

For Consideration	
Public/Non Public	Public
Report to:	Audit and Scrutiny Panel
Date of Meeting:	18th February 2014
Report of:	Paddy Tipping Police Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	4

POLICE AND CRIME COMMISSIONER'S UPDATE REPORT

1. PURPOSE OF THE REPORT

- 1.1 The Panel to note the contents of this update report.

2. RECOMMENDATIONS

- 2.1 The Panel to note the content of this update report, consider and discuss any issues or concerns and provide the Commissioner with advice as appropriate.

3. REASONS FOR RECOMMENDATIONS

- 3.1 To provide the Panel with sufficient information about performance so that they can review progress and provide the Commissioner with appropriate advice in support of achieving his Police and Crime Plan targets.

4. Summary of Key Points

POLICING AND CRIME PLAN – (2013-18)

- 4.1 Performance against targets across all themes is contained in the tables at **Appendix A** up to November 2013. Data for December 2013 is still being finalised and is currently not available for this report.
- 4.2 It should be emphasised that some of the performance data is only readily available on a quarterly basis (especially partnership and other national data) and therefore not available for this report. However, some data is now reported on to show comparative City and County performance.
- 4.3 The Performance data contained in this report has been taken from the Force's detailed and validated unrestricted monthly Performance and Insight Reports and

Commissioner's weekly performance reports in respect of key Policing Plan priorities.

- 4.4 The Commissioner has a statutory duty to ensure that the Force is efficient, effective and provides value for money. A range of performance indicators relating to the 7 strategic themes contained within the current Police and Crime Plan are monitored by the Office of Commissioner and where performance is identified as a risk the Commissioner holds the Chief Constable to account to seek assurances that action is being taken to address the performance concerns.
- 4.5 The Commissioner will do this through bilateral weekly meetings with the Chief Constable and through an extended bimonthly Resource and Performance meeting with the wider Chief Officer Team. In addition, the Commissioner his Deputy and various members of his office attend a number of Force and Divisional performance meetings where necessary assurances are sought and obtained.
- 4.6 The following performance indicators identify areas which are currently off target. Further explanation is given in the respective theme and also **Appendix A**:
- 60% of people agree that the Police and Council are dealing with local Anti-Social Behaviour and other crime issues – Currently 51.2%
 - Improve the current timeliness and quality of files – quality and timeliness still an issue at Magistrates Court
 - Reduce % of ineffective trials in the Magistrates' and Crown Courts – still an issue in both Crown and Magistrates Courts
 - 10% reduction in All Crime across the Force - +1.4% in November 2013
 - 37% detection rate (including Positive Outcomes) for recorded offences – 31% in November 2013
 - 10% increase (year on year) in the numbers of confiscation and forfeiture orders compared to 2012-13: -4.7% compared to previous year
 - Total number of days lost due to sickness (3.7%) – Officers only 4.05%
 - BME representation (to close the gap) - Current BME representation in Force stands at 4.1% for Officers, and 4.6% for staff (November 2013) and BME community representation is 11.2%.
- 4.7 The Commissioner is satisfied that the Chief Constable is aware of these issues and is taking appropriate action to address them all.

Theme 1 Protect, support and respond to victims, witnesses and vulnerable people

Performance

- 4.8 As of September 2013, it will be seen that 87.1% of victims of crime are completely, very or fairly satisfied with the service they have received from Nottinghamshire Police which is just 2.9% away from the 90% target. The County is 87.8% and the City is 86.2%.

- 4.9 In November, 98.5% of victims and witnesses were extremely or very satisfied with the services provided in Court and the 90% target has been achieved in each of the last 11 months. Year-to-date figures (April - Nov 2013) show an average satisfaction level of 94.2%, while 88.0% felt confident to give evidence.
- 4.10 No further updates have been received since June 2013, so currently over the past 12 months 51.2% of people agreed that the Police and Council are dealing with local anti-social behaviour and other crime issues. This is an improvement since March this year and now 8.8% short of the 60% target to be achieved by 2015-16.
- 4.11 The Force has been set a target (5% year on year compared to 2012-13) to reduce the number of repeat victims of:
- Domestic Violence (DV)
 - Hate Crime (HC)
 - Anti-Social Behaviour (ASB)
- 4.12 During the year repeat victimisation^a has decreased by 10.2% which is driven by ASB (-11.5%). The Table below also shows the current performance for Domestic Violence (+13.0%) and Hate Crime (+34.1%):

Domestic Violence	Year-to-date performance				Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	547	469	78	16.6%	446	101	18.5%
County	750	718	32	4.5%	682	68	9.1%
Force	1297	1187	110	9.3%	1128	169	13.0%

Hate Crime	Year-to-date performance				Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	21	11	10	90.9%	10	11	52.4%
County	20	17	3	17.6%	16	4	20.0%
Force	41	28	13	46.4%	27	14	34.1%

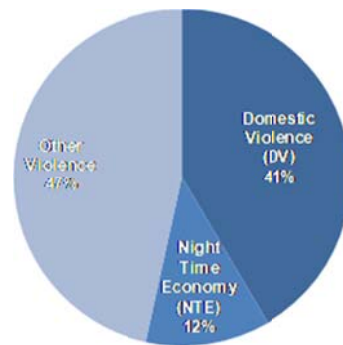
Anti-Social Behaviour	Year-to-date performance				Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	2,050	2,243	-193	-8.6%	2,131	-81	-4.0%
County	2,522	3,125	-603	-19.3%	2,969	-447	-17.7%
Force	4,572	5,368	-796	-14.8%	5,100	-528	-11.5%

^a

A repeat victim is defined as an individual that has been a victim of that crime, or incident in terms of ASB, in both the current month and at least once in the preceding twelve months. So, for example, a repeat victim of Domestic Violence in June 2013 will have been a victim of Domestic Violence in June and at least once in the period between June 2012 and May 2013.

4.13 The numbers for Hate Crime are low which makes the percentage change more pronounced. The City has greater repeat victimisation in both crime types (+18.5% DV, +52.4% HC).

4.14 The pie chart below identifies that Domestic Violence equates to 41% of all violence and clearly exceeds Night Time Economy violent crime (12%). However, a large proportion of DV crimes are repeats and emphasises the importance of reducing repeat victimisation through positive Police action and partnership support.



4.15 There is no new data since the last report for the number of people killed or seriously injured (KSI). Currently, Quarter 1 and 2 figures reveal that between January and June 2013, the Force recorded a 23.5% reduction in KSIs when compared to the same period of 2012. This equates to 64 fewer people Killed or Seriously Injured on Nottinghamshire's roads, and means that the Force is currently on course to meet the long term target reduction for this measure. While all user groups are showing a reduction, the vulnerable road user groups (motorcyclists, pedal cyclists and pedestrians) show the greatest reductions in percentage terms.

4.16 However, Panel members may be aware through media coverage of the number of fatal road accidents during December 2013. The figures for December will be reported to the next meeting of the Panel once finalised.

Activity:

4.17 The Force recognises that Hate Crime and Domestic Violence repeat victimisation is a concern and continues to take positive action. The Force continues with its '**Alliance Against Violence**' campaign which will address all aspects of violence.

4.18 The Force is aware that placing greater emphasise on taking swift action to tackle repeat offending for DV will help reduce violent crime overall but most importantly reduce the misery for many repeat DV victims. However, in order to prevent further repeat victimisation the Police need swift help from partners also.

Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process

- 4.19 Performance on this measure remains stable in the short-term, however it is not possible to make accurate long-term judgments regarding trend due to a lack of data.
- 4.20 The Crown Court continues to show the stronger performance this month, with improvements in both file quality and timeliness meaning that the target has been achieved (year-to-date to October 2013). It should be noted, however, that performance in both September and October was below the average for the year so far, which is positive, however this should be taken in context with a high average error rate due to previous poor performance, and also that lack of substantial information for this indicator does mean that no robust conclusions can be derived from the information. The position compared to target for timeliness has deteriorated when compared to that reported at the end of August.
- 4.21 The Magistrates Court is experiencing an improvement in performance in terms of the quality of files submitted this month, with the error rate in October being the lowest recorded this year, meaning that the target improvement has been achieved. In contrast to this, the late rate was at its highest this year (30.8% of 13 files submitted), and the year-to-date timeliness target has not been met.
- 4.22 Year-to-date figures to November 2013 show that the current effective trial rate is 43.8% for the Crown Court and 41.4% for the Magistrates Court, meaning that neither court is achieving the target 50% effective trial rate.
- 4.23 Performance across both courts has been fairly static over the last 14 months, and there is little change in the effective trial rate for either court this month. The proportion of cracked trials (where the defendant offers an acceptable plea or the prosecution offers no evidence) and ineffective trials (where no final outcome is reached) also remain unchanged this year.
- 4.24 Current trends suggest that the 50% target will be a challenging one to achieve this year. Improvements in file quality and timeliness may help to support the Criminal Justice Service in improving the effective trial rate for the courts.

Activity:

- 4.25 The Force continues to work with its local criminal justice partners to take action to increase the quality and timeliness of the evidence submitted by officers. Key issues have been identified and a Force working group has been established to tackle the range of issues.

Theme 3: Focus on those local areas that are most affected by Crime and anti-social behaviour (ASB)

- 4.26 The Force continues to record a year-to-date increase in All Crime, and is therefore not achieving the 10% reduction target. On a positive note, performance improvements have continued into **November**, with a 4.1% reduction in the month compared to November 2012. This means that the year-to-date increase is the smallest it has been this year, at **1.4%** (637 offences).

- 4.27 In terms of divisional performance, both City and County are recording increases year-to-date, and similarly to the Force level picture, these increases are notably smaller than those reported previously this year (**City +1.0%** or 212 offences, **County +1.7%** or 425 offences).
- 4.28 As discussed in the previous report, Theft & Handling and Violence Against the Person offences account for a large proportion of the Force's All Crime, and these groups continue to record year-to-date increases. However, there remain signs of improvement in VAP, with the Force recording its second consecutive month-to-date reduction in VAP offences this month.
- 4.29 Both Burglary Dwelling and Robbery remain a concern, with large percentage increases recorded in both of these offence types year-to-date. Although, it should be noted, that Robbery offences decreased in the month of **November**, and as this is a low volume offence, the effect of this month-to-date reduction is apparent in the year-to-date performance.
- 4.30 The Force is currently recording a detection rate of 31.0% year-to-date, a 5.4 percentage point (pp) drop compared to same period of last year and 6.0pp below the Police & Crime Plan target. Despite the low rate the Force has around 392 offences which are still 'Awaiting Detection Approval'.
- 4.31 Once these are finalised the Force detection rate for the year so far will rise to 33.1%, still a considerable distance away from target. Reviewing detection performance as a whole, the Force has recorded a reduction in detection volume of 10.2% or 1,706 less detections than last year, and this is compared to an increase in overall offence volume of 1.3% (605 more offences than last year).
- 4.32 The table below shows the Force's Priority Areas which have a mixed performance, with the majority now recording increases in crime. One area which is highlighted as showing strong performance is Aspley in the City, where a reduction of over 60 offences in the month of **November** has had a noticeable effect on year-to-date performance.

Partnership Plus Area	Year-to-date performance				Target Position		
	2013/14	2012/13	Volume Change	Percentage Change	Current Stretch Target	Difference from Stretch Target	Percentage Difference from Stretch Target
Arboretum	1,006	860	146	17.0%	654	352	35.0%
Aspley	1,066	1,174	-108	-9.2%	892	174	16.3%
Bridge	577	681	-104	-15.3%	518	59	10.2%
Bulwell	1,300	1,288	12	0.9%	979	321	24.7%
St Ann's	849	736	113	15.4%	559	290	34.2%
Carr Bank	220	197	23	11.7%	162	58	26.4%
Portland	573	543	30	5.5%	445	128	22.3%
Woodlands	557	508	49	9.6%	417	140	25.1%
Hucknall Central	250	299	-49	-16.4%	245	5	2.0%
Hucknall East	448	339	109	32.2%	278	170	37.9%
Kirkby East	399	414	-15	-3.6%	339	60	15.0%
Sutton Central/East	774	710	64	9.0%	582	192	24.8%
Castle/Magnus	870	877	-7	-0.8%	737	133	15.3%
Worksop	1,768	1,602	166	10.4%	1346	422	23.9%
Eastwood South	507	366	141	38.5%	300	207	40.8%
Netherfield And Colwick	394	437	-43	-9.8%	358	36	9.1%

Activity:

4.33 This Force's proactive work to reduce violence, such as the '**Alliance Against Violence**' campaign, is having a positive effect on performance.

4.34 The Commissioner has completed his plan of activity visiting all key crime areas with the Deputy Commissioner during October and November 2013 and has a better understanding of the issues at grass roots levels. He has been assured that what can be done is being done. However, these visits have provided valuable insight into key issues which he will address as part of the Police and Crime Plan and Delivery Plan refresh.

4.35 The Force will continue to use Converter Teams to maximise detection opportunities, with a review process undertaken to ensure that the resources put into the programme are equal to the benefits received.

4.36 A Review of Converter Teams has now been completed and recommendations put forward to senior management for consideration.

4.37 The Force continues to promote the use of Community Resolution disposals^b where appropriate and all officers are currently offered the opportunity to attend a

^b Community Resolution is an innovative approach to dealing with minor offences, such as trivial thefts, public disorder, criminal damage (such as vandalism), and inconsequential assaults. It is also an alternative to a Reprimand, which is the regular legal consequence imposed on young offenders.

workshop which provides information and guidance on the use of Community Resolution as a method of detection.

- 4.38 The Commissioner continues to obtain assurance that the Chief Constable is firstly aware of the issues and is taking appropriate action to tackle them. In support of this, officers from the Commissioner's Office continue to attend Force and Divisional Performance meetings and the Commissioner and Deputy Commissioner are subsequently briefed on any emerging risks to performance.
- 4.39 The three Partnership Gold Groups continue to meet and implement their action plans.
- 4.40 The Commissioner reported previously that that he had commissioned Professor Simon Holdaway to undertake academic research to better understand why so many offenders continue to commit shop theft even after being dealt with numerous times at Court. The Force are still working on collating the data.
- 4.41 In addition to activities undertaken by Gold Groups and Community Safety Partnerships (CSPs), key actions being taken by the Force on other key performance risks include:

Crime Type	Location	Current Actions
All Crime	County	The County's Partnership Plus Areas are subject to costed delivery plans which are funded through the Safer Nottinghamshire Board. These plans are monitored and delivered through the Community Safety Partnerships for each of the County Operational Areas. The Partnership Plus areas are subject to an inflated All Crime reduction target of 18% (16% in Bassetlaw/Newark & Sherwood) due to the increased funding available to these areas to tackle Crime and Anti-Social Behaviour.
All Crime	City	The City's Priority Wards are monitored through the City Crime and Disorder Partnership and are subject to additional activity in order to tackle the high volume issues in these areas.
VAP	Hotspot areas	A micro-beat technique is being used to identify sub-beat level areas within hotspot locations for VAP offences, such as those areas in town and city centres where violence offences are likely to occur. It is intended that this technique will allow officers to prevent or diffuse potentially violent situations before they can escalate.

Crime Type	Location	Current Actions
VAP	Force-wide	The Force has recently established a Violence Against the Person gold group, which is directing targeted activity across the Force.
Theft and Handling	City	Operation Dormice has commenced in the City, working to reduce shop thefts in the top retail premises by identifying and managing prolific offenders through the Integrated Offender Management team.
Theft and Handling	Force	Operation Chasible continues to run on both City and County. This is an ongoing operation to tackle shop theft in those retail premises with the highest levels of shoplifting. The operation involves liaising with retail premises to introduce a prevent and deter strategy, and introducing specific action plans for each affected store. CCTV and undercover officers are also being utilised in hotspot locations.
Theft and Handling	City	Ongoing engagement between the licensing team and the City's licensed premises in order to reduce theft from person offences in nightclubs and bars, particularly of mobile phones. This includes the use of ID scanners in the City's licensed premises, which was initially piloted in Rock City.
Student-related Crime	City	Operation Graduate began in September with the aim to reduce student-related offences which are known to increase when student residents, particularly first-year university students, return to the City for the start of the academic year. Planned activity will target areas with a high concentration of student residences, and will also use a preventative strategy by educating students on personal safety and home security.
Burglary Dwelling	Force-wide	The Force has a Burglary gold group, which is directing targeted activity across the Force.
Burglary Dwelling	Force	Operation Graphite launched a period of intensive activity in October in an effort to effectively manage the Force's most prolific burglary offenders.

Crime Type	Location	Current Actions
Burglary Dwelling	Force	Operation Optimal Forager commenced in September and features cocooning of households who are direct neighbours of burgled houses, and dedicated patrols in identified hotspot areas. This focuses on face to face contact with householders offering bespoke crime prevention advice, and in the case of vulnerable victims in particular, support to secure their property.

Theme 4: Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour

4.42 In respect of alcohol related hospital admissions, Nottinghamshire Police Force data is broken down by the two Local Authorities; Nottingham and Nottinghamshire. The volume of admissions in quarter four (Q4) of 2012/13 was; 1,405 for Nottingham, 4,150 for Nottinghamshire.

4.43 These totals represent decreases for both Nottingham (-18.5% or 319 fewer admissions) and Nottinghamshire (-8.3% or 374 fewer admissions), compared to the same quarter the previous year, in the previous quarter (Q3). Both local authorities recorded increases compared to the same quarter the previous year.

4.44 Year-to-date figures reveal that 15.5% of All Crime in Force was alcohol related, compared to 17.3% last year. (Year-to-date: City 17.1%, County 14.2%). Over the same time periods, 27.7% of Violent Crime (All VAP, Robberies and Sexual Offences) was alcohol related in 2013/14, compared to 32.2% in 2012/13.

4.45 However, due to current recording limitations there is no target for this measure and the current results should be treated with some caution during the monitoring phase. Improvements in recording practices will be monitored this year with a view to setting a target in later years.

Activity:

4.46 The Alcohol Strategy is now in the implementation phase and the Commissioner is hopeful that at some point in the future he will have positive news about the results.

4.47 This strategy is the product of his first Alcohol Conference which took place in the summer and brought together a multitude of people involved in responding to alcohol abuse. Partnership work is now thoroughly embedded in all aspects of his crime prevention work and nowhere is this more evident than in this document, which sets out each partner will jointly support each other to lessen the impact of alcohol addiction on the health service, public safety, individuals, families and local taxpayers – while also protecting the prosperity of the night-time economy.

- 4.48 Part of his ambitious plans include increasing information-sharing between various agencies to sign post people to support quickly as well as tougher enforcement through expanding the number of proactive licensing visits to check compliance. The key theme is early intervention to stop a chain of events which could include a hospital admission, a crime being committed or a vulnerable person becoming a victim of crime.
- 4.49 This strategy has been heavily influenced by local opinion, gathered via our consultation survey between May and September. It is known that alcohol use is a problem in many local neighbourhoods, regardless of whether they are sited close to pubs and clubs, and that there is widespread support for tougher controls on alcohol sales, marketing and promotion. As a result, partners have agreed to trial fresh approaches which have found success elsewhere in the country to make it more difficult to drink to excess without it leading to severe and possibly criminal consequences.

Theme 5: Reduce the threat from organised crime

- 4.50 The activities of Organised Crime Groups present one of the priority external threats to policing in Nottinghamshire. They have a direct and indirect involvement in a wide range of serious criminality including Murder, Serious Violence, the Criminal Use of Firearms, Drugs Supply, Serious Acquisitive Crime, Fraud and Sexual Exploitation. They impact upon confidence and satisfaction, community cohesion and police endeavours to reduce crime and keep people safe from the risk of harm.
- 4.51 In terms of criminal intent and capability, the current threat from Serious, Organised Crime in Nottinghamshire remains significant and consistent despite evidence of successful disruption within the last 12 month period as a result of various Nottinghamshire Police and regional operations.
- 4.52 The current intelligence picture relating to organised criminality, coupled with the upcoming prison release of key individuals linked to organised crime, suggests that the medium term threat from Serious, Organised Crime in Nottinghamshire will not change from its current threat status of significant and consistent.
- 4.53 The Force has a target to increase the number of confiscation and forfeiture orders and is currently recording a slight decrease in the number of orders, with 121 orders this year compared to 127 last year (a reduction of 4.7%).
- 4.54 This reduction in the number of orders means that the Force has not achieved the target volume of orders year-to-date, with 121 orders compared to a target of 140 orders, meaning that the Force has fallen short of target by 19 orders or 15.5% based on year-to-date figures. It is worth noting that this year-on-year picture appears to be deteriorating with the current gap to the target and comparison to last year both worsening compared to last month.
- 4.55 So far this year the Force has recorded a total order value of £680,372.60 (down £589,353.86 compared to last year) which equates to an average order value of

£5,622.91, a decrease of 43.8% compared to the average order value recorded during the same period of last year (£9,997.85). It should be noted again, that this position has also deteriorated compared to last month .

Activity:

4.56 The activities reported to the Panel in October 2013 continue to be implemented.

Theme 6: Prevention, early intervention and reduction in re-offending

4.57 There have been 313 First-Time Entrants (FTEs) into the Youth Justice System this year (April – November 2013). This is a reduction of 19.9% (78 FTEs) compared to last year. The current year-to-date target has been achieved and is currently 12.4% or 39 FTEs better than target.

4.58 The largest reduction this year is seen on the County, where a 33.7% reduction was recorded, while the City recorded a reduction of 4.4%.

4.59 The use of Restorative Justice Disposals and Community Resolutions came into Force at the beginning of 2012-13 and it is expected that as it gathers momentum there will be less FTEs year on year.

4.60 National data published by the Ministry of Justice covering the 12 months to December 2011 (although dated is the latest available) suggests that Nottinghamshire had a 'proven' re-offending rate of 37.6%, 3.0 percentage points above the national average of 34.1%, placing the Force 31st out of 36 areas.

4.61 When considering the Force's Acquisitive Crime cohort (data to end of November 2013), there are currently 310 IOM nominals managed by the Force with 24 of these (7.7%) classed as juvenile offenders, and 57 (18.4%) as young adult offenders. Three offenders are classed as 'high risk of harm' offenders.

Activity:

4.62 Last month the Commissioner hosted a conference, in partnership with a community interest company called 'No Offence', on Restorative Justice (RJ) which saw national and local figures sharing their views on best practice, with personal experiences provided by both victims and perpetrators.

4.63 Overall around 50 people attended and the feedback was more than positive. The Commissioner can see the benefits of RJ for everyone concerned and it certainly seems to reduce the number of first time offenders who go on to reoffend. The Commissioner is aware that it's not the sanction for all types of crime, but used effectively it is a powerful tool. Restorative justice has the potential to make savings and improve outcomes if used properly. A win, win, win for victim, offender and society.

4.64 The flexibility of how and where it can be used is a benefit, but the Commissioner is concerned that there needs to be a clear strategy to ensure restorative justice

approaches are applied consistently and are effective in not only meeting victim needs but also preventing recidivism with other victims.

- 4.65 REMEDI a leading RJ Charity have been commissioned to undertake a mapping exercise and hold local practitioner events which will inform any future strategy.

Theme 7: Spending your money wisely

- 4.66 The Government's grant has reduced significantly and in order to balance the budget, savings of £8.6m need to be made in 2013-14. Detailed plans are in place to ensure the savings target is met. However, detailed data remains unavailable as to progress against these targets.

- 4.67 Confirmed efficiencies are currently being made through staff savings and savings from Fleet, Estates and Collaboration.

- 4.68 The full year net revenue budget for 2013-14 is £196.998m. During September the Quarter Two forecast was undertaken which resulted in an agreed restated full year budget of £198.375m.

- 4.69 Actual net expenditure for the eight months to November 2013 was £132.284m against a restated budget of £131.932m. The resulting position against the restated budget was an over spend of £0.352m.

- 4.70 Based on 12 month rolling sickness data, officer sickness for the Force reduced to 4.05% in November 2013 from 4.59% in November 2012. The reduction appears to coincide with the implementation of the updated Attendance Management policy in October 2012, and HR is continuing to work closely with line managers to deal with outstanding sickness issues to enable the Force to meet target on this measure.

- 4.71 Officer sickness absence in the 12 months to November 2013 amounted to an approximate cost to the Force of £4.1m. This has reduced from £4.8m as at the end of October 2012 when the revised policy was introduced.

- 4.72 Staff sickness is currently better than target, with 12 month rolling figure of 3.66% against the 3.7% target. This represents a notable improvement in performance, with the equivalent figure at the end of November 2012 being 4.42%.

- 4.73 Current BME representation in Force stands at 4.1% for Officers, and 4.6% for staff (November 2013). This shows little change from the proportion recorded in March last year, however the Force is in the process of recruiting new officers following a positive action campaign and therefore a change may be seen in the representation statistics in the coming months.

- 4.74 The representation figures are lower than the BME population of Nottinghamshire, which stands at 11.2% (Source: 2011 Census Data).

Activity:

- 4.75 The Absence Management Policy, Procedure and Management Guide were launched in October 2012 and continue to be implemented. This policy appears to be achieving the desired results of reducing levels of sickness.
- 4.76 The Base Budget Review commissioned by the Commissioner has been reviewed in conjunction with the recent value for money profile produced by the HMIC and a list of areas where further efficiencies could be made have been discussed and are being considered by the Commissioner. A meeting took place on 10th January 2014 to review the Force's progress in implementing the Deloitte's report recommendations. The Panel was represented by Cllr Gylfoyle at the meeting.
- 4.77 The BME Project Steering and Joint Working Group continue to meet with meetings planned for January 2014.
- 4.78 The Commissioner and his staff have been working hard over recent weeks with Nottinghamshire Police to develop a budget for 2014-15 and medium term financial plan. These are separate agenda items.

DECISIONS

- 4.79 The Commissioner has the sole legal authority to make a decision as the result of a discussion or based on information provided to him by the public, partner organisations, members of staff from the Nottinghamshire Office of the Police and Crime Commissioner (NOPCC) or Chief Constable.

Significant Public Interest Decisions

- 4.80 The Commissioner's web site provides details of all significant public interest decisions. Since the last report a number of decisions have been in respect of:
- **Sale of Former Roundabout Youth Centre:** Southchurch, Southchurch Drive, Clifton. Revised offer of £180k accepted.
 - **Approval for Mobile Device Pilot:** Decision made to purchase 50 Ipads which will cut down the requirement to print out and carry around meeting documentation and provide a more suitable device for senior managers who have a requirement to attend meetings in which numerous supporting documents are discussed.
 - **Victims and Domestic Abuse Survivors Consultation:** Research Tender approved to enable consultation with victims, and the people who support them, in order to gather views on the future shape of victim support services.
 - **Pensions Forfeiture Policy and Procedure:** This policy was approved.
 - **Replacement of Oil-fired Heating at Sherwood Lodge:** This will provide annual reductions in energy bills and reduce the carbon dioxide emissions in relation to the Sherwood Lodge Site.

- **Section 22 Agreement - Regional Crash Investigation Team:** In 2011, Nottinghamshire, Derbyshire and Leicestershire Police Forces agreed to enter into collaboration around their crash investigation teams. The trial is considered successful and this decision is made to formalise the collaboration.
- **Sale of Central Police Station:** The Nottinghamshire Police and Crime Commissioner and the Nottinghamshire Fire & Rescue Authority have agreed to enter into a joint marketing exercise to sell the combined site of the Central Police and Fire Stations in Nottingham.
- Following a full tender exercise, it is proposed to accept the tender from Nottingham City Council, subject to agreement of detailed heads of terms and the terms set out in the Tender Acceptance Report.
- It is proposed that contracts will be exchanged with Nottingham City Council for the sale, conditional upon vacant possession (anticipated mid 2015)
- **Delegation to Legal Services:** The Regional PCC's have already agreed the purchase of Titan House (Decision Record 2013/029). In order to complete this purchase within very tight and specific time frames it would be operationally beneficial for a delegation to be made to Legal Services.
- **Regional Purchase of Titan House:** The PCC's have been provided with a business case (which is commercially sensitive) and ongoing updates on the progression of this purchase. This decision record is to provide a public document of the purchase now being completed.
- **CitySafe CCTV Taxi Scheme:** This scheme was listed as a priority action in the Commissioner's Police and Crime Plan 2013-18 under Priority Theme 3: To focus on those local areas that are most affected by crime and anti-social behaviour and C3.4: Improve public transport safety and introduce with partners a safer Cab Scheme.
- Since February 2013 the use and benefits of CCTV in Taxis has been extensively reviewed by a Working Group led by the Nottingham City Crime and Drugs Partnership. A number of options have been considered and other national schemes reviewed.
- Based on the reviews, the Commissioner has decided to provide £95k to fund a Nottingham City Hackney Carriage CCTV Safer Cab Voluntary scheme initially as a pilot (year 1) with a view to running for three years with estimated costs of (Year 2 £31k, and Year 3 £57.3k).

ACTIVITIES OF COMMISSIONER

- 4.81 Since the last report, the Commissioner and Deputy Commissioner have been engaged in a number of activities and meetings in relation to strategic matters, media activities, conducted numerous walkabouts and engaged with partners and various communities. These extensive activities reflect the Commissioner's commitment and pledge to be the People's Commissioner.
- 4.82 As detailed in section 2 above, the Commissioner and Deputy Commissioner continue to take steps to obtain assurances that the Chief Constable has not only identified the key threats to performance but more importantly that swift remedial

and appropriate action is being taken to tackle the problems especially in the top 15 Priority Wards in the County and High Impact Wards in the City.

- 4.83 The Commissioner continues to invite partners to raise their game by working even closer together in partnership with the Police to tackle the emerging issues currently adversely impacting overall performance.
- 4.84 The Commissioner is currently consulting the people of Nottinghamshire to ensure that the refreshed Police and Crime Plan and the budget to deliver it reflect their views and expectations.
- 4.85 The Commissioner is consulting citizens and key stakeholders over Police Station closure plans. The Force is continuing its work to examine areas of business where services can become more efficient and savings made as a means of navigating the current financial challenges. Part of this work has been to review the Force estate to identify opportunities for reducing expenditure. The outcome so far has been a proposal to close Mansfield Woodhouse Police Station to release significant capital and reduce operating costs by around £50,000 per year.
- 4.86 Nottinghamshire Police has endorsed the closure plans but the decision is yet to be finalised and as the Commissioner is keen to gain the public's perspective before any action is taken. The consultation exercise ran until December 31 and feedback is currently being analysed.
- 4.87 Over the past few weeks The Commissioner and Deputy have been visiting community organisations and voluntary bodies. One such visit was carried out by the Deputy who met the volunteers working at the Jericho Road Project to see how the money is being invested to help support vulnerable sex workers in Nottingham.
- 4.88 The Commissioner provided further support to the White Ribbon Campaign last month. This very worthy initiative encourages men to take a greater level of responsibility for reducing violence against women by signing up to a pledge to never commit, condone or remain silent about men's violence against women. Protecting vulnerable women – particularly those who have been a victim of domestic abuse – is a strong theme in his Police and Crime Plan.
- 4.89 **Appendix B** contains the Commissioner's newsletter for December 2013 and provides more detail of his and his Deputy's activities since the last Panel report.

5. Financial Implications and Budget Provision

- 5.1 None - this is an information report. Although the report does contain some information on budget variance.

6. Human Resources Implications

- 6.1 None - this is an information report. However, the report does provide some information about BME representation.

7. Equality Implications

- 7.1 None – although it should be noted that high levels of crime occur predominately in areas of high social deprivation.

8. Risk Management

- 8.1 Risks to performance are identified in the main body of the report together with information on how risks are being mitigated.

9. Policy Implications and links to the Police and Crime Plan Priorities

- 9.1 This report provides Members with an update on performance in respect of the Police and Crime Plan.

10. Changes in Legislation or other Legal Considerations

- 10.1 None which affects the content of this report.

11. Details of outcome of consultation

- 11.1 The Deputy Chief Constable is been consulted on this report and feedback will be taken into account.

12. Appendices

- A. Performance Tables
- B. Commissioner's Newsletter for December 2013

13. Background Papers (relevant for Police and Crime Panel Only)

- Police and Crime Plan 2013-2017 (published)
- Force Performance and Insight Reports – November 2013

For any enquiries about this report please contact:

Kevin Dennis, Chief Executive of the Nottinghamshire Office of the Police and Crime Commissioner

Kevin.dennis@nottinghamshire.pnn.police.uk

Tel: 0115 9670999 ext 8012001

APPENDIX A

Performance & Insight Report

Themes 1 - 7

Performance to November 2013

Strategic Priority Theme 1: Protect, support and respond to victims, witnesses and vulnerable people

Measure		Target Profile	Current Performance – 12 months to September 2013 ¹		
			Target	Trend	Summary
1	% of victims of crime that are completely, very or fairly satisfied with the service they have received from the police	<ul style="list-style-type: none"> 90% To be in the top five Forces nationally 	-2.9 pp ² ●	-0.2 pp ↔	<p>Performance is stable when considering the long term trend, with the Force remaining below the 90% target.</p> <p>Satisfaction for incidents in the 12 months to September is 87.1%. It was 87.4% for the comparative period in the previous year.</p> <p>The Force is in line with peers nationally and is above the Most Similar Group (MSG) average (based on 12 months of interviews ending September 2013).</p> <p>While there is no underlying difference between the divisions in terms of the headline figure (City 86.6%, County 87.5%), theft from vehicle crime satisfaction remains a differentiating factor, with deterioration in the City. A gap in violent crime satisfaction is apparent, with a positive and negative direction of travel for the City and County respectively.</p>
2	% of victims and witnesses satisfied with the services provided in court	<ul style="list-style-type: none"> 90% satisfied with service received 85% feel confident to give evidence in court Improved satisfaction levels compared to 2012-13 	+4.2 pp ●	↔ ³	<p>In November, 98.5% of victims and witnesses were satisfied or very satisfied with the services provided in court and the 90% target has been achieved in eleven of the twelve months.</p> <p>Year-to-date figures show an average satisfaction level of 94.2% (April - November 2013), while 88.0% felt confident to give evidence (April - June 2013).</p>

¹ Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure

² Percentage points

³ Should be treated with caution due to limited amount of data available

Strategic Priority Theme 1: Protect, support and respond to victims, witnesses and vulnerable people

Measure		Target Profile	Current Performance – 12 months to September 2013 ¹		
			Target	Trend	Summary
3	% of people who agree that the Police and Council are dealing with local Anti-Social Behaviour and other crime issues	▪ 60% by 2015-16	-8.8 pp ●	-8.0 pp ↓	<p>There is no new data for this measure.</p> <p>The agreement level is 51.2% for 12 months interviews ending June 2013. Performance is below target although there has been positive movement since the previous quarterly results.</p> <p>The Force remains below peers and there is a statistically significant disparity to the national average. Further details on this measure are available in last month's report, the Performance and Insight Report for performance to October 2013.</p>

Strategic Priority Theme 1: Protect, support and respond to victims, witnesses and vulnerable people

Measure		Target Profile	Current Performance – 12 months to September 2013 ¹		
			Target	Trend	Summary
4	% reduction of people that have been repeat victims within the previous 12 months	<ul style="list-style-type: none"> Reduce the number of repeat victims of Domestic Abuse, Hate Crime & Anti-Social Behaviour by 5% year on year compared to 2012-13 	-5.8% ●	-10.2% ↓	<p>This measure relates to all victims of Domestic Violence, ASB and Hate crime. The main objective is to reduce repeat victimisation (RV) in all three areas. Since the number of ASB incidents is many more than the other two categories improved RV in ASB masks the increases in the other two areas. For example, it will be seen that whilst RV has reduced overall, actually the number of DV and Hate crime repeat victims has increased.</p> <p>Year-to-date (April to November 2013) there has been a 10.2% reduction in the number of people that have been repeat victims of the above three categories within the previous 12 months when compared to the same period of last year. This equates to 673 fewer repeat victims but most of these relate to ASB.</p> <p>So the Force is currently achieving target on this measure overall due fewer ASB repeat victims (14.8%) when compared with the same period last year.</p> <p>However, RVs of Domestic Violence has increased by 9.3% (110 victims) when compared to last year. This increase is linked to an overall increase in Domestic Violence in Force.</p> <p>There is little change in terms of the areas of most concern. City Central, North and South all continue to record year-to-date increases in Domestic Violence repeat victims. The picture is more positive on the County, with Ashfield, Bassetlaw and Gedling currently recording reductions; however it should be noted that the reductions are small and represent a total of only 8 less repeat victims between them.</p> <p>Through working with partners the Force aims to reduce the number of repeat victims by providing effective intervention at the time of the first incident. An increase in repeat victims of Domestic Violence is a concern and suggests that positive action to tackle repeat victimisation in this area is not proving effective. This situation continues to be monitored and a detailed report will be included in the January Performance and Insight report.</p>

Strategic Priority Theme 1: Protect, support and respond to victims, witnesses and vulnerable people

Measure		Target Profile	Current Performance – 12 months to September 2013 ¹		
			Target	Trend	Summary
5	The number of people Killed or Seriously Injured (KSIs) on Nottinghamshire's roads	<ul style="list-style-type: none"> 40% reduction in all Killed and Seriously Injured (KSIs) by 2020 (from 2005-2009 average) 	-18.8% ●	-23.5% ↓	<p>There is no new data for this measure⁴. Quarter 1 and 2 figures reveal that between January and June 2013, the Force recorded a 23.5% reduction in KSIs when compared to the same period of 2012. This equates to 64 fewer people Killed or Seriously Injured on Nottinghamshire's roads, and means that the Force is currently on course to meet the long term target reduction for this measure. While all user groups are showing a reduction, the vulnerable road user groups (motorcyclists, pedal cyclists and pedestrians), show the greatest reductions in percentage terms.</p> <p>The current reduction is attributed to the success of proactive operations such as Op Drosometer, with the second phase of this operation concluding recently. During the course of the operation more than 6,000 individuals were caught for driving offences, with the majority of these for not wearing a seatbelt or for using a mobile phone whilst driving.</p> <p>Provisional figures suggest a continuation of the current trend into quarter 3, allowing confidence that Nottinghamshire is experiencing a consistent reduction in the number of persons Killed or Seriously Injured on the roads.</p>

⁴ It is anticipated that the quarter 3 KSI statistics will be published in January 2014

Strategic Priority Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process




Measure		Target Profile	Current Performance – Year-to-date to November 2013 ⁵		
			Target	Trend	Summary
1	% of Crown Court files to be submitted by the police to the CPS on time and without deficiencies	<ul style="list-style-type: none"> To improve the current timeliness and quality of files 	CC Error Rate -0.6pp ● CC Timeliness -1.9pp ● MC Quality -0.1pp ● MC Timeliness +0.6pp ●	↔ ⁶	<p>Performance on this measure remains stable in the short-term, however it is not possible to make accurate long-term judgments regarding trend due to a lack of data⁷.</p> <p>The Crown Court continues to show the stronger performance this month, with improvements in both file quality and timeliness meaning that the target has been achieved (year-to-date to October 2013). It should be noted, however, that performance in both September and October was below the average for the year so far. The position compared to target for timeliness has deteriorated when compared to that reported at the end of August.</p> <p>The Magistrates Court is experiencing an improvement in performance in terms of the quality of files submitted this month, with the error rate in October being the lowest recorded this year, meaning that the target improvement has been achieved. In contrast to this, the late rate was at its highest this year (30.8% of 13 files submitted), and the year-to-date timeliness target has not been met.</p>
1	Crown Court and Magistrates Court conviction rates	<ul style="list-style-type: none"> To be better than the national average To be consistently in line with CPS national averages 	CC +3.6pp ● MC +0.1 pp ●	↔	<p>There is no new data for this measure. Nottinghamshire Criminal Justice Area is showing a conviction rate for the month of September 2013 of 84.6% for cases prosecuted through the Magistrates' Courts (MC) and 85.0% for cases prosecuted through the Crown Court (CC).</p> <p>Of particular note is performance for the Crown Court in September, with a rate of 87.0%, its second highest monthly conviction rate so far this year. The Crown Court continues to meet target having achieved a year-to-date conviction rate of 85.0% against a national average of 81.4%. The Magistrates Court is also on target, having recorded a year-to-date rate which is 0.1pp better than the national average.</p>

⁵ Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure

⁶ Performance on all of the criminal justice measures remains stable in the short-term, however it is not possible to make accurate long-term judgments regarding trend due to a lack of available data

⁷ Where information on direction of travel is provided for this measure, it will reflect the current month's position compared to last month's position.

Strategic Priority Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process

Measure		Target Profile	Current Performance – Year-to-date to November 2013 ⁵		
			Target	Trend	Summary
2	% of effective trials in the Magistrates' and Crown Courts	<ul style="list-style-type: none"> Reduce % of ineffective trials compared to 2012-13 Achieve an effective trial rate of 50% for Crown Court and 50% for Magistrates Court 	<p>CC -6.2pp </p> <p>MC -8.6pp </p>		<p>Year-to-date figures to November 2013 show that the current effective trial rate is 43.8% for the Crown Court and 41.4% for the Magistrates Court, meaning that neither court is achieving the target 50% effective trial rate.</p> <p>Performance across both courts has been fairly static over the last 14 months, and there is little change in the effective trial rate for either court this month. The proportion of cracked trials (where the defendant offers on acceptable plea or the prosecution offers no evidence) and ineffective trials (where no final outcome is reached) also remain unchanged this year.</p> <p>Current trends suggest that the 50% target will be a challenging one to achieve this year. Improvements in file quality and timeliness may help to support the Criminal Justice Service in improving the effective trial rate for the courts.</p>

Strategic Priority Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour

Measure		Target Profile	Current Performance – Year-to-date to November 2013		
			Target	Trend	Summary
1	Reduction in All Crime across the Force	<ul style="list-style-type: none"> 10% reduction compared to 2012-13 	+9.3% ●	+1.4% ↑	<p>The Force continues to record a year-to-date increase in All Crime, and is therefore not achieving the 10% reduction target. On a positive note, performance improvements have continued into November, with a 4.1% reduction in the month compared to November 2012. This means that the year-to-date increase is the smallest it has been this year, at 1.4% (637 offences).</p> <p>In terms of divisional performance, both City and County are recording increases year-to-date, and similarly to the Force level picture, these increases are notably smaller than those reported previously this year (City +1.0% or 212 offences, County +1.7% or 425 offences).</p> <p>As discussed in the previous report, Theft & Handling and Violence Against the Person offences account for a large proportion of the Force's All Crime, and these groups continue to record year-to-date increases. As discussed in the previous report however, there remain signs of improvement in VAP, with the Force recording its second consecutive month-to-date reduction in VAP offences this month.</p> <p>Both Burglary Dwelling and Robbery remain a concern, with large percentage increases recorded in both of these offence types year-to-date. Although, it should be noted, that Robbery offences decreased in the month of November, and as this is a low volume offence, the effect of this month-to-date reduction is apparent in the year-to-date performance.</p> <p>The Force's Priority Areas show mixed performance, with the majority now recording increases in crime. One area which is highlighted as showing strong performance is Aspley in the City, where a reduction of over 60 offences in the month of November has had a noticeable effect on year-to-date performance.</p>





Strategic Priority Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour

Measure		Target Profile	Current Performance – Year-to-date to November 2013		
			Target	Trend	Summary
2	Reduction in Anti-Social Behaviour incidents across the Force	<ul style="list-style-type: none"> 8% reduction year on year, from 2013-14 to 2015-16 A 50% reduction in ASB incidents across the Force by 2015-16 compared to 2011-12 	-1.2% ●	-9.1% ↓	<p>The Force is currently recording a reduction in Anti-Social Behaviour (ASB) incidents, with 2,538 fewer incidents recorded this year compared to last.</p> <p>Reductions remain in line with the 8% target, however as noted last month, the Forces position against target is not as strong as it has been previously. Recent reductions have been notably smaller than the 34% reduction recorded at the end of the 2012/13 performance year and this change is apparent in the rolling average performance which has been levelling out since the start of the year.</p> <p>Should the Force continue on its current trajectory then it is possible that the target reduction will not be achieved at the end of the performance year. It is therefore essential that reducing ASB incidents remains an area of focus for the Force.</p>
3	The detection rate (including Positive Outcomes) for recorded offences	<ul style="list-style-type: none"> A rate of 37% (including positive outcomes) for All Crime To monitor Home Office disposals as follows; Charge/Summons, Caution/Reprimand/Warning Taken into consideration, Penalty Notice for Disorder, Cannabis Warning, Community Resolution. 	-6.0pp ●	-5.4pp ↓	<p>The overall year-to-date detection rate of 31.0% is considerably lower than the current target of 37.0%, and is also below the 36.4% rate recorded last year. When considering detections awaiting approval the rate increases to around 33%, still below the 37% target set.</p> <p>Detection rates on the BCUs are similar to those seen at Force level (32.9% on the City, 31.7% on the County).</p> <p>Examination of the long term trend reveals that following a period of static performance, detection rates have been deteriorating this year, with monthly rates notably low in quarter two.</p> <p>A reduction in offences Taken Into Consideration (TICs) disposals is believed to be the main driver behind a reduction in overall detections, although it should be noted that all disposal types with the exception of Community Resolutions, have reduced in volume this year.</p> <p>As performance on this measure is notably off target.</p>

Strategic Priority Theme 4: Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour

Measure		Target Profile	Current Performance – Year-to-date to November 2013		
			Target	Trend	Summary
1	Number of alcohol related admissions to hospital	<ul style="list-style-type: none"> A reduction in the number of alcohol related admissions to hospital compared to 2012-13 	-11.1% ●	-11.1% ↓	<p>There is no new data available for this measure. Nottinghamshire police Force data is broken down by the two Local Authorities; Nottingham and Nottinghamshire. The volume of admissions in quarter four (Q4) of 2012/13 was; 1,405 for Nottingham, 4,150 for Nottinghamshire.</p> <p>These totals represent decreases for both Nottingham (-18.5% or 319 fewer admissions) and Nottinghamshire (-8.3% or 374 fewer admissions), compared to the same quarter the previous year, in the previous quarter (Q3). Both local authorities recorded increases compared to the same quarter the previous year.</p> <p>Assessing 2012/13 as a whole, both the local authorities and the overall Force area have recorded an increase compared to 2011/12, (Force +0.2% or 50 admissions, Nottingham +0.2% or 16 admissions and Nottinghamshire +0.2% or 34 admissions). These low level increases appear in line with a general reduction in percentage increases year-on-year over the last four years.</p>
1	The number of alcohol related crimes (proxy measure)	<ul style="list-style-type: none"> Monitor the number of crimes which appear alcohol related 	N/A	N/A	<p>Year-to-date figures reveal that 15.5% of All Crime in Force was alcohol related, compared to 17.3% last year. (Year-to-date: City 17.1%, County 14.2%). Over the same time periods, 27.7% of Violent Crime (All VAP, Robberies and Sexual Offences) was alcohol related in 2013/14, compared to 32.2% in 2012/13.</p> <p>Due to current recording limitations there is no target for this measure and the current results should be treated with some caution during the monitoring phase. Improvements in recording practices will be monitored this year with a view to setting a target in later years.</p>

Strategic Priority Theme 4: Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour

Measure		Target Profile	Current Performance – Year-to-date to November 2013		
			Target	Trend	Summary
2	% of successful completions of OCU and non OCU (Opiate and Crack Cocaine Users)	<ul style="list-style-type: none"> 1% increase compared to 2012-13 	OCU -1.8pp 	-0.8pp 	<p>There is no new data for this measure. This measure is based on the proportion of Opiate and Cocaine Users (OCU) and Non-Opiate and Cocaine Users (Non-OCU) who have successfully completed drug treatment programmes.</p> <p>In the 12 months to September 2013 the successful completion rate for OCUs was 10.7%. This is a slight deterioration on the rate recorded during 2012/13, meaning that the target has not been achieved, although the Force is close to target at only 1.8pp away (a slight improvement on last month).</p> <p>During the same period the success rate for non-OCUs was 47.4%, also a deterioration in comparison with the previous year and has declined compared to last month.</p> <p>In terms of City and County performance, both show signs of deterioration for non-OCU, with current completion rates lower than in the previous period. For OCU, the City has recorded a lower rate whilst the County has recorded an increase. Both BCUs are in the top quartile range for successful completions, a success for both partnerships.</p>
			Non-OCU -4.8pp 	-3.8pp 	

Strategic Priority Theme 5: Reduce the threat from organised crime

Measure		Target Profile	Current Performance – Year-to-date to November 2013		
			Target	Trend	Summary
1	The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders	<ul style="list-style-type: none"> 10% increase (year on year) in the numbers of confiscation and forfeiture orders compared to 2012-13 	-15.5% ●	-4.7% ↓	<p>The target for this measure is to increase the number of confiscation and forfeiture orders. The Force is currently recording a slight decrease in the number of orders, with 121 orders this year compared to 127 last year (a reduction of 4.7%).</p> <p>This reduction in the number of orders means that the Force has not achieved the target volume of orders year-to-date, with 121 orders compared to a target of 140 orders, meaning that the Force has fallen short of target by 19 orders or 15.5% based on year-to-date figures. It is worth noting that this year-on-year picture appears to be deteriorating with the current gap to the target and comparison to last year both worsening compared to last month.</p> <p>So far this year the Force has recorded a total order value of £680,372.60 (down £589,353.86 compared to last year) which equates to an average order value of £5,622.91, a decrease of 43.8% compared to the average order value recorded during the same period of last year (£9,997.85). It should be noted again, that this position has also deteriorated compared to last month⁸.</p>

⁸ Data has been taken from the national JARD system which is a live system and may be subject to change. Data downloaded on 9th December 2013

Strategic Priority Theme 5: Reduce the threat from organised crime

Measure		Target Profile	Current Performance – Year-to-date to November 2013		
			Target	Trend	Summary
2	Force threat, harm and risk (THR) assessment level	<ul style="list-style-type: none"> To reduce THR to below the 2012-13 level 	●	↓	<p>The activities of Organised Crime Groups present one of the priority external threats to policing in Nottinghamshire. They have a direct and indirect involvement in a wide range of serious criminality including Murder, Serious Violence, the Criminal Use of Firearms, Drugs Supply, Serious Acquisitive Crime, Fraud and Sexual Exploitation. They impact upon confidence and satisfaction, community cohesion and police endeavours to reduce crime and keep people safe from the risk of harm. In terms of the management of each active Organised Crime Group by the police, each group has a specific management plan and Lead Responsible Officer, with progress monitored through the Level I and Level II Force Tasking and Coordination process in line with NIM guidelines.</p> <p>In terms of criminal intent and capability, the current threat from Serious, Organised Crime in Nottinghamshire remains significant and consistent despite evidence of successful disruption within the last 12 month period as a result of various Nottinghamshire Police and EMSOU operations.</p> <p>The current intelligence picture relating to organised criminality, coupled with the upcoming prison release of key individuals linked to organised crime, suggests that the medium term threat from Serious, Organised Crime in Nottinghamshire will not change from its current threat status of significant and consistent.”</p>

Strategic Priority Theme 6: Prevention, early intervention and reduction in re-offending

Measure		Target Profile	Current Performance – Year-to-date to November 2013		
			Target	Trend	Summary
1	First-Time Entrants (FTEs) into the Youth Justice System	<ul style="list-style-type: none"> 10% reduction (year on year) compared to 2012-13 	-12.4% ●	-19.9% ↓	<p>There have been 313 First-Time Entrants (FTEs) into the Youth Justice System this year (April – November 2013). This is a reduction of 19.9% (78 FTEs) compared to last year. The current year-to-date target has been achieved. Currently 12.4% or 39 FTEs better than target.</p> <p>The largest reduction this year is seen on the County, where a 33.7% reduction was recorded, while the City recorded a reduction of 4.4%.</p> <p>The use of Restorative Justice disposals and Community Resolutions came into force at the beginning of 2012-13 and it is expected that as it gathers momentum there will be less FTEs year on year.</p>
2	<p>National – reduce the offending of offenders managed and supervised by Integrated Offender Management (IOM) that cause significant harm</p> <p>Local - Acquisitive Crime Cohort, high risk of harm offenders and young adult offenders (18-21years)</p>	<ul style="list-style-type: none"> 10% reduction (year on year) compared to 2012-13 Reduce (proven) reoffending to be below the national average To monitor the Acquisitive Crime Cohort, high risk of harm offenders and young adult offenders (18-21years) 	+3.5pp ●	N/A	<p>National data published by the Ministry of Justice covering the 12 months to December 2011 suggests that Nottinghamshire had a 'proven' re-offending rate of 37.6%, 3.0 percentage points above the national average of 34.1%, placing the Force 31st out of 36 areas.</p> <p>When considering the Force's Acquisitive Crime cohort (data to end of November 2013), there are currently 310 IOM nominals managed by the Force with 24 of these (7.7%) classed as juvenile offenders, and 57 (18.4%) as young adult offenders. Three offenders are classed as 'high risk of harm' offenders.</p> <p>Of the 310 nominals, 45.5% are named as an offender in an offence which took place in Force this year. In addition to this, 40.6% are named as a suspect in an offence (please note – this could include offences where the nominal has gone on to be named as the offender in the offence). Of the young adult IOM's, 55.5% have been named as an offender in an offence. One nominal identified as being 'high risk of harm' has been identified as the offender in five offences and a suspect in one further offence, with the other two named as a suspect in more than one offence this year but have not been named as an offender.</p>

Strategic Priority Theme 7: Spending your money wisely

Measure		Target Profile	Current Performance – Year-to-date to November 2013 ⁹		
			Target	Trend	Summary
1	Make efficiency savings	▪ Save £8.6m by March 2014	N/A	N/A	<p>The Government's grant has reduced significantly and in order to balance the budget, savings of £8.6m need to be made in 2013-14.</p> <p>Detailed plans are in place to ensure the savings target is met. However, detailed data remains unavailable as to progress against these targets.</p> <p>Confirmed efficiencies are currently being made through staff savings and savings from Fleet, Estates and Collaboration.</p>
2	Ensure balanced budget	▪ Overall spend v budget	-0.3% ●	N/A	<p>The full year net revenue budget for 2013-14 is £196.998m. During September the Quarter Two forecast was undertaken which resulted in an agreed restated full year budget of £198.375m.</p> <p>Actual net expenditure for the eight months to November 2013 was £132.284m against a restated budget of £131.932m. The resulting position against the restated budget was an over spend of £0.352m.</p>
3	Total number of days lost due to sickness (Officer)	▪ 3.7% for Officers and Staff (8.2 days)	+0.35pp ●	-12% ↓	<p>Based on 12 month rolling sickness data, officer sickness for the Force reduced to 4.05% in November 2013 from 4.59% in November 2012. The reduction appears to coincide with the implementation of the updated Attendance Management policy in October 2012, and HR is continuing to work closely with line managers to deal with outstanding sickness issues to enable to the Force to meet target on this measure.</p> <p>Officer sickness absence in the 12 months to November 2013 amounted to an approximate cost to the Force of £4.1m. This has reduced from £4.8m as at the end of October 2012 when the revised policy was introduced.</p>
3	Total number of days lost due to sickness (Staff)	▪ 3.7% for Officers and Staff (8.2 days)	-0.04pp ●	-17% ↓	<p>Staff sickness is currently below target, with 12 month rolling figure of 3.66% against the 3.7% target. This represents a notable improvement in performance, with the equivalent figure at the end of November 2012 being 4.42%.</p>

⁹ Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure

Strategic Priority Theme 7: Spending your money wisely

Measure		Target Profile	Current Performance – Year-to-date to November 2013 ⁹		
			Target	Trend	Summary
4	BME representation	<ul style="list-style-type: none"> To reduce the gap in current Black Minority Ethnic (BME) representation within the Force and local BME community representation in respect of: Recruitment for officers and staff to reflect the local community 	●	+0.1% ↔	<p>Current BME representation in Force stands at 4.1% for Officers, and 4.6% for staff (November 2013). This shows little change from the proportion recorded in March last year, however the Force is in the process of recruiting new officers following a positive action campaign and therefore a change may be seen in the representation statistics in the coming months.</p> <p>The representation figures are lower than the BME population of Nottinghamshire, which stands at 11.2% (Source: 2011 Census Data).</p>
Proxy measures:					
5	Overtime Budget	<ul style="list-style-type: none"> Maintain overtime spend below budget 	+0.9% ●	-17% ↑	<p>The Force's Officer overtime expenditure during November was £0.316m, which is an over spend of £0.067m against a restated budget of £0.249m.</p> <p>The main operations were: Op Sponsor (£0.105m, rechargeable), Op Accelerate (£0.100m), Op Embolite (£0.036m), Op Enamelled (£0.025m), Op Solentina (£0.022m, rechargeable). The main reason for favourable trend vs last year is Olympic overtime worked in 2012 (£0.160m, rechargeable) not repeated in 2013.</p>
6	Establishment	<ul style="list-style-type: none"> Officer establishment 2,109 Staff establishment 1,645 	● ●	N/A	<p>Targets quoted are for March 2014. Officer and PCSO recruitment is in process which will help get levels up to target.</p>

THE BEAT

It's been a challenging year, but from expanding Neighbourhood Watch throughout the county to launching our first Alcohol Strategy, we've achieved a lot.



Across Nottinghamshire, people are working together to promote positive social changes that will ultimately reduce offending. In this newsletter you'll see just how far we've embedded joint working into our crime prevention strategies and as we approach 2014 there is much to look forward to by way of progress.

From myself and everyone involved in protecting the public of Nottinghamshire, we wish you a safe and peaceful Christmas and a safe New Year. I thank you for your continued support and look forward to working with you in the coming year.

Seeking YOUR views on our priorities and budget plans

We are one year into the four year Police and Crime Plan, and we have decided to consult the people of Nottinghamshire to ensure that both my plan and the budget to deliver it reflect their views and expectations.

Questions being asked include the rate of importance respondents give to the Police and Crime Plan's seven priorities; whether they would be prepared to continue their support by paying a little more towards policing; and where they feel further savings should be made.

Please take a few minutes to access the online survey, which will close at the end of January, click on this link: <http://goo.gl/3TvAAZ> or visit the website at www.nottinghamshire.pcc.police.uk. Hard copies can be obtained by contacting my office using the details at the end of this newsletter.

Neighbourhood Watch amalgamates spreading the 'people power' message

Volunteering is a theme close to my heart and I was delighted to be able to support one of the original police volunteering schemes this month in its plans to expand and increase membership.

We've set aside £21,000 from my Community Safety Partnership Fund to facilitate the amalgamation of the City of Nottingham Neighbourhood Watch Council and NottsWatch to form a county-wide Nottinghamshire Neighbourhood Watch organisation.

The funding will help to fund the employment of an operations manager to oversee the work of volunteers across the county and to encourage more residents to launch their own scheme. Nottinghamshire will become a much safer place to live if everyone plays their part in making the county a hostile environment for criminals. Intelligence gathered by local people helps to improve police detection rates and ensures those who live within the neighbourhood feel safer and less threatened.

The new charitable organisation has ambitious plans for membership recruitment including working with housing associations to create new schemes in the areas most needed and engaging with young people and I very much look forward to hearing about the results next year.



Consultation launched over police station closure plans

The Force is continuing its work to examine areas of business where services can become more efficient and savings made as a means of navigating the current financial challenges. Part of this work has been to review the Force estate to identify opportunities for reducing expenditure. The outcome so far has been a proposal to close Mansfield Woodhouse Police Station to release significant capital and reduce operating costs by around £50,000 per year.

Nottinghamshire Police has endorsed the closure plans but the decision is yet to be finalised and as always I'm keen to gain the public's perspective before any action is taken. Listening to the public is my chief responsibility as Commissioner and in this context I've launched a consultation exercise which will run until December 31 inviting people to give feedback.

Like all the efficiency work which has taken place to date, these plans have been drawn up in the interests of local

taxpayers and making the best use of the limited funds available for the Force. We know that underused and empty buildings are placing a big strain on the Force's finances and people are always telling me they value bobbies' over buildings.

While all options are on the table, we need to be realistic and accept that tough choices need to be made to protect our capacity. Under the proposals, the current Safer Neighbourhood Team and CID would relocate to Mansfield Police Station – just two miles away – while a drop-in facility would be established in the centre of the community to enable officers to write statements, access Force systems and take rest breaks. This would maximise the time officers could spend out on patrol.

I would urge anyone who has an interest in these plans to take part in the consultation so we can explore every potential impact in detail.



Protecting vulnerable women from violence and exploitation

Over the past few weeks we've been on the road again visiting community organisations and voluntary bodies who've already benefitted from my Community Safety Partnership Fund. One such visit was carried out by my deputy, Chris Cutland, who met the volunteers working at the Jericho Road Project to see how the money is being invested to help support vulnerable sex workers in Nottingham.

The charity was recently awarded a grant worth £8,500 from my fund to expand the services it provides to women affected by the sex industry which includes an outreach service where volunteers meet with women working in the City's red light district to signpost them to other agencies which can help and a drop-in centre offering food, clothing, toiletries and the opportunity to get involved in craft activities. More recently the charity has developed a befriending service which aims to help these women make positive lifestyle choices and gain employment skills.

The hope is that by taking a more holistic approach to the problem, we can build self-esteem and confidence among these women and ultimately break the cycle of destruction.

Living Wage Accreditation

Social problems such as poverty and unemployment are often at the heart of offending patterns and it's important that we remain conscious of this and lead by example. It is for this reason that Nottinghamshire Police became the first police force in England and Wales last month to sign up to a national campaign calling for all workers to be paid an hourly rate that matches the cost of living. This simple accreditation means all employees of the force and my own staff will receive at least the Living Wage or higher and any contractors working indirectly for the organisation will also be asked to adopt the same policy.

The 'Living Wage' is an hourly rate set annually (outside London) which takes greater account of the cost of living and allows families to live above the poverty line. The new Living Wage was revealed in Nottingham last month and has risen from £7.45 to £7.65 per hour, which is significantly higher than the Minimum Wage, which is £6.31.

Committing to the Living Wage is purely voluntary but it sends out an important message that we care about our staff and their families and remain committed to promoting a culture of fairness in the wider society.





Male population urged to get behind domestic violence awareness campaign

Protecting vulnerable women – particularly those who have been a victim of domestic abuse – is a strong theme in my Police and Crime Plan so it was with pleasure I was able to support the White Ribbon Campaign last month. This very worthy initiative encourages men to take a greater level of responsibility for reducing violence against women by signing up to a pledge to never commit, condone or remain silent about men's violence against women.

As a man I am proud to support the White Ribbon Campaign and am delighted that Nottingham's Man Enough Campaign is still active and urge the male population to sign up and show their solidarity in the fight against domestic abuse. One in four women will experience domestic abuse at some stage of their lives and it's crucial that prevention work gains the support of men so we can have a real impact on the safety of women in future.

Calls for rethink over Probation plans

Police and Crime Commissioners across the country have been united in their fears over proposals to reform the Probation Service which could in our view pose risks to public safety. Together we have jointly written to the Justice Secretary Chris Grayling to outline our grave concerns over plans to outsource the bulk of probation's work and the speed at which the move is seemingly being pushed through.

Under the plans, Probation Trusts will be abolished - despite the strong relationships they have built with the police and other organisations within the voluntary and private sector. Instead, responsibility for the management of 200,000 offenders who have been released back into the community will fall to private companies.

Of course I'm in favour of innovation and efforts to cut crime but there needs to be more evidence that these changes will result in improvement. I sincerely hope Mr Grayling heeds our warning and considers alternative ways of lowering offending in the future.

Hate crime reporting service re-commissioned to help more victims come forward

Victims of hate crime in Nottinghamshire will find it easier to report offences thanks to a decision by Nottinghamshire Police and partners Nottinghamshire County Council, Nottingham City Council and Nottingham City Homes to re-commission the Stop Hate UK 24-hour reporting line.

This service has operated throughout Nottinghamshire since November 2010, providing an independent and

confidential means of victims and witnesses reporting incidents of hate and accessing advice and support. I'm really pleased to support this highly valuable service which ensures that victims always have somewhere to turn, even out of office hours, and most importantly can do so anonymously. Hate crime is unacceptable and we need to expose those who are driven by hate and ignorance. The only way we are going to be able to address it is if more people come forward to report their experiences and to achieve this we need to ensure we are doing everything in our power to make them feel supported.



Tough new plans to reduce alcohol abuse unveiled

It's involved many months of work and numerous discussions but finally we've pulled together the county's first Alcohol Strategy which sets out a clear course of action for tackling alcohol abuse in Nottinghamshire in the future.

This strategy is the product of my first Alcohol Conference which took place in the summer and brought together a multitude of people involved in responding to alcohol abuse. As I mentioned before, partnership work is now thoroughly embedded in all aspects of my crime prevention work and nowhere is this more evident than in this document, which sets out how we will all jointly support each other to lessen the impact of alcohol addiction on the health service, public safety, individuals, families and local taxpayers – while also protecting the prosperity of the night-time economy.

.Part of our ambitious plans include increasing information-sharing between various agencies to sign post people to support quickly as well as tougher enforcement through expanding the number of proactive licensing visits to check compliance. The key theme is early intervention to stop a chain of events which could include a hospital admission, a crime being committed or a vulnerable person becoming a victim of crime.

This strategy has been heavily influenced by local opinion, gathered via our consultation survey between May and September. We know that alcohol use is a problem in many local neighbourhoods, regardless of whether they are sited close to pubs and clubs, and that there is widespread support for tougher controls on alcohol sales, marketing and promotion. As a result, we've agreed to trial fresh approaches which have found success elsewhere in the country to make it more difficult to drink to excess without it leading to severe and possibly criminal consequences.

I'm very excited that we're now in the implementation phase and I hope that at some time in the future I will have positive news about the results.

Police dog pensions secure future healthcare

From committing to Living Wage rates for Force employees through to protecting the future of retired police dogs, everyone who serves in the name of Nottinghamshire Police is respected and valued by the Force. The latter scheme is something I was only too keen to support last month in recognition of the sterling work undertaken by Nottinghamshire's retired police dogs over the years.

The Police Dog Pension Scheme will provide ongoing costs relating to medical injuries or illnesses arising from their hard work on the frontline for three years following their service. It's only right that these dogs are compensated for the long hours, tired legs and aches and pains of a life fighting crime and I'm sure everyone living in Nottinghamshire shares my appreciation of their commitment to making our county safer.





The Power of Restorative Justice

Earlier this month I hosted a conference, in partnership with a community interest company called 'No Offence', on Restorative Justice (RJ) which saw national and local figures sharing their views on best practice, with personal experiences provided by both victims and perpetrators.

Overall around 50 people attended and the feedback was more than positive.

I can see the benefits of RJ for everyone concerned and it certainly seems to reduce the number of first time offenders who go on to reoffend. It's not the sanction for all types of crime, but used effectively it is a powerful tool.

Restorative justice has the potential to make savings and improve outcomes if used properly. A win, win, win for victim, offender and society. The flexibility of how and where it can be used is a benefit, but there still lacks a clear strategy to



ensure restorative justice approaches are applied consistently. Hopefully, the day enabled us to make some progress and establish a way forward.

KEEP *ON* TALKING

I'm delighted that so many people contact me, with problems, compliments and comments. This is particularly important as I need to be able to listen to your views and learn from them and also know that you can keep up to date with what my Deputy, my team and I are doing.

Whatever I do, I am answerable to you, the electorate. You can contact me at any time to ask questions or put your views across.

You can visit:

www.nottinghamshire.pcc.police.uk.

You can follow me

@PaddyTipping and @NottsPCC
or Facebook PaddyTipping or NottsPCC.

You can write to me at:

Nottinghamshire Office of the Police and
Crime Commissioner, County Hall, West Bridgford,
Nottingham NG2 7QP

E-mail me at:

nopcc@nottinghamshire.pnn.police.uk

Telephone me on:

0115 967 0999 ext 801 2005.