



NOTTINGHAMSHIRE  
POLICE & CRIME  
COMMISSIONER

# Annual Report

2021/22





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# FORWARD

The last year (2021/22) has been a year of strong and highly focused activity in Nottinghamshire as we have worked tirelessly to increase officer numbers, reduce crime and antisocial behaviour, improve the experience of victims and survivors within the criminal justice system and deliver the ambitions of the Police and Crime Plan.

In less than a year since taking office and publishing our four-year Make Notts Safe Plan, I am pleased to report that we are already making great progress and that we are seeing the positive impact that this is having on the people and communities of Nottinghamshire.

Our feedback from members of the public and stakeholders, engagement with communities and programme of regular surveys have enabled us to demonstrate the impact of the activities commissioned by my Office.

In 2021/22 alone, we have brought just over £4m of new funding into Nottinghamshire which is making a real and tangible difference to local residents, victims and survivors.

We have delivered three major 'Safer Streets' projects that have improved safety and feelings of safety in priority locations across the city and county.

We have established new governance frameworks which are helping to bring greater transparency and oversight to policing and the Criminal Justice System.

And we are doing ever more to protect and divert vulnerable young people from crime and harm.



# FORWARD

We are already seeing the results of this hard work, with levels of recorded crime remaining significantly lower than the pre-Covid baseline – even as Coronavirus restrictions have steadily eased over the last year.

Compared to levels recorded in 2019/20, burglary is down 37%, vehicle crimes are down 31%, robbery is down 22% and levels of violence with injury are down 7%. The number of first time entrants into the Criminal Justice system has fallen by 11%, whilst we have also seen positive reductions in repeat victimisation for domestic abuse.

I am truly heartened by all we have achieved in my inaugural year but there is still much more to do. We must continue to adapt to new ways of working and new and issues and threats that have emerged in the wake of the Covid pandemic.

Experience and risk of online fraud continues to increase and we remain acutely aware of the growing economic pressures facing local residents and partner agencies.

In this context, my Police and Crime Plan for 2021-25 remains an ambitious one but I am determined to build upon the momentum we have developed so far as we work together tirelessly to make Nottinghamshire Safe.

I promised that I would deliver real and lasting change for the people of Nottinghamshire. With your support, we will continue to do exactly that.



# 1. Introduction

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Nottinghamshire's Police and Crime Commissioner Caroline Henry was elected in May 2021.

Her pledges included investing in prevention and early intervention activity; improving the police and partnership response to crime and antisocial behaviour, particularly in addressing the issues and concerns of residents in our rural towns and villages; investing in policing and make the best use of our resources and; putting victims and residents at the heart of our policing priorities.

This Annual Report provides an overview of activity and achievements delivered during the Commissioner's inaugural year, covering the period 8 May 2021 to 31 March 2022. As a statutory requirement, this report outlines the progress made by the Commissioner in setting and meeting the objectives of her Police and Crime Plan. It also provides details of how the Commissioner has fulfilled her broader statutory duties throughout the year.



“The ‘Make Notts Safe Plan,’ led by Nottinghamshire’s Police and Crime Commissioner Caroline Henry, will bring real impact to communities across the county, through further pro-active neighbourhood-based policing teams working with communities... and by cutting crime, which will improve the quality of life for everyone, everywhere.”

**Former Home Secretary, Priti  
Patel MP**

## 2. What we achieved in 2021/22

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Less than a year after launching the Nottinghamshire Make Notts Safe Plan for 2021 to 2025, I am pleased to report that that we are already making strong progress in delivering against a wide-ranging programme of activity.

### 2a. Preventing

I said that I would work with partner agencies to:

- **Make our streets, villages, towns and city safer.**
- **Steer more vulnerable young people away from crime and harm.**
- **Prevent violence against women and girls.**
- **Improve our approach to reducing reoffending.**

### In 2021/22...

We secured more funding than any other OPCC area nationally as part of the Home Office Safer Streets programme. This has helped to deliver a range of innovative projects to make Nottinghamshire residents safe and feel safe.

- Our projects in Newark, Nottingham, Mansfield, Sutton-in-Ashfield and Worksop South have directly led to improvements in feelings of safety among over 580 household beneficiaries, whilst security installations and improvements in lighting and CCTV have further reduced the risk of crime.
- Residents are also benefiting from increased use and coverage of Neighbourhood Watch and the Neighbourhood Alert service.



## In 2021/22...

- Our successful bid to the Home Office's Safety for Women at Night (SWAN) fund enabled a wide-reaching programme of activity in Nottingham's City Centre, which has helped improve safety and feelings of safety of women in the night-time economy. The scheme included: training for night-time economy staff; citywide campaigns; and, the development and roll out of a Safe Space Pledge for venues.



**"The Safety of Women at Night project has really set a precedent on how we tackle Violence Against Women and Girls in Nottinghamshire"**

**Louise Graham, Sexual Violence Lead at Nottingham City Council**

- We have led partnership activity to tackle serious violence and divert more young people from harm. Our Violence Reduction Unit has secured £880,000 of core funding in 2021/22.
- It was also successful in securing £442,000 funding for the Divert Plus Programme and a further £233,000 for the U Turn programme via Home Office Serious Violence Youth Interventions and 'Teachable Moments' Grants.



## In 2021/22...

- The Commissioner became the Chair of the Nottinghamshire Violence Reduction Board in May 2021. She has worked with the Violence Reduction Unit to launch an innovative Youth Work Programme and 'Our Youth Charter', which outlines our commitment to improving the quality and consistency of youth work across Nottingham and Nottinghamshire.



"I believe that our approach to youth work should be proactive, passionate and professional, using the new Youth Charter to ensure that the services we provide collectively are what our young people need."

**Tranai Todd, VRU Community  
Ambassador**



- Collectively, our diversion and mentoring schemes supported around 2,800 children and young people aged between five and 25 in 2021/22. This led to improved resilience and wellbeing, increased self-esteem, positive progression to education, training and employment and reduced risk of offending.
- We launched two new multi-agency teams in police custody suites to tackle youth violence (Divert Plus Programme) as a result of securing £442,500 additional Home Office funding. We secured over £233,000 to build on the success of the VRU's existing U-turn project to increase the number of young people accessing interventions at 'teachable moments'. We also made £270,000 available to third sector organisations to help deliver local youth diversion projects.



## In 2021/22...

- We ensured a continued priority focus on prevention and early intervention activity in our work to tackle domestic and sexual abuse.
- The Commissioner supported the launch of the Consent Coalition's 'A-Z of Consent' campaign in during 2021 and we worked with the Consent Coalition and Nottingham Business Improvement District (BID) to launch the Safe Space Pledge in March 2022. This helped venues in the night-time economy to improve the safety of women and girls.



- Marked increases in police pro-activity in the response to domestic and sexual abuse and serious violence in 2021/22 saw the use of Domestic Violence Protection Orders and Notices rise by more than 65% during the year.
- The number of 'possession of weapon' offences identified by Nottinghamshire Police also rose by 18%.





**"I would like to commend Nottinghamshire Police and your outstanding chief constable ... for all the work the team have been doing. With [the] extra officers recruited in Nottinghamshire, this unprecedented recruitment drive will protect communities, keep homes and streets safe and bear down on violent criminals"**

**Former Home Secretary Priti Patel MP  
on Operation Uplift**

## Performance

There is strong evidence to suggest that our focus on prevention and early intervention activity is working. In 2021/22 – when compared to the 2019/20 pre-Covid baseline year:

**Risk of reoffending rates by those managed on our Integrated Offender Management scheme ↓ 68%**

**Violence with injury ↓ 7%**

**Burglary ↓ 37%**

**Robbery ↓ 22%**

**Vehicle Crime ↓ 31%**

**First time entrants into Youth Justice System ↓ 11%**

**Repeat victimisation rate for domestic abuse ↓ 1.8% points**

## 2b. Responding

I said that I would work with partners to:

- **Ensure officers to be visible, accessible and responsive in local neighbourhoods.**
- **Improve our capacity and capability to police the digital beat.**
- **Improve our understanding and response to issues of greatest community concern.**
- **Create a hostile environment for serious and organised criminality.**

### In 2021/22...

We achieved our March 2023 officer recruitment target a year ahead of schedule, finishing the year with the highest number of officers seen in Nottinghamshire in over a decade

- Nottinghamshire Police recruited 357 additional police officers as part of the national 'uplift' programme, with HMICFRS commending the Force for having the strongest record on recruitment from Black, Asian and other Minority Ethnic communities in the country.





## In 2021/22...

- We have continued to invest in the Operation Reacher model, strengthening our proactive policing capability across all of Nottinghamshire's policing neighbourhoods. The highly successful Operation Reacher model has been rolled out across all 12 policing neighbourhood districts.



This targeted local activity has helped to achieve over 3,000 arrests, 615 warrants, 967 PACE searches, the seizure of 911 cars 617 weapons, £787,000 in cash and 1,240 individual seizures of drugs in the period to March 2022.



- We have invested in officers and new capabilities in response to the growing digital demands on policing.
- The Transforming Forensics programme enabled us to invest in new mobile technology. It allows digital material to be extracted at source, which improves the victims' experience and speeds up our investigation processes.
- We have increased the capacity of our Fraud Triage department. This enables us to better assess and triage incoming reports of fraud as well as improving the signposting of fraud and cybercrime victims to available services.



## In 2021/22...

- We have delivered tangible improvements our response to Rural Crime across Nottinghamshire, having produced the first Rural Crime Plan for the area.
- We have introduced new rural beat officers across the county and 10 new single points of contact for rural crime within the force's control room.



This is helping to improve our response to rural crimes and incidents by ensuring that specialist expertise is available to call takers and dispatchers and neighbourhood officers.



- We have invested in new equipment to support the police response to rural crime. This includes drones, off-road motorbikes, fixed and mobile Automatic Number Plate Recognition cameras, thermal imaging goggles and 4x4 vehicles.
- We have launched a bespoke Neighbourhood Alert program to keep rural communities updated on local issues and activity in their area.
- We also launched a dedicated rural and wildlife crime online reporting service.

## In 2021/22...



“I am pleased that Commissioner Henry and Chief Inspector Maelor have listened to the farming community as they have developed this plan, and I have high hopes that it will make a real difference to the lives of farmers and rural people in the county.”

**Andy Guy, National Farmers’ Union (NFU)**

- We have maintained a relentless focus on disrupting, dismantling and destroying serious and organised criminality across Nottinghamshire. More than £285,000 in criminal assets were recovered in 2021/22, marking an increase of 70% on the previous year.
- This funding was used to support a wide range of activity including PCC-led community and voluntary sector projects. It included: activity to reduce incidents of crime and hate crime directed towards people with learning disabilities and autism (Nottingham Mencap); better protection for vulnerable older people from fraud such as (Age UK); improved community cohesion to dispel narratives related to hate crime (Karimia); and, reduced anti-social behaviour and risk of exploitation of vulnerable communities (Newark Emmaus Trust).
- We also made £500,000 of additional funding available to expand the use of Automatic Number Plate Recognition technology across Nottinghamshire to help better tackle and prevent criminal use of the roads.



## Performance



Our strong focus on responding to the needs of local communities is clearly delivering results. In 2021/22:

- Resident perceptions that the police are visible in the areas of greatest need (34.9%) stood 2.2% points higher than the pre-pandemic baseline (32.7%).
- Resident perceptions that the police are dealing with the issues that matter most to local people (43.5%) stood 1.8% points higher than the pre-pandemic baseline (41.7%).
- Nottinghamshire maintains one of the strongest levels of call answering performance in the country, with 93% of all 999 calls being answered within 10 seconds.
- Public confidence in the police (57.2%) stood 1.8% points higher than the pre-pandemic baseline (55.4%).
- The proportion of residents citing drug use and dealing as a problem in their area has continued to fall from 23.8% to 21.9% in 2021/22 continuing the reductions seen since the launch of the Operation Reacher model.

## 2c. Supporting

I said that I would work with partners to:

- **Improve services and outcomes for victims of crime and anti-social behaviour.**
- **Improve victims' and witnesses' experience of the criminal justice system.**
- **Expose hidden harm and better safeguard vulnerable people**
- **Support and enable communities to help Make Notts Safe.**


### In 2021/22...

- The Commissioner invested an additional £1.9m capital funding to improve the adult Sexual Assault Referral Centre (SARC). She also donated £60,000 towards the cost of a new digital recording interview suite at the paediatric SARC to help improve the experience of survivors.



- Together, the Commissioner and our local authorities invested over £1 million in new domestic abuse and sexual violence support services to meet Covid recovery related demands and pilot new projects in 2021/22.
- We continued to support effective victim support services across Nottinghamshire, through Notts Victim CARE and specialist co-commissioned domestic abuse and sexual violence support services. Over 26,000 victims were contacted via these services with just under 15,000 being supported.

## In 2021/22...

- We launched Nottinghamshire's first Criminal Justice Assurance Partnership in December 2021, bringing together local agencies to better understand and address pinch points within the criminal justice system.
  - The Commissioner chaired the inaugural meeting of the Nottinghamshire Criminal Justice Partnership Board in December. This is providing a platform to work with local leaders to ensure all parts of the system are working efficiently and effectively, particularly in improving the experiences of victims and witness and reducing the court backlog.
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- The Commissioner's Office also continues to lead and co-ordinate the Reducing Reoffending Board. We have provided funding to better support vulnerable women and girls with complex needs in the criminal justice system, through the Women Specific Conditional Cautions Project.
  - We commissioned an independent Victim Needs Assessment which is being used to develop the future commissioned service and increase the reach of existing services. The needs assessment was informed by the views of over 350 victims and over 50 key stakeholders. The findings are being used to: inform the recommissioning of victim care; the development of quality standards for the victim services; and, the commissioning of a new restorative Nottinghamshire service for the area.



## In 2021/22...

- New Ministry of Justice funding has been invested into services to: strengthen family court support across the city and county; specialist counselling; Female Genital Mutilation (FGM) support; and to provide 17 new specialist Independent Domestic Violence Adviser (IDVA) and Independent Sexual Violence Adviser (ISVA) posts. IDVA and ISVA funding was awarded for 2 years and has since been extended by MoJ to continue until March 2025.



“Funding from the PCC has enabled Juno to have in place a dedicated Family Support Worker to work with survivors and their children whilst they are going through the process, offering support, advice and safety planning through what is often a traumatic experience.”

**Yasmin Rehman (Juno's  
Women's Aid)**

- The Commissioner provided funding to extend the city Slavery and Exploitation Risk Assessment Conference (SERAC) approach to the South Nottinghamshire conurbation in 2021/22. The scope of the service has been extended to include both adult and child referrals. The SERAC reviewed and supported 144 cases during the year, many involving high levels of vulnerability, complexity and risk. Going forward, the Commissioner has committed further new funding in 2022-3 and plans to commission further support for modern slavery victims.

## In 2021/22...



- We invested in a wide range of community-led initiatives designed to support and enable communities to contribute towards the Make Notts Safe Plan. We made a total of £131,000 available to support third sector organisations in delivering against the Police and Crime Plan in 2021/22 as part of the Commissioner's new £1 million 'Make Notts Safe' Fund. This was used to: support the delivery of projects providing youth outreach; diversion and mentoring; support for vulnerable women; work in secondary schools which explore difficult conversations around disability and hate crime; and, work to improve our understanding of the relationship between addiction, stigma and criminality in minority ethnic communities.
- We continued to work with partners to improve the identification and response issues of hidden harm, such as modern slavery, criminal exploitation and child sexual exploitation and abuse.
- A new police-led working group was established to deliver a more consistent approach to Community Speedwatch across the force area in 2021/22, in line with the priorities of the Commissioner's Make Notts Safe Plan. This will see the police work more closely with communities to identify repeat locations for targeted problem-solving activity as part of an evidence-led approach.



## 3. Managing Resources

The Commissioner is responsible for police finances, including remitting funding to the Chief from the overall Police Fund; controlling estates assets, liabilities and reserves; and, determining the level of Council Tax revenue to be raised for policing through the local precept.

The Commissioner is also responsible for allocating a range of grants relating to community safety, crime reduction and victim support services. The Commissioner has a duty to ensure value for money in undertaking these activities.

### 3a. Budget and precept

#### Revenue budget and outturn position 2021/22 (£'000)

	Force	OPCC	Total
Budget	227,859	5,440	233,299
Outturn	221,937	5,452	227,389
RCCO <sup>11</sup>	3,800		3,800
IT Reserve <sup>12</sup>	500		500
Final outturn	226,237	5,452	231,689
Over / (underspend)	(1,621)	12	(1,610)

The Commissioner set a revenue budget of £233.30m for crime and policing in 2021/22 which was closely tracked and monitored throughout the year via the Strategic Resources and Performance meeting and the more recent Accountability Board.

The revenue budget achieved an outturn of £231.69m in 2021/22, generating an underspend of £1,610,000. The budget also included 100 additional full time equivalent officers as part of the government's uplift programme, which was increased to 140 in year, with the force achieving the government's recruitment target two years ahead of schedule.

## Budget and precept...

The approved capital budget of £17.79m for 2021/22 increased to £28.36m during the year as a result of the Sexual Assault Referral Centre, fleet, Chilwell and Force Headquarters projects. The capital budget achieved an outturn of £18.81m, generating an underspend of £3.80m and £5.74m slippage into 2022/23.

Supply chain issues played a major part in the slippage requests for all projects in 2021/22.

Capital budget and outturn position 2021/22 (£'000)				
	Budget	Actual spend	Underspend	Slippage
Estates	22,358	17,290	(2,289)	(2,779)
Fleet	2,661	670	0	(1,991)
IS	3,341	851	(1,516)	(974)
<b>Total</b>	<b>28,360</b>	<b>18,811</b>	<b>(3,804)</b>	<b>(5,744)</b>

The four-year custody suite project was completed in September 2021 on time with an underspend of £738,000.

The four-year project to construct a joint headquarters for Fire and Police was also completed in 2022 coming in £639,000 under budget, however, some additional costs are anticipated in 2022/23.

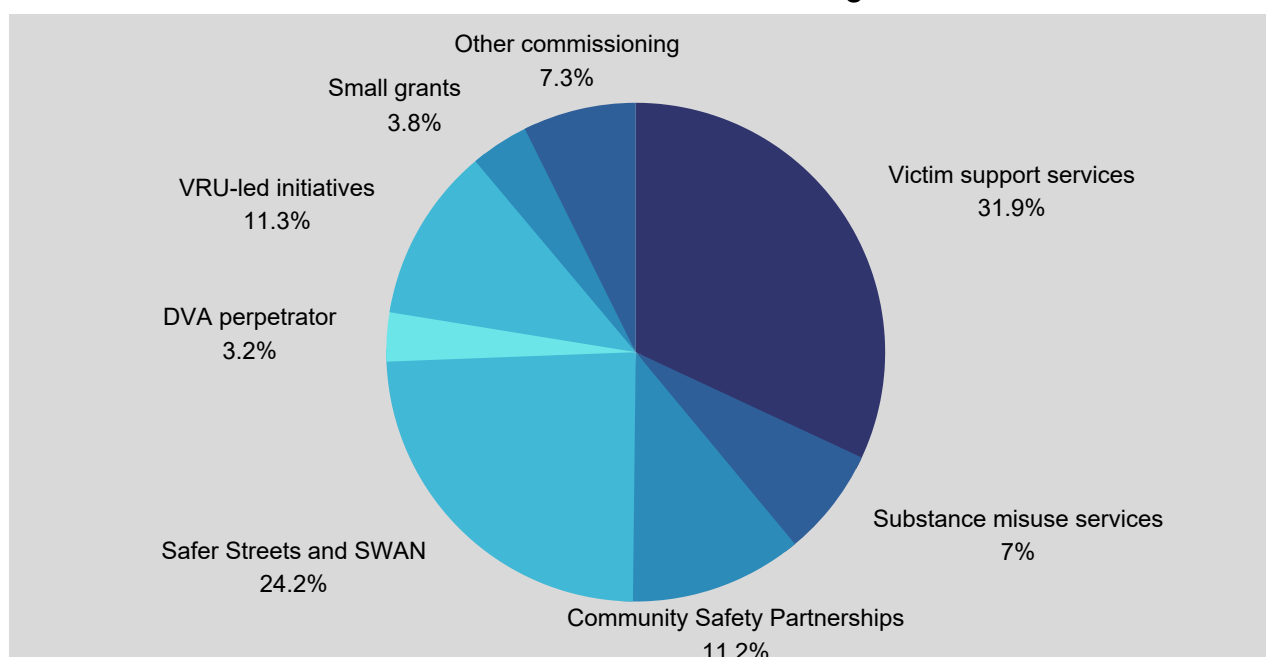
Following extensive consultation with local residents through the Commissioner's Police and Crime Survey and a series of local focus groups, the PCC took the decision to increase the precept for policing by £9.99 for 2022/23. The proposal was endorsed by the Nottinghamshire Police and Crime Panel in February 2022, with the majority of members supporting an increase in the precept for policing.

## 3b. Grants and Commissioning

The PCC's successful bids and expressions of interest for Government funding in 2021-2 included new funding for DSVa support services, Safer Streets and youth diversion. These new monies, on top of the PCC's annual community safety and victim support services funding, took the PCC's 2021-2 commissioning budget to just under £10 million.

The biggest amount of funding (just under £3m) was spent on victims' services. These include Notts Victim CARE, co-commissioned specialist domestic abuse and sexual violence support services, stalking advocacy, domestic abuse related workforce development and some prevention activity in schools. Twelve local specialist domestic abuse and sexual violence support services received additional funding of just over £340,000 to help them meet the additional ongoing demand created by Covid.

Other major commissioning programmes included: criminal justice related substance misuse support services, co-commissioned with Nottingham City and Nottinghamshire County Councils; funding for community safety partnerships to tackle crime and antisocial behaviour and; third sector grants.



Since coming into office in May 2021, the Commissioner and her Office have secured over £11.6m in additional grant funding. This is helping to tackle and prevent crime and support vulnerable victims. See Annex 1 for further details.

## Also, in 2021/22:

- The Commissioner launched her £1m Make Notts Safe Fund on 26 January 2022. The fund provides multi-year funding for community and third sector organisations to deliver projects that help to deliver against the priorities of the Make Notts Safe Plan.



A range of youth outreach, diversion and mentoring projects were successful in receiving a share of this funding in 2021/22, with the fund also supporting workshops in secondary schools to explore difficult conversations around disability and hate crime, and the 'Second Chance' project, which provided insight into the relationship between addiction, stigma and criminality among minority ethnic communities.

- Successful projects supporting vulnerable women that received a share of the funding in 2021/22 included the 'Nott on our watch' project in Broxtowe to explore survivor experience of abuse (Broxtowe Women's Project), 'Outreach and Support' offering support and signposting for women involved in street prostitution (Jericho Road), 'Engage, Inform, Empower' which provides awareness raising and advice for women on health relationships, abuse and exploitation (Nottingham Muslim Women's Network).





**NOTTINGHAMSHIRE  
POLICE & CRIME  
COMMISSIONER**



“Thanks to the great work the Commissioner is doing with the Make Notts Safe Fund, we at Warsop Youth & Community can carry on with the work we do in our community with our ongoing outreach program and our youth club and tackle anti-social behaviour head on. On behalf of myself, my team and the kids of Warsop – thank you.”

**Wayne Williamson-Cooper,  
Chair of Warsop Youth and  
Community Life skills**

## **Community Safety ‘Small Grants’ Legacy funding**

In addition to these projects, a further 18 third sector community based organisations received a share of £250,000 in 2021/22 as part of grants awarded by the outgoing Commissioner in May 2021.

Commissioner Henry oversaw the delivery of these projects during 2021/22 which saw: around 1,200 individuals benefitting from 1-2-1 support or mentoring; around 3,070 individuals benefitting from group work; and over, 110 individuals being trained to be ambassadors or volunteers who will provide on-going support or awareness raising in the community.

In addition to these outputs, the funding enabled the delivery of over 150 community events or conferences reaching around 6,000 people and over 230 individual awareness raising initiatives.



### 3c. Value for money and sustainability



The Commissioner worked closely with the police and partner agencies to secure value for money in her activities and commissioning activity in 2021/22 and enable greater sustainability and longer-term planning. This included work to:

- Reform the PCC grant process to enable longer-term multi-year funding allocations.
- Improve the evidence base available to inform activity and resource allocation.
- Improve arrangements for holding the police and partners to account for delivery.
- Lobby ministers for a three-year police funding settlement.
- Invest in the police estate to improve overall sustainability and value for money.

The Commissioner has continued to scrutinise force revenue and capital budgets throughout 2021/22, where considerable in-year savings were achieved in relation to:

- Fleet (£767,000) as part of the ongoing benefit of the force's exit from the vehicle Public.
- Finance Initiative scheme.
- Staff pay and allowances (£2,351,000) due to high level of turnover of police staff and a competitive recruiting environment.
- Housekeeping (£267,000) as a result of the finance department reviewing departmental orders.
- September 2021 saw the opening of Nottingham's new custody suite. The custody project is set to deliver a wide range of efficiencies and improvements, as well as improving working conditions for our dedicated custody staff.

## Value for money and sustainability...

In January 2022, the Commissioner attended the formal handover of the new Nottinghamshire Police and Nottinghamshire Fire and Rescue Services' joint headquarters (pictured). The new facilities, including shared office space and a new police-control room, are expected to drive efficiencies and improve ways of working across both organisations.

The Commissioner's decision to halt the relocation of Newark Police Station in December 2021 has led to an innovative collaboration with the East Midlands Ambulance Service. Negotiations on the lease of Phoenix House in Mansfield resulted in a further £600,000 savings.



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**The Commissioner continues to review opportunities to drive further efficiencies in police and OPCC services, through ongoing scrutiny of the force and her independent review of OPCC structure, functions and capabilities. This year (2022/23) will see a full implementation of the recommendations of the review, including bringing staffing levels in line with other comparable OPCCs, and sufficiently resourcing the organisation's growing commissioning and statutory responsibilities.**

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## **4. Other Statutory duties**

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The Police and Crime Commissioner has a wide range of additional statutory duties which have been effectively discharged throughout her inaugural year. These include:

**4a Transparency and Accountability**

**4b Partnership Working and National Contribution**

**4c Consultation and Engagement**

**4d Equality, diversity and inclusion**



## 4a. Transparency and Accountability



The Commissioner has a statutory duty to hold the Chief Constable to account for delivery, including having regard to the Police and Crime Plan.

In 2021/22, the Commissioner reviewed and reformed governance arrangements and introduced a new Accountability Board designed to improve local oversight and transparency.

The Accountability Board is used to track performance and delivery against all aspects of the Police and Crime Plan as part of a formal monthly review process involving the Commissioner and the Chief Constable. Actions and outcomes from the Board are proactively published on the Commissioner's website.

The Commissioner has attended and reported to five meetings of the Police and Crime Panel during 2021/22, including meetings to ratify the statutory Police and Crime Plan and proposed precept for policing.

The Commissioner continues to routinely report to the Panel on activity and outcomes delivered in respect of the Police and Crime Plan and assist the Panel in undertaking effective and transparent scrutiny.





## Handling of police complaint reviews

As a result of reforms enacted through the Police (Complaints and Misconduct) Regulations 2020, the OPCC now has a statutory role in reviewing the handling and outcome of complaints against the police.

Except for complaints against the Chief Constable, which are required to be handled by the police and crime commissioner as elected local policing body, all other police complaints must first be handled and investigated by the Force's Professional Standards Department (PSD), as set out in the Police Reform Act 2002.

Anyone who is dissatisfied with the handling and outcome may request that the OPCC undertake a review of their complaint. This does not, however, enable that complaint to be reinvestigated but it does enable the reviewing officer to determine whether PSD's handling of the complaint, and outcome reached, can be considered to be reasonable and proportionate. A regular dialogue is maintained with PSD to ensure close understanding of their working practices and to assist with their continuous improvement. This is in keeping with the intentions of the 2020 Regulations.

The OPCC undertook 116 complaint reviews during the most recent 12 month period. Of those, 91 reviews were not upheld and 25 were upheld (approximately 22%). In each upheld case and sometime with not upheld cases, the OPCC makes written recommendations to Nottinghamshire Police to assist its organisational learning and performance and practice improvement. This may include positive practice points as well as areas where it is considered that the Force should examine its practices in view of concerns raised by complainants.

As part of its oversight work, the OPCC also undertakes dip sampling of police complaints which continue to be monitored. This has been traditionally recommended by the Independent Office for Police Conduct (IOPC) but it is acknowledged by the IOPC that the sample size is small, and thus is unlikely to be representative of wider trends in Force. The OPCC continues to discuss with the IOPC how best it can monitor effectiveness of police complaints, and give confidence to the public about holding the Chief to account.

## 4b. Partnership Working and National Contribution

The Commissioner has supported work to with partner agencies to formulate and implement local crime and disorder strategies in Nottinghamshire in line with her statutory duties. This has included:



- Continuing to fund Community Safety Partnerships to enable their valuable contribution to the prevention and early intervention agenda.
- Supporting work to ensure evidence-led decision making through the development of the Nottinghamshire Police and Crime Needs Assessment, Joint Strategic Needs Assessment for Serious Violence, Independent Victim Needs Assessment and Night-time Economy Needs Assessment.
- Maintaining a strong multi-agency commitment to tackling serious violence through the Nottinghamshire Violence Reduction Partnership and helping to prepare partners for the introduction of the new Serious Violence Duty.
- Co-operating with local criminal justice bodies to provide an efficient and effective criminal justice system for Nottinghamshire in line with the Commissioner's statutory duties. This has included work to develop Nottinghamshire's first Local Criminal Justice Partnership in 2021/22.
- Attendance and representation at a wide range of local partnership boards and meetings including community safety partnerships, the Nottingham and Nottinghamshire Modern Slavery Partnership and local domestic abuse partnership boards.





## Partnership Working and National Contribution...

The Commissioner has continued to make a positive contribution to national crime and policing agendas throughout 2021/22. This has included:

- Work to align key components of Nottinghamshire Police and Crime Plan with the government's Beating Crime Plan which was published in July 2021. This ensures: a priority focus on reducing serious violent and acquisitive crime; identifying hidden harm; bringing more offenders to justice and; improving the response to fraud and online crime.



- Engagement with and contribution to a wide range of Police and Crime Commissioner roundtable events on agendas such the Emergency Services Network, rape and sexual violence and retail violence.
- Issuing formal responses to significant national consultations, including the review into the role of Police and Crime Commissioners undertaken in 2021/22.

## 4c. Consultation and Engagement

The Commissioner has a statutory duty to consult and engage with local people, particularly in issuing the police and crime plan and setting the precept for policing. In 2021/22, this included:

- Extensive public engagement with more than 334,000 people on social media to inform the development of the Commissioner's Police and Crime Plan.



- Additional engagement through a series of local 'Have Your Say' events and targeted engagement sessions involving the Nottinghamshire Youth Commission, the Community Listening Group, the Nottinghamshire Rural Crime Partnership, a Violence Against Women and Girls listening event and the Nottinghamshire Police strategic leadership conference.
- Capturing the views and perceptions of a robust and representative sample of Nottinghamshire residents as part of the Commissioner's Police and Crime Survey programme. This achieves around 4,500 responses each year.
- Targeted engagement with farmers and rural communities alongside the provision of additional training for officers on the needs of rural communities in collaboration with the National Farmers' Union (NFU).
- Undertaking a cross-party engagement session involving Members of Parliament to discuss the proposed objectives of the Police and Crime Plan and opportunities for closer working on local crime, policing and community safety issues.



## 4d. Equality, diversity and inclusion

The Commissioner has a statutory duty to advance equality of opportunity and work to eliminate discrimination, harassment and victimisation relating to the protected characteristics of individuals.

The Commissioner's Police and Crime Plan published in 2021/22 included a comprehensive set of equality objectives which were closely monitored throughout the year.

These included ambitions to ensure that:

- Policing powers are used proportionately and that our policing crime and victim services are accessible to all.
- We regularly and meaningfully engage with diverse communities.
- We create an organisational culture with a reputation for treating people fairly, respectfully and without discrimination.
- We continue to increase the extent to which the police and OPCC workforce represent the communities they serve.



Outcomes pending: Engaged consistently in the forces Equality, Diversity and Inclusion Board; scrutiny of disproportionality in the use of force and stop and search by police; Uplift and investment in workforce diversity.

# 5. Looking ahead

## 5.1 Areas for improvement

Ongoing internal and external performance management, scrutiny and audit and inspection activity has highlighted a range of areas for improvement in 2022/23. These include:

- Working with local agencies and communities to increase public confidence in the police and feelings of safety at night in view of emerging national trends.



- Increasing levels of hidden harm identified by the police and partner agencies. Proxy indicators tracked by the Commissioner during 2021/22 indicate a 20% reduction in cases identified during the year, including modern slavery criminal and sexual exploitation offences.
- Developing a programme of work to improve force and OPCC mechanisms for consulting and engaging with diverse communities (HMICFRS PEEL 2021/22).
- Ensuring problem solving activity is audited and evaluated and better integrated with the work of other agencies.
- Improving the extent to which repeat and vulnerable victims are identified and advice regarding crime prevention or preservation of evidence is provided.
- Continuing to respond to the rising levels of online fraud and cyber-dependant crime recorded in Nottinghamshire over recent years by prioritising preventative activity and continuing to invest in specialist policing capabilities.

## 5.2 Delivery Plan for 2022/23

The Commissioner's forward plan for 2022/23 features a number of significant organisational developments.

It includes the appointment of a new Chief Constable for Nottinghamshire and work to embed the Commissioner's new Accountability framework. Other specific areas of focus include:

**Preventing**

**Responding**

**Supporting**

## Preventing

- Further building upon our work to reduce the risk of knife enabled crime and other serious violence, particularly as we support partner agencies in complying with the new Serious Violence Duty.
- Further strengthening our offender management processes, particularly in maximising the use of new technology.
- Continue to identify opportunities for new Safer Streets projects and crime prevention activity in existing and emerging priority locations.
- Implement recommendations from the City Night Time Economy (NTE) Needs Assessment in collaboration with a wide range of local stakeholders. This includes proposals for the development of a Multi-agency Safe Space scheme; supporting volunteering; empowering the NTE Safety Group.
- Further developing and embedding the Divert Plus Programme in view of Youth Endowment Fund secured to continue this important project through to March 2024.
- A major expansion of the healthy relationship programmes in primary and secondary schools, aiming to prevent violence against women and girls.
- Learning from the evaluation of our Domestic Abuse Perpetrator Programme and taking appropriate further action.
- Continuing to work with partners to ensure that support is in place to provide help and treatment for people whose offending is driven by substance misuse.





## Responding

- Continuing to increase police officer numbers in Nottinghamshire and overall diversity and representation within the police workforce.
- Developing and embedding the rural community showcase events to improve engagement and improve understanding of the issues and concerns affecting rural communities.
- Work with the Violence Reduction Unit to embed trauma informed approaches across partner organisations and increasing the quality of youth provision delivered by the voluntary sector in across the City and County.
- Further develop the suite of interventions available to support the force's new out of court disposals framework.



## Supporting

- Implement the finding of the independent review into victims support services and re-commission Notts Victim CARE.
- Working with Probation and other partners to commission a new Restorative Nottinghamshire service.
- Open a new Sexual Assault Referral Centre facility for adults.
- Refresh and deliver the Nottinghamshire Violence Against Women and Girls Strategy.
- Continue to co-commission domestic abuse and sexual violence support services in Notts, working with partners and Government to increase funding and meet areas of unmet need, including children and young people and survivors with protected characteristics who are not currently accessing support.
- Working with local and national partners to help residents and businesses to better protect themselves from fraud.
- Commissioning a new service to improve the level of support available to potential victims of Modern Slavery in Nottinghamshire.
- Improving our processes for consulting and engaging with diverse communities.
- Working with police and communities to further strengthen public trust and confidence in the police, following indications of a decline both locally and nationally in 2021/22.







## 6. Annex A.

### Government Grants Awarded in 2021/22

New income confirmed	2021/22	2022/23	2023/24	2024/25
MOJ Core Victim Services Grant	1,349,189	1,354,595	1,354,595	1,354,595
MOJ Rape Support Fund (SV Test)	331,176	470,709		
MOJ ISVA Uplift 1 & 2	153,125	153,125	153,125	153,125
MOJ ISVA/IDVA Uplift funding (3)	692,113	754,866	754,866	754,866
MOJ ISVA Uplift 4		138,070	179,171	179,171
MOJ DSV Uplift Funding – May 2021	335,888			
MOJ DSV Uplift Funding 22-25		402,178	402,178	402,178
MOJ DSV Critical Support Fund	14,821			
VRU - Home Office Funding	880,000	1,414,226	1,058,313	1,047,170
VRU – Teachable Moments – U Turn	233,446			
VRU – Teachable Moments – Divert plus	442,550	527,880	527,880	
Home Office Perpetrator Programme	136,692	136,692		
Safer Streets 2 - Mansfield	432,000			
Safer Streets 2 - Nottingham	432,000			
Safer Street 3 - Bassetlaw	550,000			
Safer Streets 3 - Ashfield	550,000			
Safer Streets Top Up	50,000			
NTE SWAN Bid	293,542			
<b>Total additional grant funding</b>	<b>6,444,542</b>	<b>5,352,341</b>	<b>4,427,128</b>	<b>3,891,105</b>

## **A wide range of agencies including large numbers of third sector organisations were supported by OPCC funding in 2021/22, which included:**

Adverta	Juno Women's Aid	PDMS
Age UK	Karimia	Powell and Barnes
AJ Sport Academy CIC	Leaders Unlocked	media
Al-Hurraya	Life Skills Education Charity	POW Nottingham
Base 51	Mojatu	Pythian Club
Breaking Barriers,	Mountain Healthcare (Adult	Redthread
Building Bridges	SARC)	Remedi
Broxtowe Women's	National Holocaust Centre	Safer Living Foundation
Project	Neil Harrod Ltd Newark	Safer Nottinghamshire
CGL	Emmaus Trust	Board
Changing Lives	Next Gen Movement	SHE UK
Chayah	NIDAS	Signpost to Polish
Central Security	Nottingham BID - Charter	Success
Systems	Nottingham Crime and Drugs	SMSR Research
Children's Society	Partnership	StepOutStayOut
Communities Unite	Nottingham Forest	St John's Ambulance
Davenport	Community Trust	Stonebridge City Farm
Down Knives Up Gloves	Nottingham Mencap	Switch Up CIC
Epic Partners	Nottingham Muslim Women's	TAAS
Equation	Network	Take 1
Evolve	Nottingham Trent University	Tomlinsons
Fierce Start Fitness	Nottinghamshire Victim	TONIC
Framework	CARE - Catch 22	Touch Design
FreeVA	Nottinghamshire Women's	Ugly Mugs
Helping Kids Achieve	Aid	Unity in the Community
Imara	Nottingham Women's Centre	Warsop Youth and
Improving Lives Notts	Notts Counselling Service	Community
Information by Design	NUH (Paediatric SARC)	We R Here
Inspire and Achieve	NSVSS	YMCA Newark and
Jericho Road	One Conversation	Sherwood



# WAYS TO KEEP IN TOUCH

I want to keep you updated on our work to deliver this plan and I want you to tell me how you think we are doing. There are many ways we can keep in touch:

You can follow me on Twitter  
You can like my Facebook page.

You can learn more about my work by visiting my website  
<https://www.nottinghamshire.pcc.police.uk>.

Though these channels I will keep you up to date on the work we are doing and the key decisions I have made, and I will ask you to tell me what you think about certain policing and crime issues and the precept for policing.

I will also be out and about in your area, taking to communities and seeking their views.

If you would prefer to write to me, you can do so at:  
Caroline Henry, Nottinghamshire PCC, Force  
Headquarters, Sherwood Lodge Drive, Nottingham, NG5  
8PP.

You can call the police locally on the 101 non-emergency number for matters that are less urgent than a 999 call - such as reporting a crime that has happened, reporting a minor road traffic collision, giving information about a crime or offender or to contact your Neighbourhood Policing Team for information or advice. 101 is available 24 hours a day, seven days a week.

In an emergency, you should always call 999.



**NOTTINGHAMSHIRE**  
POLICE & CRIME  
COMMISSIONER