



**MINUTES OF THE NOTTINGHAMSHIRE ACCOUNTABILITY BOARD: Wednesday 19th October 2022
3.00 pm – PCC Office**

1. Attendees:

OPCC		
Sharon Caddell	Chief Executive & Monitoring Officer	S.Ca
Gillian Holder	Chief Finance Officer	GH
Daniel Howitt	Head of Strategy & Performance	DH
Sandra Coleman	Minutes	Sandra
Force		
Craig Guildford	Chief Constable	CG
Mark Kimberley	Chief Finance Officer	MK
Apologies:		
Caroline Henry	Notts Police & Crime Commissioner	CH
Steve Cooper	Deputy Chief Constable	SC

2. Minutes of Previous Meeting

The minutes of the previous meeting were agreed as a true and accurate record.

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

The log is attached to the minutes and can be accessed via the link below.

<F:\WORK MEETINGS\Accountability Board\Accountability Meeting Action Log 2022.xlsx>

S.Ca asked for it to be noted that the OPCC were grateful to receive a clear suite of papers from the Chief's team – the OPCC were genuinely impressed with the papers and appreciated the work that had gone into preparing them, and the transparency of the papers.

Each paper was discussed with the key points arising highlighted below.

4.0 THEMATIC REPORTS: Support (C3: Exposing Hidden Harm, Safeguarding Vulnerable People)

4.1. Mental Health

4.1.1 Roughly 20% of demand overall was crime and 80% non-crime – most with a mental health overtone. Particularly lower-level harassment not resulting in serious violence. In terms of the profile changing in terms of demand following covid; feedback from mental health nurses is that demand has started to pick up again including issues that people have come across due to lockdown i.e., isolation linked issues which are becoming more prevalent.

Action 33/22: (CG) Chief to ask if data can be shared.

4.1.2 No analysis has been commissioned in terms of reduction in S136 MHA detentions, but it has made a huge difference on the response teams. The s136 is detention setting, not care and takes a considerable amount of time. However, no paper has been done on it.

Action 34/22: (CG) Chief to request benefits realisation paper to be presented to future meeting.



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- 4.1.3 Data from the Force's Situation Reports in terms of demand over recent months indicates that 999 and 101 calls have gone up nationally and locally. Overall incident numbers are about the same. The Chief explained that one of the ACCs will allocate to Force operations.

4.2 Child Sexual Exploitation

- 4.2.1 In terms of how MASE (Multi Agency Sexual Exploitation), TOEX (Tackling Organised Exploitation) and SERAC (Slavery and Exploitation Risk Assessment) inter-relate; at this stage not certain how but that they do complement each other. TOEX is a whole system approach and is the main driver of the local meetings.

Action 35/22: (CG) Chief to check how the SERAC process interlinks and confirm.

- 4.2.2 Data governance sharing is very good across the various models, it is recognised that it addresses safeguarding and vulnerability.
- 4.2.3 There is a 20% vacancy shortage of detectives across the UK. Most of the vacancies will be in bulk domestic violence investigation of adults. Some of the DCs are now coaching the new officers which is showing good results.
- 4.2.4 CSE in the online gaming environment has not been seen locally. Force has a good approach and acts quickly. Also have several covert human intelligence sources. SIRO module which is signed off by teachers has also been done for some time now.

4.3 IICSA (Independent Inquiry into Child Sexual Abuse)

- 4.3.1 In terms of the findings from IICSA, all agencies have updated their training, including ambulance referrals, and there are some specific areas of learning included around how to communicate in the first approach to victims, along with additional training with outside trainers to ensure that the training covers latest developments. Feedback from the survivors' group has been welcomed.
- 4.3.2 Andy Gowan has led on the dip test findings and outcomes from the work of the Improving Investigations Group over the course of the year and has produced a report.

Action 36/22: (CG) Report to be shared with PCC.

- 4.3.3 Activity to safeguard/minimise attrition among existing PP/PP2 workforce include things like an increase in salary for the role; coaches to receive extra salary and if they are successful on fast track they are posted back to where they came from to retain staff. (Public protection is the most successful department where people are promoted). (Mention of the 459 suspects linked to Nottinghamshire Police – means linked to the Notts Police Force area).

4.4 Domestic Abuse

- 4.4.1 The impact of the inclusion of standard/medium risk cases has recently been considered as part of the ADA process. The IDVA service has been in place for 12 months.
- 4.4.2 The multi-agency review of MARAC and work to strengthen links between MARAC and MAPPA will feed into the development of the Vulnerability Action Plan/Strategic Vulnerability Scrutiny



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Panel.

4.4.3 The main reasons why cases do not secure charges is to do with evidential/victim not supporting so this undermines evidential charges or corroboration. These numbers would look good if compared to other Force's.

4.4.4 There is currently no update on the potential DAPO pilot which the Force is hoping to take forward, but arrangements are progressing well.

Action 37/22: (CG) Chief to update at future meeting and advise if the pilot comes with some funding support.

4.4.5 The Force have a good outcome on safeguarding but not on criminal justice in terms of reported FGM, forced marriage and HBV. We don't always see a charge in terms of trafficking, but a different charge in terms of assault. We know about more than we have ever known which is a good thing in terms of safeguarding.

4.5 Sexual Violence

4.5.1 The ACCs oversee the spread in geographical areas of the 100 specially trained officers to ensure concentration is not just in one area. It is demand or intelligence led; mainly demand led with good respect to local geography and spread.

4.5.2 Positive outcomes are being achieved by the Force's new RASSO digital vans.

Action 38/22: (CG) Chief to check if data can be shared.

4.5.3 The Early Investigatory Advice process is Improving outcomes, but not time limits. Unless we get a strong direction from a prosecutor to say this is going nowhere, stop. We have one of the highest charge rates. There is talk about it being rolled out to most Force's and Notts is on the list.

5.0 VAWG Governance Report (Force) - OPCC would like it to be noted that this is an excellent report from the Force

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5.1 There is an intelligence-led approach in counter corruption to this based on a range of sources. Lessons learned by PSD are fed into future investigations and into Hayley. The misconduct is done at the same time as the criminal meaning that we take half the time most other Force's take.

5.2 Call it out campaign

Action 39/22: (CG) OPCC would welcome an update at a future meeting.
Action 40/22: (CG) Force to provide update on the core of volunteers to be established to train and equip officers to be Male Allies to women within the organisation (page 3 of report – Clare Gould is point of contact).

5.3 Assistant Commissioner Louise Rolf wrote to all forces to use the MATAK (multi-agency task and co-ordination process) approach and tracking and working with the most harmful offenders of domestic abuse. Therefore, in principle, yes. There is the reassurance of things



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being dealt with in one place by one department to get better approach. An assessment of risk flags up whether a public protection specialist is needed to look at offender's history rather than just the offence that presents itself to the police on that single occasion.

- 5.4 Internally the objective of engaging and working with minoritized and neurodiverse groups is met regarding neurodiverse and adverse child experiences and trauma approach. The main emphasis is on more of the settled communities rather than new communities. Some work has been done with Ukrainians and the city council on new arrivals from Africa and middle east. The OPCC welcomed the inclusion of a public health approach with this paper

Action 41/22: (CG) Intersection of engagement to be included in update of future VAWG paper

In terms of the work around sex workers; the headlines coming out of this work are that there are several individuals aged 50+, usually in a good financial position, who are becoming victims but do not accept that they are victims. Improving data quality is a key priority for tactical VAWG leads. CG believes that there is a good linkage between public protection and local policing, marrying up safeguarding with officers outside.

6.1 Community Engagement

- 6.1.1 The main specialist training the Force is providing to support effective delivery of engagement plans with communities is with the Neighbourhood Officers in terms of the linkage to the problem solving. Over and above that it is from corporate comms, and Lynn (Heath) is about to refresh it. Other things like Neighbourhood Alerts, Reacher, SEIOs's, CIPD dept linked to recruitment and engagement. The training provided does include cultural competency aided by IAGs and others brought into the training school.
- 6.1.2 The National Race Action Plan is locally owned by DCC Steve Cooper and DS Imran Rafiq, along with local meetings with IAG and the neighbourhoods. Also have regular staff networks catch ups including complaints and misconduct, use of force boards, external scrutiny listening group developments. We are much better than most of our peers, making sure the doors are open for the ride-alongs etc, which they are.
- 6.1.3 The Force is working to overcome barriers to engagement with young people in harder to reach communities by, for example, holding a football competition and screening of the film tomorrow as part of Black History month. Also, all the outreach stuff Romel Davis does with vulnerable young people, mini police, and specials where representation is better than in the full-time service; younger people seeing police in non-confrontational environment. The Race Action plan is deliberately angled to afro Caribbeans. The Police service is still struggling with young black individuals in its ranks.

Action 42/22: (S.Ca) National Race Action Plan is something that Commissioner and current and future Chief are passionate about – add to forward work programme – next quarter meeting.

6.2 Tackling Rural Crime

- 6.2.1 In terms of ensuring that the Force is ensuring an effective response to victims of domestic abuse and violence in more isolated communities; CG explained that people are treated according to their needs despite what their environment is, they receive a professional



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service. Secondly, there are trusted third parties. S. Ca explained that there are known factors that prevent rural areas from accessing services/reporting issues and this is around maintaining equity of service.

- 6.2.2 We have good success rate in working with the NFU who are linked with young farmers. However, not sure it is as foregone as what is happening in Cumbria.
- 6.2.3 Police and partners in Cumbria have demonstrated good practice in training young farmers in rural crime prevention. What can we do in Notts to better engage with young farmers and embed crime prevention and early intervention approaches in rural areas.

Action 43/22: (CG) Force to check situation in comparison with the work being done in Cumbria

6.3 IAG

- 6.3.1 The impact of the insight and advice of the IAG has been very positive both organisationally and operationally. From an organisational perspective for new recruits to hear accounts of how it feels to be from a different community, along with perspectives on how it feels to be a victim or offender is very useful. Also, members of the IAG are good at advocating the Force around use of Force like tasing. In terms of emerging communities, IAG are faster than the council in giving a heads up with advice on using deployment and what may be happening in other areas of the country that may affect this area so that preparations can be put into place.
- 6.3.2 The purpose of an IAG is not to use the information to share with the local community and media, it is to understand and incorporate lessons learned and give confidential advice. The biggest area of impact is stop search, use of Force, old approach to training and reality learning. For example, the Force has looked through body worn video clips and then been trained around communicating the need to switch it on rather than it being a choice.

7.0 Complaints, Vetting and Misconduct - Minutes to note that the OPCC thought the paper was good and articulated the points well.

- 7.1 The Force is taking steps to measure disproportionality in the outcomes of internal conduct matters – this is within the Chief's portfolio. We have contributed to 3 national surveys and no disproportionality has been displayed.
- 7.2 Overall in terms of complaints rather than conduct – the emerging trends are authority, respect, courtesy in dealing with property and use of Force/general disrespect rather than other things. In terms of misconduct the theme is around internally reporting the use of digital means i.e., for no police purpose but for neighbours, friends, family – tending to be the younger people in service. This is covered off in training (and in supervisors' course) in terms of the appropriate use of systems, and via PSD.
- 7.3 Related to the implementation of learning and recommendations from the NPCC and CoP on police perpetrated VAWG, the Chief has been involved in the last 6 months in terms of all the learning that Hayley has included and has produced a log. The top 3 things; Centurion report,



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twin track approach, and broader issue of getting the prevention method correct. Key findings and lessons learned are shared back to Inspectors/Supervisors etc.

- 7.4 Public satisfaction levels in the complaint procedure are measured by having supervision on national investigators course. Additional training also provided. Next step is to compile a report and anticipate increasing overtime.

Action 43/22: (CG) GH acknowledged the great work set out in the paper from a reactive perspective but requested that future reports include some focus on the proactive preventative work that is done. It was thought that activity does take place to help individuals to do the right thing e.g., training, ethical dilemmas etc. but the report didn't focus on any of that activity. CG agreed that can be included in future

8. Corporate Performance Summary

Action 44/22: Update to be provided.

9. Delivery Plan Dashboard

Dan Howitt presented the dashboard. The red tasks included the commission and implementation of a targeted youth outreach programme which is now underway, and the specification is out for consultation with partners. The second one is around response to mental health and multiple and complex needs and arranging a Crisis Care Concordat meeting and that some support would be needed from the Force as the last meeting had been cancelled. Chief queried why it had been cancelled and S.Ca to confirm.

**Action 45/22: (DH) Crisis Care Concordat meeting to be arranged with support of the Force
Action 46/22: (S.Ca) to confirm why the previous Crisis Care Concordat meeting had been cancelled**

10. Independent Community Scrutiny Panel

DH provided an update. Two further Board Members are to be recruited. S.Ca has advised George Bascom to mirror the Force's efforts on the Police Race Action Plan.

11. Police & Crime Plan Survey

DH presented the survey. It was noted that there had been a rise in vehicle crime, and an incremental rise in hate crime. The ASB task Force review showed the changing nature of ASB across the county. DH explained that the victim and witness groups explore opportunities to improve the provision of crime prevention advice via the survey, and the neighbourhood policing teams, and safer streets utilise the survey findings to better target feedback and improve understanding of levels of satisfaction with the Police, and the PCC seek assurance that the activity being undertaken at local levels addresses public priorities.

There is still some work to be done around public confidence. 24% of respondents in the survey have had contact with the Police within the last year and there has been a slight upturn in terms of dissatisfaction – need to unpick it, to see why they were contacting the Police, what issues were being raised, etc.

Action: 47/22: (Sandra) – Police and Crime Plan Survey to be added to the Chief Update meeting of 1st November 2022 (Discharged)



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Action 48/22: (Sandra) Police and Crime Plan Survey to be added to Monday Morning Briefing agenda for 31st October 2022 (Discharged)

12. Key Business Decisions

Up to date with Decision Records – looking backwards is good, but not looking forwards.

Action 49/22: (MK) to advise who the advanced decision list is sent to as it is not received by OPCC

13. AOB

Chief advised that the Force is keeping an eye on the IICSA, and that Corporate Comms have it. Chief advised that the Force had recently had a positive meeting on London Road.

Date and time of next meeting:

The November Accountability Meeting is currently scheduled for 6th December 2022 at 9.30 am.