000 for work around hate crime, rural crime, domestic abuse, knife crime etc.
- ✓ Up to £270,750 for locality working in the County

In addition to this the PCC also awarded £318,919 for substance misuse in the County.

[4] https://www.nottinghamshire.pcc.police.uk/Our-Money/Annual-Accounts.aspx

Commissioning

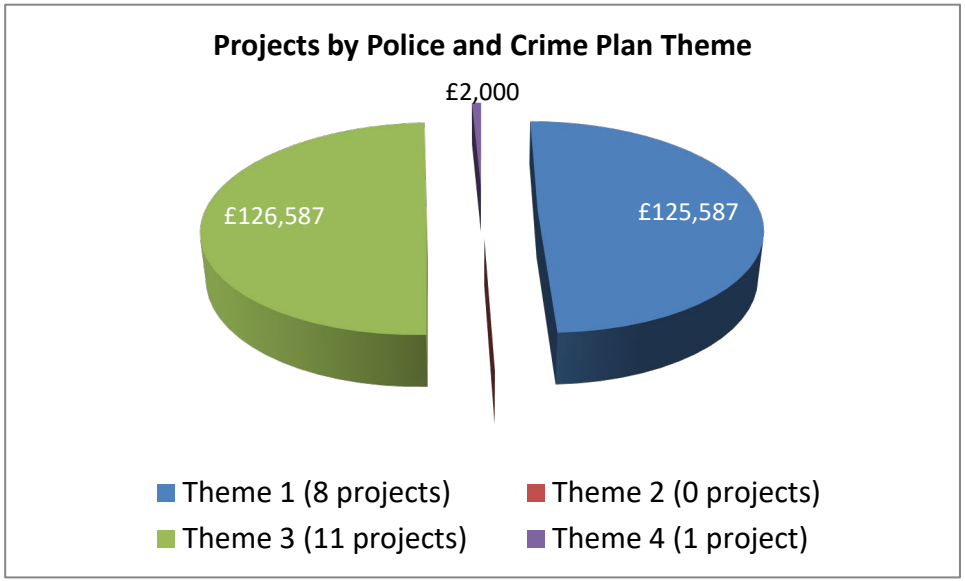
In 2019-20, 20 organisations in Nottinghamshire were awarded a total of £254,174 from the PCC's Community Safety Fund. Monitoring information from each of the 20 projects has been analysed. Headline figures show that:

- Up to 44 young people received support and/or mentoring
- Up to 107 young people involved in diversionary activity
- Up to 141 one-to-one and group sessions were held with young people in educational settings
- Up to 1,000 young people were engaged online
- Up to 192 adults received support and/or mentoring
- Up to 224 adults involved in weekly diversionary sports sessions
- Up to 216 group sessions were delivered to up to 1,276 family members and substance users to enable them to find positive tools to recover from the harmful effects of addiction
- Up to 71 individuals were trained by their projects to be ambassadors or volunteers who provided on-going support in the community
- Up to 79 workshops or training sessions delivered were attended by up to 1,276 individuals
- 21 conferences/events were arranged, delivered or presented at; and
- 56 new Neighbourhood Watch Schemes have been set up

Any project which received funding from the PCC must demonstrate how it will deliver against the PCCs Police and Crime Plan and its four key strategic themes. In relation to the 20 funded projects in 2019/20:

- 8 of the projects key deliverables were aligned to Theme 1: Protecting People from Harm. These 8 projects received 49% of the overall funding.
- None of the projects key deliverables were solely aligned to Theme 2: Helping and Supporting Victims, although a number of the projects had this as a secondary theme.
- 11 of the projects key deliverables were aligned to Theme 3: Tackling Crime and Anti-Social Behaviour. These 11 projects received 50% of the overall funding.
- 1 of the projects key deliverables was aligned to Theme 4: Transforming Services and Delivering Quality Policing. This one project received 1% of the overall funding.

The allocation of funding by each of the PCC's four strategic themes is shown in the chart below. As can be seen, the majority of funding was allocated to Themes 1 and 3 projects. This information is also presented is the graph below.



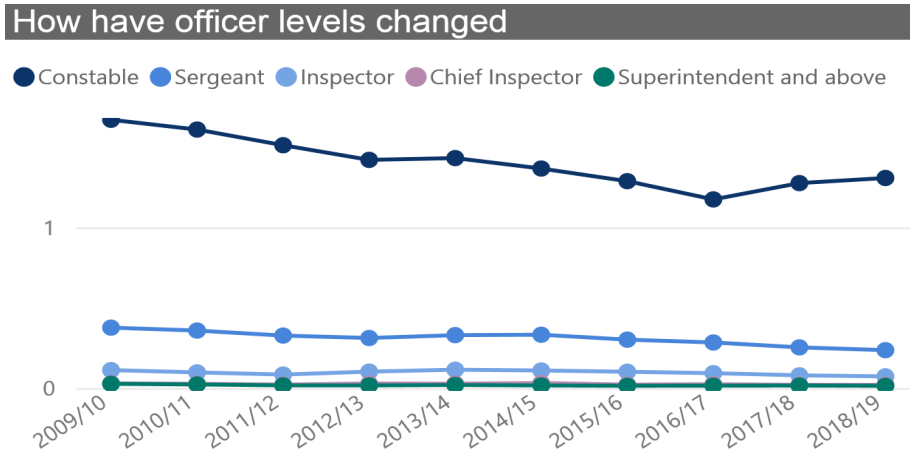
Staffing Levels

The table below details the Force establishment at the end of March 2020.

Police Staff Numbers, Changes to 2019 and Declared BME Ethnicitry - March 2020							
Row Labels	**BME**	**% BME**	**White**	**Not Stated**	**Grand Total**	**No. Change**	**% Change**
Police Officer	118	5.6%	1969	28	2115	134	6.8%
PCSO	9	5.0%	171	1	181	-4	-2.2%
Staff	77	5.8%	1207	33	1317	46	3.6%
Special	12	7.6%	135	10	157	-42	-21.1%
Grand Total	**216**	5.7%	**3482**	**72**	**3770**	126	3.5%

The table details the changes in staff numbers during the year and the current ethnicity of staff. It can be seen that police officer numbers increased by 6.8% which represents an additional 134 officers.

The BAME workforce representation overall is 5.9% and 7.8% for staff in supervisory / senior roles.



The highest representation is with Special Constables at 11.5% which is slightly higher than the BAME representation identified in the 2011 population census data of 11.2% for Nottinghamshire.

The chart (bottom left) extracted from HMICFRS Value for Money Profiles 2019 shows changes in staffing levels per 1000 population. Due to austerity Police Constables reached its lowest level in 2016/17 but has risen year on year since then. The PCC is working hard to increase this further.

Police Recruitment and BAME Representation

During the year, the Force recruited 110 police officers of which 13 were from BAME communities representing 11.8%. Furthermore, the Force recruited 82 police cadets (aged 12 to 18 years) of these 11 were from BAME which equates to 13.4%.

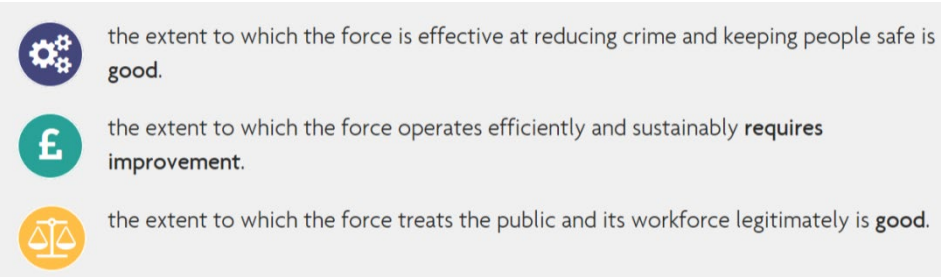
Also 47 Police Constable Degree Apprentices (PCDAs) were appointed of which 21.3% (10) were from BAME communities.

Overall, 239 new staff were appointed of which 34 (14.2%) were from BAME communities and much higher than the 2011 census of 11.2%.

HMICFRS Validation and Audit

Due to the Covid-19 virus, in March this year (HMICFRS) suspended all inspection work; as such there are no published assessments of Nottinghamshire Police in relation to 2019-20.

However, during 2018-19, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) carried out a number of inspections and published a number of reports.[5] The PCC reviews these reports and ensures that any recommendations are considered and implemented. His written responses to HMICFRS reports are published on his website.[6]



HMICFRS inspects a wide range of policing activity throughout the year across three core PEEL pillars (Efficiency, Effectiveness and Legitimacy) and also examines and reports on leadership. The HMICFRS judgement for 2018-19 is **Good** as shown above.

Completed HMIC Inspections (2019-20):

A summary of HMICFRS inspections reported during the year are shown in the table below:

HMICFRES Report	Date of Report	Response
Counter-terrorism Policing An inspection of the police's contribution to the government's Prevent programme	9th March 2020	PCC Response
A joint thematic inspection of Integrated Offender Management	28th February 2020	PCC Response
The multi-agency response to child sexual abuse in the family environment	4th February 2020	PCC Response
Evidence led domestic abuse prosecutions	23rd January 2020	PCC Response
Both sides of the coin The police and National Crime Agency's response to vulnerable people in 'county lines' drug offending	10th January 2020	PCC Response
CYBER: Keep the light on - An inspection of the police response to cyber-dependent	24th October 2019	PCC Response

[5] See HMIC Web Site: https://www.justiceinspectorates.gov.uk/hmicfrs/?force=nottinghamshire&year=2018&type=publications&page=2&cat&frs&s

[6] https://www.justiceinspectorates.gov.uk/hmicfrs/?cat=&force=nottinghamshire&frs=&year=2019&s=&type=publications

https://www.nottinghamshire.pcc.police.uk/Public-Information/HER MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE & RESCUE SERVICES-Reports.aspx

HMICFRES Report	Date of Report	Response
PEEL: Spotlight Report shining a light on betrayal	27th September 2019	PCC Response
The police and CPS response to crimes against older people	17th July 2019	PCC Response
PEEL: Police effectiveness, efficiency and legitimacy 2018/19	2nd May 2019	PCC Response
Fraud: Time to Choose - An Inspection of the police response to fraud	2nd April 2019	PCC Response

Internal Audit

Internal Audit operates in accordance with Public Sector Internal Audit Standards, which have been developed specifically for the Public Sector by CIPFA. Compliance with the standards is assessed on a cyclical basis. Mazars is appointed as the internal Auditor for the Police and Crime PCC.

One of the assurance statements that the Group receives is the annual opinion of the Head of Internal Audit (Senior Manager – Mazars) in respect of the financial control framework. The Annual Report in respect of work completed in 2019-20 is published on the PCC's web site. [7] The Head of Internal Audit's opinion for the PCC is:

"Our overall opinion is that generally adequate and effective risk management, control and governance processes were in place to manage the achievement of the organisation's objectives. We have, however, identified weaknesses in respect of Business Continuity that require addressing".

For the Chief Constable:

"Our overall opinion is that generally adequate and effective risk management, control and governance processes were in place to manage the achievement of the organisation's objectives. We have, however, identified weaknesses in respect of Health & Safety, Information Assurance, Management of MFSS Arrangements and Payroll that require addressing.".

These areas of weakness will be followed up during 2020-21.

External Audit

The external audit of the draft statement of accounts for the year ended 31 March 2019 has not yet been completed by our external auditors, EY LLP, due to a lack of external audit resources. This situation is allowed for by Regulation 10, paragraph (2a) of the Accounts and Audit Regulations 2015. These will be uploaded to the PCC website once available. [8]

[7] https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Audit-and-Scrutiny-Panel/23rd-June-2020/07-Internal-Audit-Annual-Assurance-Report.pdf

[8] https://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Meetings/Audit-and-Scrutiny-Panel/23rd-June-2020/06-Final-Statement-of-Accounts-and-Annual-Governance-Statements-for-2018-2019.pdf

APPENDIX A – FORCE CRIME REDUCTION PERFORMANCE (2018-19) - Force, City and County

Force	2019/20	2018/19	Volume Change	% Change
All Crime	**107,392**	**107,975**	**-583**	**-0.5%**
Victim-Based Crime	**90,778**	**93,250**	**-2,472**	**-2.7%**
Violence against the Person	**33,955**	**32,761**	**1,194**	**3.5%**
Homicide	11	8	3	27.3%
Death or Serious Injury - Unlawful Driving	8	6	2	25.0%
Violence with injury	11,924	13,770	-1,846	-15.5%
Violence without injury	11,951	10,163	1,788	15.0%
Stalking and Harassment	10,061	8,814	1,247	12.4%
Sexual Offences	**3,390**	**3,485**	**-95**	**-2.8%**
Rape	1,184	1,323	-139	-11.7%
Other Sexual Offences	2,206	2,162	44	2.0%
Robbery	**1,213**	**1,248**	**-35**	**-2.9%**
Robbery of Business Property	116	119	-3	-2.6%
Robbery of Personal Property	1,097	1,129	-32	-2.9%
Burglary	**7,662**	**7,890**	**-228**	**-3.0%**
Burglary - Residential	5,436	5,371	65	1.2%
Burglary - Business and Community	2,226	2,519	-293	-13.2%
Theft	**23,838**	**26,506**	**-2,668**	**-11.2%**
Theft from the Person	1,812	1,866	-54	-3.0%
Bicycle Theft	1,931	2,117	-186	-9.6%
Shoplifting	10,646	11,389	-743	-7.0%
Other Theft	9,449	11,134	-1,685	-17.8%
Vehicle Offences	**8,753**	**9,153**	**-400**	**-4.6%**
Theft from a Motor Vehicle	5,454	5,630	-176	-3.2%
Theft of a Motor Vehicle	2,309	2,461	-152	-6.6%
Interfering with Motor Vehicle	990	1,062	-72	-7.3%
Arson and Criminal Damage	**11,967**	**12,207**	**-240**	**-2.0%**
Arson	557	620	-63	-11.3%
Criminal Damage	11,410	11,587	-177	-1.6%
Other Crimes Against Society	**16,614**	**14,725**	**1,889**	**11.4%**
Drug Offences	**4,830**	**3,785**	**1,045**	**21.6%**
Trafficking in Controlled Drugs	907	807	100	11.0%
Possession of Drugs	3,923	2,978	945	24.1%
Possession of Weapons	**1,205**	**1,055**	**150**	**12.4%**
Public Order Offences	**7,613**	**7,268**	**345**	**4.5%**
Miscellaneous Crimes Against Society	**2,966**	**2,617**	**349**	**11.8%**
Domestic Occurrences	**20,755**	**20,739**	**16**	**0.1%**
Domestic Crime	**15,059**	**14,210**	**849**	**5.6%**
Violence (Domestic)	11,597	10,947	650	5.6%
Sexual (Domestic)	401	470	-69	-17.2%
Rape (Domestic)	299	363	-64	-21.4%
Other Sexual Offences (Domestic)	102	107	-5	-4.9%
Other Crime (Domestic)	3,061	2,793	268	8.8%
Domestic Non-Crime	**5,696**	**6,529**	**-833**	**-14.6%**
Hate Occurrences	**2,353**	**2,365**	**-12**	**-0.5%**
Hate Crime	**1,647**	**1,597**	**50**	**3.0%**
Disability (Crime)	89	104	-15	-16.9%
Race (Crime)	1,213	1,180	33	2.7%
Religion/Faith (Crime)	86	118	-32	-37.2%
Sexual Orientation (Crime)	224	163	61	27.2%
Transgender (Crime)	43	36	7	16.3%
Alternative Subculture (Crime)	10	22	-12	-120.0%
Misogyny (Crime)	60	67	-7	-11.7%
Other (Crime)	66	76	-10	-15.2%
Hate Non-Crime	**706**	**768**	**-62**	**-8.8%**
Disability (Non-Crime)	94	106	-12	-12.8%
Race (Non-Crime)	417	422	-5	-1.2%
Religion/Faith (Non-Crime)	50	81	-31	-62.0%
Sexual Orientation (Non-Crime)	107	92	15	14.0%
Transgender (Non-Crime)	21	26	-5	-23.8%
Alternative Subculture (Non-Crime)	4	10	-6	-150.0%
Misogyny (Non-Crime)	32	54	-22	-68.8%
Other (Non-Crime)	41	60	-19	-46.3%
ASB Incidents	**32,135**	**32,078**	**57**	**0.2%**

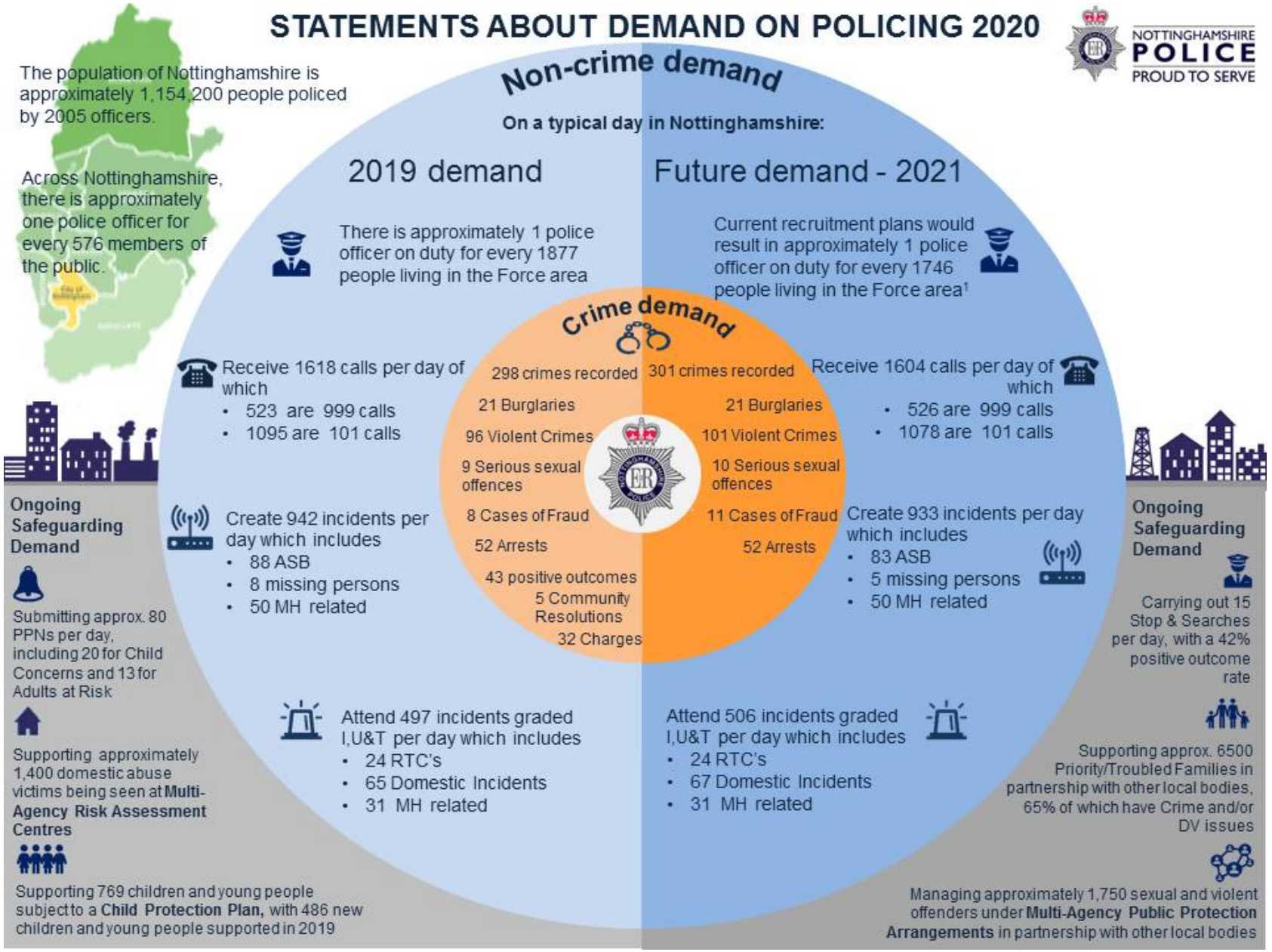
City	2019/20	2018/19	Volume Change	% Change
All Crime	**42,818**	**44,447**	**-1,629**	**-3.8%**
Victim-Based Crime	**34,624**	**37,283**	**-2,659**	**-7.7%**
Violence against the Person	**13,149**	**13,321**	**-172**	**-1.3%**
Homicide	4	3	1	25.0%
Death or Serious Injury - Unlawful Driving	4	2	2	50.0%
Violence with injury	4,535	5,708	-1,173	-25.9%
Violence without injury	5,106	4,454	652	12.8%
Stalking and Harassment	3,500	3,154	346	9.9%
Sexual Offences	**1,333**	**1,402**	**-69**	**-5.2%**
Rape	479	549	-70	-14.6%
Other Sexual Offences	854	853	1	0.1%
Robbery	**648**	**680**	**-32**	**-4.9%**
Robbery of Business Property	49	55	-6	-12.2%
Robbery of Personal Property	599	625	-26	-4.3%
Burglary	**2,509**	**2,687**	**-178**	**-7.1%**
Burglary - Residential	1,816	1,897	-81	-4.5%
Burglary - Business and Community	693	790	-97	-14.0%
Theft	**10,074**	**11,560**	**-1,486**	**-14.8%**
Theft from the Person	1,244	1,368	-124	-10.0%
Bicycle Theft	1,001	1,041	-40	-4.0%
Shoplifting	4,012	4,592	-580	-14.5%
Other Theft	3,817	4,559	-742	-19.4%
Vehicle Offences	**2,848**	**3,291**	**-443**	**-15.6%**
Theft from a Motor Vehicle	1,816	2,017	-201	-11.1%
Theft of a Motor Vehicle	727	887	-160	-22.0%
Interfering with Motor Vehicle	305	387	-82	-26.9%
Arson and Criminal Damage	**4,063**	**4,342**	**-279**	**-6.9%**
Arson	165	225	-60	-36.4%
Criminal Damage	3,898	4,117	-219	-5.6%
Other Crimes Against Society	**8,194**	**7,164**	**1,030**	**12.6%**
Drug Offences	**3,020**	**2,362**	**658**	**21.8%**
Trafficking in Controlled Drugs	477	466	11	2.3%
Possession of Drugs	2,543	1,896	647	25.4%
Possession of Weapons	**587**	**566**	**21**	**3.6%**
Public Order Offences	**3,438**	**3,201**	**237**	**6.9%**
Miscellaneous Crimes Against Society	**1,149**	**1,035**	**114**	**9.9%**
Domestic Occurrences	**7,534**	**8,019**	**-485**	**-6.4%**
Domestic Crime	**5,552**	**5,522**	**30**	**0.5%**
Violence (Domestic)	4,257	4,281	-24	-0.6%
Sexual (Domestic)	150	168	-18	-12.0%
Rape (Domestic)	116	129	-13	-11.2%
Other Sexual Offences (Domestic)	34	39	-5	-14.7%
Other Crime (Domestic)	1,145	1,073	72	6.3%
Domestic Non-Crime	**1,982**	**2,497**	**-515**	**-26.0%**
Hate Occurrences	**1,239**	**1,306**	**-67**	**-5.4%**
Hate Crime	**853**	**889**	**-36**	**-4.2%**
Disability (Crime)	21	31	-10	-47.6%
Race (Crime)	667	722	-55	-8.2%
Religion/Faith (Crime)	46	71	-25	-54.3%
Sexual Orientation (Crime)	103	75	28	27.2%
Transgender (Crime)	28	21	7	25.0%
Alternative Subculture (Crime)	3	11	-8	-266.7%
Misogyny (Crime)	37	38	-1	-2.7%
Other (Crime)	19	19	0	0.0%
Hate Non-Crime	**386**	**417**	**-31**	**-8.0%**
Disability (Non-Crime)	38	42	-4	-10.5%
Race (Non-Crime)	240	259	-19	-7.9%
Religion/Faith (Non-Crime)	32	60	-28	-87.5%
Sexual Orientation (Non-Crime)	59	42	17	28.8%
Transgender (Non-Crime)	14	10	4	28.6%
Alternative Subculture (Non-Crime)	1	4	-3	-300.0%
Misogyny (Non-Crime)	22	35	-13	-59.1%
Other (Non-Crime)	14	20	-6	-42.9%
ASB Incidents	**15,210**	**14,890**	**320**	**2.1%**

County	2019/20	2018/19	Volume Change	% Change
All Crime	**62,599**	**62,038**	**561**	**0.9%**
Victim-Based Crime	**54,415**	**54,678**	**-263**	**-0.5%**
Violence against the Person	**20,218**	**19,083**	**1,135**	**5.6%**
Homicide	7	5	2	28.6%
Death or Serious Injury - Unlawful Driving	4	4	0	0.0%
Violence with injury	7,274	7,986	-712	-9.8%
Violence without injury	6,623	5,565	1,058	16.0%
Stalking and Harassment	6,310	5,523	787	12.5%
Sexual Offences	**1,951**	**1,985**	**-34**	**-1.7%**
Rape	667	746	-79	-11.8%
Other Sexual Offences	1,284	1,239	45	3.5%
Robbery	**548**	**560**	**-12**	**-2.2%**
Robbery of Business Property	64	64	0	0.0%
Robbery of Personal Property	484	496	-12	-2.5%
Burglary	**5,038**	**5,151**	**-113**	**-2.2%**
Burglary - Residential	3,570	3,456	114	3.2%
Burglary - Business and Community	1,468	1,695	-227	-15.5%
Theft	**13,271**	**14,453**	**-1,182**	**-8.9%**
Theft from the Person	536	465	71	13.2%
Bicycle Theft	888	1,025	-137	-15.4%
Shoplifting	6,459	6,666	-207	-3.2%
Other Theft	5,388	6,297	-909	-16.9%
Vehicle Offences	**5,634**	**5,757**	**-123**	**-2.2%**
Theft from a Motor Vehicle	3,473	3,555	-82	-2.4%
Theft of a Motor Vehicle	1,502	1,545	-43	-2.9%
Interfering with Motor Vehicle	659	657	2	0.3%
Arson and Criminal Damage	**7,755**	**7,689**	**66**	**0.9%**
Arson	390	394	-4	-1.0%
Criminal Damage	7,365	7,295	70	1.0%
Other Crimes Against Society	**8,184**	**7,360**	**824**	**10.1%**
Drug Offences	**1,751**	**1,387**	**364**	**20.8%**
Trafficking in Controlled Drugs	422	327	95	22.5%
Possession of Drugs	1,329	1,060	269	20.2%
Possession of Weapons	**602**	**474**	**128**	**21.3%**
Public Order Offences	**4,065**	**3,960**	**105**	**2.6%**
Miscellaneous Crimes Against Society	**1,766**	**1,539**	**227**	**12.9%**
Domestic Occurrences	**12,833**	**12,426**	**407**	**3.2%**
Domestic Crime	**9,245**	**8,544**	**701**	**7.6%**
Violence (Domestic)	7,117	6,563	554	7.8%
Sexual (Domestic)	244	294	-50	-20.5%
Rape (Domestic)	178	229	-51	-28.7%
Other Sexual Offences (Domestic)	66	65	1	1.5%
Other Crime (Domestic)	1,884	1,687	197	10.5%
Domestic Non-Crime	**3,588**	**3,882**	**-294**	**-8.2%**
Hate Occurrences	**1,075**	**1,019**	**56**	**5.2%**
Hate Crime	**767**	**681**	**86**	**11.2%**
Disability (Crime)	67	71	-4	-6.0%
Race (Crime)	523	437	86	16.4%
Religion/Faith (Crime)	36	45	-9	-25.0%
Sexual Orientation (Crime)	120	85	35	29.2%
Transgender (Crime)	15	14	1	6.7%
Alternative Subculture (Crime)	7	11	-4	-57.1%
Misogyny (Crime)	23	29	-6	-26.1%
Other (Crime)	46	57	-11	-23.9%
Hate Non-Crime	**308**	**338**	**-30**	**-9.7%**
Disability (Non-Crime)	54	62	-8	-14.8%
Race (Non-Crime)	169	157	12	7.1%
Religion/Faith (Non-Crime)	17	17	0	0.0%
Sexual Orientation (Non-Crime)	48	49	-1	-2.1%
Transgender (Non-Crime)	7	15	-8	-114.3%
Alternative Subculture (Non-Crime)	2	6	-4	-200.0%
Misogyny (Non-Crime)	10	19	-9	-90.0%
Other (Non-Crime)	25	40	-15	-60.0%
ASB Incidents	**16,891**	**17,186**	**-295**	**-1.7%**

APPENDIX B – CSP CRIME REDUCTION PERFORMANCE (2018-19) - Community Safety Partnership Areas

Mansfield & Ashfield	2019/20	2018/19	Volume Change	% Change
All Crime	**23,225**	**23,209**	**16**	**0.1%**
Victim-Based Crime	**19,833**	**20,115**	**-282**	**-1.4%**
Violence against the Person	**8,133**	**7,636**	**497**	**6.1%**
Homicide	5	2	3	60.0%
Death or Serious Injury - Unlawful Driving	2	1	1	50.0%
Violence with injury	2,977	3,241	-264	-8.9%
Violence without injury	2,638	2,220	418	15.8%
Stalking and Harassment	2,511	2,172	339	13.5%
Sexual Offences	**735**	**818**	**-83**	**-11.3%**
Rape	248	324	-76	-30.6%
Other Sexual Offences	487	494	-7	-1.4%
Robbery	**243**	**243**	**0**	**0.0%**
Robbery of Business Property	24	31	-7	-29.2%
Robbery of Personal Property	219	212	7	3.2%
Burglary	**1,612**	**1,478**	**134**	**8.3%**
Burglary - Residential	1,109	1,031	78	7.0%
Burglary - Business and Community	503	447	56	11.1%
Theft	**4,655**	**5,110**	**-455**	**-9.8%**
Theft from the Person	214	176	38	17.8%
Bicycle Theft	216	221	-5	-2.3%
Shoplifting	2,396	2,622	-226	-9.4%
Other Theft	1,829	2,091	-262	-14.3%
Vehicle Offences	**1,486**	**1,824**	**-338**	**-22.7%**
Theft from a Motor Vehicle	842	1,138	-296	-35.2%
Theft of a Motor Vehicle	467	477	-10	-2.1%
Interfering with Motor Vehicle	177	209	-32	-18.1%
Arson and Criminal Damage	**2,969**	**3,006**	**-37**	**-1.2%**
Arson	127	133	-6	-4.7%
Criminal Damage	2,842	2,873	-31	-1.1%
Other Crimes Against Society	**3,392**	**3,094**	**298**	**8.8%**
Drug Offences	**884**	**741**	**143**	**16.2%**
Trafficking in Controlled Drugs	206	170	36	17.5%
Possession of Drugs	678	571	107	15.8%
Possession of Weapons	**279**	**219**	**60**	**21.5%**
Public Order Offences	**1,595**	**1,566**	**29**	**1.8%**
Miscellaneous Crimes Against Society	**634**	**568**	**66**	**10.4%**
Domestic Occurrences	**5,369**	**5,213**	**156**	**2.9%**
Domestic Crime	**3,803**	**3,492**	**311**	**8.2%**
Violence (Domestic)	2,906	2,679	227	7.8%
Sexual (Domestic)	109	131	-22	-20.2%
Rape (Domestic)	82	100	-18	-22.0%
Other Sexual Offences (Domestic)	27	31	-4	-14.8%
Other Crime (Domestic)	788	682	106	13.5%
Domestic Non-Crime	**1,566**	**1,721**	**-155**	**-9.9%**
Hate Occurrences	**406**	**420**	**-14**	**-3.4%**
Hate Crime	**287**	**273**	**14**	**4.9%**
Disability (Crime)	28	36	-8	-28.6%
Race (Crime)	192	166	26	13.5%
Religion/Faith (Crime)	13	16	-3	-23.1%
Sexual Orientation (Crime)	49	40	9	18.4%
Transgender (Crime)	4	6	-2	-50.0%
Alternative Subculture (Crime)	3	4	-1	-33.3%
Misogyny (Crime)	8	9	-1	-12.5%
Other (Crime)	19	29	-10	-52.6%
Hate Non-Crime	**119**	**147**	**-28**	**-23.5%**
Disability (Non-Crime)	34	39	-5	-14.7%
Race (Non-Crime)	48	53	-5	-10.4%
Religion/Faith (Non-Crime)	2	5	-3	-150.0%
Sexual Orientation (Non-Crime)	21	18	3	14.3%
Transgender (Non-Crime)	3	8	-5	-166.7%
Alternative Subculture (Non-Crime)	0	2	-2	-200.0%
Misogyny (Non-Crime)	4	8	-4	-100.0%
Other (Non-Crime)	13	24	-11	-84.6%
ASB Incidents	**6,809**	**7,022**	**-213**	**-3.1%**

Bassetlaw, Newark & Sherwood	2019/20	2018/19	Volume Change	% Change
All Crime	**19,909**	**19,859**	**50**	**0.3%**
Victim-Based Crime	**17,443**	**17,618**	**-175**	**-1.0%**
Violence against the Person	**6,151**	**6,021**	**130**	**2.1%**
Homicide	1	2	-1	-100.0%
Death or Serious Injury - Unlawful Driving	2	2	0	0.0%
Violence with injury	2,332	2,590	-258	-11.1%
Violence without injury	1,972	1,725	247	12.5%
Stalking and Harassment	1,844	1,702	142	7.7%
Sexual Offences	**529**	**558**	**-29**	**-5.5%**
Rape	169	187	-18	-10.7%
Other Sexual Offences	360	371	-11	-3.1%
Robbery	**112**	**145**	**-33**	**-29.5%**
Robbery of Business Property	18	14	4	22.2%
Robbery of Personal Property	94	131	-37	-39.4%
Burglary	**1,688**	**1,889**	**-201**	**-11.9%**
Burglary - Residential	1,155	1,107	48	4.2%
Burglary - Business and Community	533	782	-249	-46.7%
Theft	**4,226**	**4,664**	**-438**	**-10.4%**
Theft from the Person	135	133	2	1.5%
Bicycle Theft	246	339	-93	-37.8%
Shoplifting	2,116	2,090	26	1.2%
Other Theft	1,729	2,102	-373	-21.6%
Vehicle Offences	**2,212**	**1,863**	**349**	**15.8%**
Theft from a Motor Vehicle	1,412	1,207	205	14.5%
Theft of a Motor Vehicle	553	508	45	8.1%
Interfering with Motor Vehicle	247	148	99	40.1%
Arson and Criminal Damage	**2,525**	**2,478**	**47**	**1.9%**
Arson	147	151	-4	-2.7%
Criminal Damage	2,378	2,327	51	2.1%
Other Crimes Against Society	**2,466**	**2,241**	**225**	**9.1%**
Drug Offences	**390**	**313**	**77**	**19.7%**
Trafficking in Controlled Drugs	102	76	26	25.5%
Possession of Drugs	288	237	51	17.7%
Possession of Weapons	**168**	**132**	**36**	**21.4%**
Public Order Offences	**1,296**	**1,246**	**50**	**3.9%**
Miscellaneous Crimes Against Society	**612**	**550**	**62**	**10.1%**
Domestic Occurrences	**3,599**	**3,542**	**57**	**1.6%**
Domestic Crime	**2,640**	**2,518**	**122**	**4.6%**
Violence (Domestic)	2,011	1,894	117	5.8%
Sexual (Domestic)	58	81	-23	-39.7%
Rape (Domestic)	41	61	-20	-48.8%
Other Sexual Offences (Domestic)	17	20	-3	-17.6%
Other Crime (Domestic)	571	543	28	4.9%
Domestic Non-Crime	**959**	**1,024**	**-65**	**-6.8%**
Hate Occurrences	**290**	**261**	**29**	**10.0%**
Hate Crime	**236**	**186**	**50**	**21.2%**
Disability (Crime)	23	21	2	8.7%
Race (Crime)	157	117	40	25.5%
Religion/Faith (Crime)	8	9	-1	-12.5%
Sexual Orientation (Crime)	39	23	16	41.0%
Transgender (Crime)	6	7	-1	-16.7%
Alternative Subculture (Crime)	4	3	1	25.0%
Misogyny (Crime)	3	6	-3	-100.0%
Other (Crime)	18	14	4	22.2%
Hate Non-Crime	**54**	**75**	**-21**	**-38.9%**
Disability (Non-Crime)	6	12	-6	-100.0%
Race (Non-Crime)	33	36	-3	-9.1%
Religion/Faith (Non-Crime)	6	0	6	100.0%
Sexual Orientation (Non-Crime)	9	11	-2	-22.2%
Transgender (Non-Crime)	0	2	-2	-200.0%
Alternative Subculture (Non-Crime)	0	0	0	0.0%
Misogyny (Non-Crime)	1	5	-4	-400.0%
Other (Non-Crime)	3	12	-9	-300.0%
ASB Incidents	**4,940**	**5,044**	**-104**	**-2.1%**

Broxtowe, Rushcliffe and Gedling	2019/20	2018/19	Volume Change	% Change
All Crime	**19,473**	**18,976**	**497**	**2.6%**
Victim-Based Crime	**17,143**	**16,950**	**193**	**1.1%**
Violence against the Person	**5,935**	**5,429**	**506**	**8.5%**
Homicide	1	1	0	0.0%
Death or Serious Injury - Unlawful Driving	0	1	-1	-100.0%
Violence with injury	1,966	2,155	-189	-9.6%
Violence without injury	2,013	1,622	391	19.4%
Stalking and Harassment	1,955	1,650	305	15.6%
Sexual Offences	**688**	**611**	**77**	**11.2%**
Rape	250	237	13	5.2%
Other Sexual Offences	438	374	64	14.6%
Robbery	**193**	**172**	**21**	**10.9%**
Robbery of Business Property	22	19	3	13.6%
Robbery of Personal Property	171	153	18	10.5%
Burglary	**1,738**	**1,784**	**-46**	**-2.6%**
Burglary - Residential	1,306	1,318	-12	-0.9%
Burglary - Business and Community	432	466	-34	-7.9%
Theft	**4,391**	**4,679**	**-288**	**-6.6%**
Theft from the Person	187	156	31	16.6%
Bicycle Theft	426	465	-39	-9.2%
Shoplifting	1,947	1,954	-7	-0.4%
Other Theft	1,831	2,104	-273	-14.9%
Vehicle Offences	**1,937**	**2,070**	**-133**	**-6.9%**
Theft from a Motor Vehicle	1,219	1,210	9	0.7%
Theft of a Motor Vehicle	483	560	-77	-15.9%
Interfering with Motor Vehicle	235	300	-65	-27.7%
Arson and Criminal Damage	**2,261**	**2,205**	**56**	**2.5%**
Arson	116	110	6	5.2%
Criminal Damage	2,145	2,095	50	2.3%
Other Crimes Against Society	**2,330**	**2,026**	**304**	**13.0%**
Drug Offences	**480**	**333**	**147**	**30.6%**
Trafficking in Controlled Drugs	115	81	34	29.6%
Possession of Drugs	365	252	113	31.0%
Possession of Weapons	**155**	**123**	**32**	**20.6%**
Public Order Offences	**1,174**	**1,149**	**25**	**2.1%**
Miscellaneous Crimes Against Society	**521**	**421**	**100**	**19.2%**
Domestic Occurrences	**3,866**	**3,674**	**192**	**5.0%**
Domestic Crime	**2,803**	**2,537**	**266**	**9.5%**
Violence (Domestic)	2,200	1,991	209	9.5%
Sexual (Domestic)	77	84	-7	-9.1%
Rape (Domestic)	55	70	-15	-27.3%
Other Sexual Offences (Domestic)	22	14	8	36.4%
Other Crime (Domestic)	526	462	64	12.2%
Domestic Non-Crime	**1,063**	**1,137**	**-74**	**-7.0%**
Hate Occurrences	**379**	**339**	**40**	**10.6%**
Hate Crime	**244**	**223**	**21**	**8.6%**
Disability (Crime)	16	14	2	12.5%
Race (Crime)	174	155	19	10.9%
Religion/Faith (Crime)	15	20	-5	-33.3%
Sexual Orientation (Crime)	32	22	10	31.3%
Transgender (Crime)	5	1	4	80.0%
Alternative Subculture (Crime)	0	4	-4	-400.0%
Misogyny (Crime)	12	14	-2	-16.7%
Other (Crime)	9	14	-5	-55.6%
Hate Non-Crime	**135**	**116**	**19**	**14.1%**
Disability (Non-Crime)	14	11	3	21.4%
Race (Non-Crime)	88	68	20	22.7%
Religion/Faith (Non-Crime)	9	12	-3	-33.3%
Sexual Orientation (Non-Crime)	18	20	-2	-11.1%
Transgender (Non-Crime)	4	5	-1	-25.0%
Alternative Subculture (Non-Crime)	2	4	-2	-100.0%
Misogyny (Non-Crime)	5	6	-1	-20.0%
Other (Non-Crime)	9	4	5	55.6%
ASB Incidents	**5,142**	**5,120**	**22**	**0.4%**

APPENDIX C – DEMAND FOR SERVICE (2019-20)