STRATEGIC RESOURCES & PERFORMANCE MEETING

WEDNESDAY 22 JANUARY 2014 AT 10.30 AM

**RETFORD TOWN HALL
17B THE SQUARE
RETFORD
NOTTINGHAMSHIRE
DN22 6DB**

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Membership

Paddy Tipping – Police and Crime Commissioner
Chris Cutland – Deputy Police and Crime Commissioner
Kevin Dennis – Chief Executive, OPCC
Charlie Radford – Chief Finance Officer, OPCC
Chris Eyre – Chief Constable, Notts Police
Sue Fish – Deputy Chief Constable, Notts Police
Steve Jupp – Assistant Chief Constable, Notts Police
Simon Torr - Assistant Chief Constable, Notts Police
Margaret Monckton – ACO Resources, Notts Police

A G E N D A

PART A – 10.30AM – 11.30AM

1. Prevention Strategy and work with Troubled/Priority Families

    a. Presentation on Troubled Families – Nottinghamshire County Council
    b. Presentation on Priority Families – Nottingham City Council
    c. Presentation on Prevention Strategy – Nottinghamshire Police

BREAK – 11.30 AM – 11.40 AM

PART B – 11.40 AM – 12.45 PM

2.   Apologies for absence

3.   Declarations of Interest

4.   Minutes of the previous meeting held on 20 November 2013.

5.   Chief Constable's Update Report – January 2014.

6.   Performance and Insight Report.

7.   Revenue Budget Management Report 2013 -14: Year to November 2013.

8.   Period 8 Capital Monitoring Report 2013 -14.

9.   Equality, Diversity and Human Rights Performance and Monitoring.

10.   Chief Finance Officer Update Report on the Budget Process

11.   Work Programme

   <u>**NOTES**</u>

   • Members of the **public are welcome to attend** to observe this meeting

   • For **further information** on this agenda, please contact the Office of the Police and Crime Commissioner on 0115 9670999 extension 801 2005 or email <u>nopcc@nottinghamshire.pnn.police.uk</u>

   • A **declaration of interest** could involve a private or financial matter which could be seen as having an influence on the decision being taken, such as having a family member who would be directly affected by the decision being taken, or being involved with the organisation the decision relates to. Contact the Democratic Services Officer: <u>sara.allmond@nottscc.gov.uk</u> for clarification or advice prior to the meeting.

NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER
County Hall, West Bridgford, Nottingham, NG2 7QP

**MINUTES OF THE MEETING OF THE
NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER
STRATEGIC RESOURCES AND PERFORMANCE MEETING
HELD ON WEDNESDAY 20 NOVEMBER 2013
AT NOTTINGHAM TRENT UNIVERSITY
BRACKENHURST COLLEGE, SOUTHWELL
NOTTINGHAMSHIRE, NG25 0QF
COMMENCING AT 10.30 AM**

MEMBERSHIP
(A – denotes absence)

	Paddy Tipping – Police and Crime Commissioner
	Chris Cutland – Deputy Police and Crime Commissioner
	Kevin Dennis – Chief Executive, OPCC
	Charlie Radford – Chief Finance Officer, OPCC
	Chris Eyre – Chief Constable, Nottinghamshire Police
	Sue Fish – Deputy Chief Constable, Nottinghamshire Police
A	Steve Jupp – Assistant Chief Constable, Nottinghamshire Police
	Simon Torr – Assistant Chief Constable, Nottinghamshire Police
A	Margaret Monckton – ACO Resources, Nottinghamshire Police

OTHERS PRESENT

Sara Allmond – Democratic Services, Notts. County Council
Sallie Blair – Better Times
Mel Bowden – Detective Chief Inspector, Notts. Police
Simon Brooks – Police Sergeant, Notts. Police
Janice Bradley – Nottinghamshire Wildlife Trust
Simon Fisher – National Farmers Union
Lisa Person – Office Manager, OPCC
Karen Sleigh – Programme, Research and Information Manager, OPCC
Paul Steeples – Head of Business and Finance, Notts. Police

PART A

APOLOGIES FOR ABSENCE

Apologies for absence were received from ACC Jupp and Mrs Margaret Monckton.

DECLARATIONS OF INTEREST

None

MINUTES OF THE PREVIOUS MEETING HELD ON 17 SEPTEMBER 2013

Agreed

POLICE AND CRIME PLAN HALF YEAR MONITORING REPORT 2013/14

Karen Sleigh introduced the report which provided a six month update on the progress of delivery of the Police and Crime Plan 2013-18. There were seven strategic priority themes being monitored with 67 activities against the themes, the majority of which were on target but still with work to do.

Work to refresh the Plan for 2014 had begun and a Joint Strategic Assessment had been completed with a risk, threat and harm assessment against the partnership landscape. A draft of the refreshed plan was expected to be ready at the end of December and there would be consultation with partners, the Chief Constable and the public.

During discussions the following points were raised:-

- It was very important to involve partners in the Plan and include them in its development as they were key partners in its delivery. Communication with partners and the public was very important.

- The Joint Strategic Assessment had been very helpful in identifying gaps and also in deciding what to keep doing and what to stop or do differently.

RESOLVED 2013/018

That the report be noted

PERFORMANCE AND INSIGHT EXECUTIVE SUMMARY REPORT

Chief Constable Chris Eyre introduced the report which set out the performance of the Force to September 2013. There was a focus on the crimes currently giving the most concern, which were burglary, retail crime and violence against the person. There was currently an increase in crime of 1.5% compared to the same time last year, but this was a reduction in crime compared to earlier in the year and it was anticipated that crime would be down overall by the end of the financial year.

There had been excellent work to reduce the number of people killed or seriously injured on the roads in Nottinghamshire, with a reduction of 23.5% or 64 people between January and June 2013. Strong partnership working had delivered these results.

In relation to the three priority crime types being targeted, violent crime predominately related to domestic violence meaning that an increase in reporting was positive as it showed that victims had more confidence to come forward and report incidents. It was important to work with partners to prevent domestic violence occurring in the first place. The night economy was also a driver for violent crime and a much more robust approach was being taken including prevention work, this had led to a reduction of 5% in violent crime relating to the night time economy.

In relation to burglary new tactics had seen good results. Students had been targeted regarding crime prevention and landlords were engaged with the police regarding crime prevention. There were still challenges regarding homes with multiple occupancy and it was also important to work with new community groups moving into the area to help them better understand crime prevention both for themselves and their possessions.

In relation to retail crime a Gold Group had been established and there was now a much better relationship with some of the key retailers. The benefits of these approaches were being seen in the crime statistics.

In relation to the 'Priority Plus' areas, following the loss of funding there was generally not enough additional resources in these areas to have a positive impact, so there needed to be a change in core resources to both pump prime work in these areas but also to provide sustainability and long term impact. It was important to learn what had worked and what hadn't to develop best practice for this work in the future.

In relation to performance overall, there had been a reduction in vehicle crime and the increase in retail crime was slowing. The Force were aware of where the problems were and these were being targeted. Crime overall was going in the right direction.

During discussions the following points were raised:-

- In relation to the error rate and timeliness of prosecution files there was currently a form where all information listed had to be provided even when it was not relevant, meaning that cases sometimes failed because they were missing information from the form which was not actually relevant to the case. A lot of work was going on both internally and with the Crown Prosecution Service to resolve the issue of error rates and timeliness and progress was being made.

- The Force were already doing more than required by the new Victims Code. A new crime tracker 'Track my Crime' which enabled victims to see the progress on their case had been developed and would be launched in the new year.

- The City and County Council's reviews into Domestic Violence would now be matched up, although following different timetables.

- Crime reduction could not be the only focus for the Force, it was also important for them to protect vulnerable people.

RESOLVED 2013/019

That the report be noted

CHILD SEXUAL EXPLOITATION

Deputy Chief Constable Sue Fish introduced the report which provided an update on Child Sexual Exploitation within Nottinghamshire and the approach being taken with partners to tackle it.

There had been a growth in public awareness of the issue following a number of high profile cases around the country.

There were a number of ongoing investigations within Nottinghamshire. NSPCC were funding a project in the city, however there was not a similar project in the county. Some work had been carried out to identify children at risk of being potential victims. The Force were proactive in looking for any issues as there were often key indicators that a child might become a victim of sexual exploitation.

During discussions the following points were raised:-

- Concern was raised regarding the lack of an equivalent to the NSPCC funded project in the county.

- It was important that the Force accepted that this could and was going on within Nottinghamshire and was proactive in investigating any potential cases and ensuring the protection of the potential victims.

RESOLVED 2013/020

That the report be noted

DEVELOPING THE COMMISSIONER'S SOCIAL RESPONSIBILITY STRATEGY AND ACTION PLAN

Karen Sleigh introduced the report which detailed the Commissioner's plan to develop a Social Responsibility Strategy and Action Plan.

The strategy and action plan were currently being prepared and the aim was to publish a draft strategy shortly. Appendix A of the report set out the programme for developing and implementing the Strategy.

During discussions the following points were raised:-

- The introduction of the living wage by the Force was part of this agenda.

- There were opportunities to work with the private sector companies, such Boots Plc., on this area of work as they had been involved in this for a long time.

RESOLVED 2013/021

That the proposed programme approach to develop the Commissioner's Social Responsibility Strategy and support Action Plan be supported.

MID-YEAR TREASURY MANAGEMENT REPORT 2013-14

Charlie Radford introduced the report which provided an update on the performance against the approved indicators for Treasury activity and the Prudential indicators.

RESOLVED 2013/022

That the two amendments to the Counterparty list criteria within the Treasury Management Strategy listed below be approved:

1. That 'A' rated banks with a current limit of 1 month is increased to 100 days.

2. That other Local Authorities with a current limit of 1 year is increased to 3 years.

REVENUE BUDGET MANAGEMENT REPORT 2013-14: YEAR TO SEPTEMBER 2013

Chief Constable Chris Eyre and Paul Steeples introduced the report which provided an update on the financial position against the 2013-14 budget for the year to September 2013.

During discussions the following points were raised:-

- Overtimes figures had been affected by some operations, however, some funding was expected back for these.

- There were plans to achieve a balanced budget by the end of the year. Some efficiency savings were starting to have an effect, however some planned savings would be difficult to achieve as they were reliant on property savings.

RESOLVED 2013/023

That the report be noted.

PERIOD 6 CAPITAL MONITORING REPORT 2013-14

Paul Steeples introduced the report which provided information on the actual expenditure against the 2013-14 Capital Programme to the end of September 2013.

There was currently a significant underspend, mainly due to IT and Estates. The IT project included proposals for regional working so there were delays due to discussions taking place between regional partners. The underspends in relation to estates included a regional project still in progress and also a requirement to sell a number of premises, which took time.

RESOLVED 2013/024

1. That the actual spend of £0.162m in the period and a total spend of £1.701m against a budget of £11.626m be noted.

2. That the anticipated slippage of £4.413m be noted.

3. That the addition to the capital programme of two new capital schemes totalling £0.987m had previously been approved by the Police and Crime Commissioner be noted.

4. That the other net under/overspends total of £0.157m be noted.

EFFICIENCY SAVINGS 2013/4 UPDATE

Paul Steeples introduced the report which provided an update on the current savings position against the Force efficiency plans.

Efficiency targets had been set some time ago and the Force had a much more challenging budget this year so it was important to find some big savings which was challenging. Some identified savings were well on track whilst others had been identified as having potential.

Property was the biggest challenge as the savings identified were reliant on the Force being able to leave premises and selling them.

RESOLVED 2013/024

That the report be noted.

WORK PROGRAMME

Kevin Dennis introduced the report which provided a programme of work and timetable of meetings for the Strategic Resources and Performance meeting.

RESOLVED 2013/025

That the report be noted

The meeting was adjourned from 11.35 am to 11.48 am

PART B

RURAL CRIME – ISSUES AND CHALLENGES

Presentation by Simon Fisher – County Advisor for Nottinghamshire National Farmers Union (NFU)

Simon Fisher gave a presentation on the role of the NFU in supporting its members and the issues and challenges farmers were facing regarding rural crime.

Rural crime was an issue as it added costs to farming. These costs included time, the cost of replacing whatever had been stolen and an increased fear of crime.

The NFU had carried out a Rural Crime Survey in November 2012 which showed that 66% of responders in Nottinghamshire felt that police did not devote sufficient resources to tackling rural crime and 54% of responders in Nottinghamshire had experienced crime on their farms in the previous 12 months from when the survey was carried out.

In relation to the types of crimes farm businesses had suffered from fly-tipping and metal theft were the most common types of incidents at 34% and 28% respectively, followed by vehicle/machinery theft at 18% and fuel theft at 13%. Fly-tipping was of particular concern due to the close proximity of farms to residential areas, making them attractive targets for this type of crime.

There was an intention to develop the Farm Watch in Nottinghamshire. It was suggested that there should be a dedicated section on the Force website covering rural crime and the use of text alerts should be investigated.

The NFU had been asked to provide input into the Police and Crime Plan. In relation to metal theft the Union had responded that there was a need to design out crime and that any advice needed to be tailored to farmers to make it relevant to them.

Cross-border working was important for crimes such as hare-coursing and fly~~ing~~ tipping.

NFU were happy to work with the Police to help them to understand the issues better and to develop best practice.

At the moment there were some challenges to be resolved including the perception many farmers had that there was no point in reporting a crime as the Police never did anything. It was important to communicate with farmers so they understood why it was important to report crimes and how the use of statistics helped to identify hot spots and particular crime issues.

The Newark Group headed by D/Ch Insp Mel Bowden was working very well, however there was some concern that the information was not filtering down the ranks.

Presentation by Janice Bradley – Head of Conservation Policy and Planning, Nottinghamshire Wildlife Trust

Janice Bradley gave a presentation on the work of the Trust and the issues and challenges they had regarding rural crime, particularly wildlife crime.

The Trust has over 11,000 Members and many of them felt that they wouldn't be taken seriously if they called the Police to report a wildlife crime. The Trust were often the first port of call for the public wanting to report a wildlife crime, along with the RSPCA.

The Trust was a significant land owner with 1,148ha of nature reserves right across the county.

Badger baiting was an issue and generally the people involved were not only involved in this type of crime. Badgers might be killed on site, or taken away for fights elsewhere.

In relation to poaching and lamping, cats had been killed in snares and snares had even been found in country parks which endangered the public. Deer hunting was a serious problem for example one farmer found five carcasses piled up on his land ready to be taken away by hunters.

Hare-coursing was a particular problem in Lincolnshire however there were also problems with this in Nottinghamshire and some farmers had resorted to killing the hares themselves to keep hare-coursers away. In relation to fox-hunting farmers often did not feel able to stop hunts going through their land and it was difficult to ensure the hunts were legal.

In relation to Schedule 1 bird egg/chick thefts these were very valuable and were therefore targeted by criminals. There was a duty to prevent species from becoming extinct and in Nottinghamshire Peregrines were at risk due to theft of their eggs. Those involved in the sale of stolen eggs/chicks were often involved in other organised crime.

The theft of fencing and equipment and problems with fly-tipping generated huge costs for the Trust. There were also problems with arson.

In relation to livestock theft and the deliberate harm of livestock, there was deliberate worrying of cattle. All animals on Trust land were monitored daily, however there had been animals which had been butchered on site, and mutilation of livestock such as the removal of sheep's ears.

Trespassing using off road vehicles and motorbikes and the associated vandalism caused a lot of damage to the ground where vehicles were driven and people were even driving 4X4 vehicles in Sherwood Forest. The Desert was causing problems as people use the Desert and then went out elsewhere in their vehicles. People had started taking their own action against these vehicles by putting down homemade stingers, which could cause an injury to people or animals stepping on them. They were removed as soon as they were found, but they kept getting replaced. The

Force had two off-road motorbikes to go out and catch people trespassing on motorbikes etc but these were not being used as no one was trained to ride them.

Illegal fishing was also an issue.

The Trust always encouraged all staff and the public to report any rural crime, however in many cases they felt that there was no point, so rural crime was probably massively under-reported. The Force had recently provided a positive response to a badger baiting crime and it was hoped that this was a sign of improved responses from the Force.

The Trust wanted to help and work in partnership with the Police. There was a quarterly newsletter sent to members and emails were also regularly sent which could provide a conduit to get messages out. The Trust recognised that the Force were under real pressure, and this was only going to get worse.

Presentation by Detective Chief Inspector Mel Bowden – Nottinghamshire Police

D/Ch Insp. Mel Bowden gave a presentation on the work carried out under the rural crime portfolio.

The national cost of rural crime was estimated to be £53m. In Nottinghamshire rural crime was predominately in the Bassetlaw and Newark and Sherwood areas. In the last three months rural crime had fallen month on month by approximately 21%. Theft other and burglary offences were the main rural crimes.   The theft of Landover's and tractors/plant equipment had reduced in the last two months and the Force were getting better at the monitoring of rural crimes. The Force took rural crime seriously.

The Rural Working Group had been established, which was based in Newark but covered the whole county. Having the Working Group had enabled the Force to look at some strategies to ensure the Force had suitable overarching strategies relating to rural crime. The Force were still trying hard to recruit specials and volunteers from the rural area.

In relation to patrols there was a large amount of cross-border liaison, intelligence sharing, community engagement and pre-crime engagement.

PS Simon Brooks had been doing a lot of work tactically with a number of operations with other forces locally. For example, there was cross-border working with South Yorkshire regarding burglaries in rural areas with a small specialist team sharing information and intelligence to maximise prevention and detection.

The sharing of intelligence was not always easy as Forces had different procedures, there was a meeting planned to try and address this issue.

A Rural Crime Summit was planned for 25th November to provide the opportunity for rural communities to influence policing in their area.

National work in relation to rural crime included ACPO approved property marking, PANIU database with accurate PNC recording, diesel marking, Operation Tornado, Safety by Design and work with Insurers.

Prevention work was key to encouraging people to look after their property and reduce the risk of becoming a victim.

The Force planned to continue information sharing with other forces, hold regional forums, have cross-border tasking and co-ordinated responses and improvement of local information and signposting including putting information onto the Force website.

Following the three presentations the following points were raised:-

- The Force would work with local communities to resolve issues eg local Special Constables. There was a need for the Force to think differently in how it approached rural crime and be more proactive.

- Nottinghamshire was an unusual Force area in that it had both rural and large urban areas. This created a resource issue, especially in the current financial climate and the Force did its best against all the risks it had to manage. If they didn't get the mix right they would re-visit it.

- In relation to the two off-road motorbikes the Force had, it was understood that these were taken out by officers in their own time. This would be investigated to ensure the bikes were being used.

- The cost to set up a texting service would be £5,000, as there was a cost of three pence per text. Many farmers did have internet and the question of how farmers would like to be communicated with would be raised at the Rural Crime Summit.

- The possibility of a separate section on the website relating to rural crime would be considered.

- Both the Trust and the Union sent out regular communications to their members and the Force were offered the opportunity to include an item in future communications.

- NFU Mutual who provided insurance for many farmers did provide an incentive scheme regarding the installation of tracking devices on farm equipment and many manufacturers did now include these as standard. The message of the importance of having tracking devices on farm equipment would be raised at the Rural Crime Summit. If it became standard practice to have trackers on equipment which were logged in a national database, that could then be checked as part of a second hand purchase which would help to reduce the resale value of stolen equipment.

The Commissioner thanked Simon Fisher, Janice Bradley, Mel Bowden and Simon Brooks for their presentations and contribution and also thanked Nottingham Trent University for hosting the meeting.

The meeting closed at 1.10 pm

CHAIR

For Information	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**22nd January 2014**
Report of:	**Chief Constable**
Report Author:	**Paul Coffey, Acting head of corporate communication**
E-mail:	**Paul.coffey@nottinghamshire.pnn.police.uk**
Other Contacts:	
Agenda Item:	**5**

Chief Constable's Update Report – January 2014

1. Purpose of the Report

1.1   The purpose of the report is to update the Police and Crime Commissioner (PCC) of the significant and/or notable events within Nottinghamshire Police since September 2013.

2. Recommendations

2.1   It is recommended that the PCC notes these updates from the Chief Constable.

3. Reasons for Recommendations

3.1   To ensure that the OPCC is aware of the most recent significant and/or notable events that have taken place within Nottinghamshire Police and is fully appraised of all the relevant information.

4. Summary of Key Points

4.1   Please see attached the main report at **Appendix 1**.

4.2   The Chief Constable previously reported on the key events within Nottinghamshire Police to the Nottinghamshire Police Authority.

4.3   This report has been requested by the OPCC to ensure that this best practice is continued.

4.4   This information will be provided on a quarterly basis.

5. Financial Implications and Budget Provision

5.1   There are no financial implications from this update report. Any significant financial matters are reported within the appendix.

6. Human Resources Implications

6.1   There are no Human Resource (HR) implications from this update
       report. Any significant HR matters are reported within the appendix.

7. Equality Implications

7.1   There are no equality implications arising from this report. All matters of
       equality have been considered and will be included in the appendix
       where appropriate.

7.2   None - not needed (report does not contain proposals for new or
       changing policies, services or functions).

8. Risk Management

8.1   This is an opportunity to make the OPCC aware of the significant
       events for Nottinghamshire Police since September 2013, the majority
       of which are already in the public domain. There are no risks.

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

9.1   There are no proposals for changes to existing policies or priorities.

9.2   Updates within the attached appendix include matters that are linked
       with the Police and Crime Plan priorities.

10. Changes in Legislation or other Legal Considerations

10.1   Updates within the attached appendix comply with legislation around
       the publication of court cases and other associated police
       communications.

11. Details of outcome of consultation

11.1   There has been no consultation on this report as it is for information
       only.

12. Appendices

12.1   **Appendix 1** – Chief Constable's update report September 2013

Chief Constable's update report

January 2014

1.0   Introduction

The following gives a brief overview of significant and/or notable events within Nottinghamshire Police since September 2014.

2.0   Cut crime and keep you safe

- A 12-month pilot of Clare's Law – the Domestic Violence Disclosure Scheme – ended with ten women in Nottinghamshire now armed with information which could protect them from violence. The force will continue to run the scheme after it was introduced in September 2012. Out of 56 applications to the scheme, ten women were told of a partner's past. Tackling domestic violence is one of Nottinghamshire Police's top priorities and the force was one of four that delivered the pilot.

- The force has adopted the PCC's Alcohol Strategy which is now an integral part of the Substance Misuse Strategy. A reduction in alcohol related crime and anti social behaviour will reduce demand upon Nottinghamshire Police and its partners.

- The discovery of a gun in the back of wardrobe led to a prison sentence for a St Ann's man. Hiram Buchanan, 31, of Norland Close, was arrested after the barrel of a semi-automatic pistol was discovered in a house he had recently moved out of in Whitemoor. He was jailed for five years for possession of a firearm.

- The force launched Operation Graduate, which focuses on student crime, to coincide with the arrival of 60,000 students to Nottingham. In the last four years student crime has made up 26 per cent of all crime. Graduate saw 16 police officers, community protection officers and other resources deployed across key areas at peak offending times. It led to burglary rates falling to half what they were at the same period last year.

- Officers and staff involved in a week of action on alcohol licensing and harm have been praised following the success of the campaign. The ACPO In Focus initiative put the emphasis on the impact on policing caused by alcohol misuse. Activity ranged from fatal four operations, licensing compliance checks, drug itemisers and antisocial behaviour patrols.

- Our Dangerous Persons Management Unit (DPMU) successfully applied for an international travel ban on a registered sex offender. In 2007, a man was convicted of rape of a female under the age of 13. He was sentenced to two and a half years, was made a registered sex offender for life and also disqualified from working with children. The landmark achievement was a first for the force.

- Burglary suspects across Nottinghamshire felt the force of the law under Operation Graphite. Almost 70 people were arrested in three weeks of intense activity aimed at targeting prolific offenders. Twenty one warrants were executed, searches were carried out and 60 known offenders were spoken to and told they would be closely monitored as part of an offender management plan.

- Scores of teams, organisations and individuals across Nottinghamshire pledged their support to Alliance Against Violence. The campaign forms part of our strategy on violent crime and encompasses hate crime, robbery, domestic violence, as well as crime which takes place in pubs and clubs and in public spaces during the evenings. Supporters include Notts County, Nottingham Rugby Football Club, Nottingham Panthers Ice Hockey, Sport Nottinghamshire, Nottingham Rugby, Nottinghamshire Fire and Rescue, Nottingham City Council, Nottinghamshire County Council, Police and Crime Commissioner Paddy Tipping, and the NHS.

- A drug dealer who arranged for shots to be fired at a house in Aspley has been jailed for 11 years. Declan Madigan, of Winthorpe Road, Newark, was convicted of possession with intent to supply Cocaine, possession of a firearm with intent to endanger life and for using another to hide a firearm.

- The daughter and son-in-law of an elderly couple who went missing from Mansfield in 1998 have been charged with murder. Susan Patricia Edwards, 55, and Christopher John Edwards, 57, were accused after the remains of a man and woman were found buried in the back garden of a house in Blenheim Close, Forest Town.

- Eagled-eyed PCSOs Nathan Heron and Neil Williams, with the help of their colleagues, helped put a pair of prolific drug dealers behind bars for 12 years. The officers spotted Liam Campbell and Steven Ward acting suspiciously on CCTV. Plain clothed colleagues were alerted and the pair were arrested and found to be carrying several wraps of heroin and crack cocaine. Both were jailed for six years.

- A new taskforce aimed at tackling the theft of Asian gold has been created. It follows an emerging trend of burglaries targeting the Asian community for their jewellery. Since 2006 the price of gold has significantly increased and, as such, it is becoming more and more desirable to thieves.

3.0   Spend your money wisely

- The force is actively looking at a number of income generation opportunities to help offset reductions in its funding. Ideas include potential sponsorship with the private sector and allowing advertising on police property.

- Marked police cars are being fitted with TetraTab laptop devices. They come with Wi-Fi capability and allow officers to access police computer systems. It means police officers will need to spend less time in stations and increase their visibility.

- The force has been trialling a new scheme in Bassetlaw to transport arrested suspects to police cells. 'Street-to-suite' was used for the first time in Worksop and uses special custody vans which transport arrested offenders to police stations with custody cells. The vehicles are staffed by trained G4S security staff, similar to those used to transport prisoners to court.

- The force now has Police Investigation Officers (PIO) working alongside police officers. They will help to take some of the pressure off response officers by attending standard, non-urgent incidents.

- Airwave police radios, so vital to the operation of policing across the county, are to be replaced by newer models to ensure they remain fit for purpose until 2020 when a National Airwave Replacement Project is expected. The force will spend £1.25m on upgrading the equipment.

4.0   Earn your trust and confidence

- A new system enabling victims of crime to keep up to date with developments on their case will be introduced in the New Year. Track My Crime Nottinghamshire will allow victims to log in via the force website to find out updates and contact the officer involved.

- The force, alongside with its partners Nottinghamshire County Council, Nottingham City Council and Nottingham City Homes, has re-commissioned the Stop Hate UK 24 hour reporting service. The service has operated throughout Nottinghamshire since November 2010, providing an independent and confidential way for victims and witnesses to report Hate Incidents and access advice and support.

- Fifty people from black and ethnic minority communities could one day join the force following a ground-breaking recruitment seminar. They signed up to becoming police officers after an event which saw the Anglican Church, black and ethnic minority churches come together with police to target more people from minority backgrounds to join the force.

- The force worked with Capital FM to deliver a radio campaign to raise awareness of domestic abuse and aid in the detection of victims and perpetrators. The campaign highlighted the subtle behaviours which can signal that someone is a victim of domestic abuse.

- A social media milestone was reached when the force Facebook page passed 20,000 likes. Over the past 12 months the number of people who like the Nottinghamshire Police page on Facebook has almost doubled from 10,138 at the end of 2012. It has become an invaluable tool for interacting with the public and a great way to reach thousands of people living in the county. Our Twitter account has enjoyed even greater success, passing 30,000 followers in October.

5.0   Our people

- Thousands of people applied to work for the force following a recruitment drive for officers, transferees and PCSOs. A total of 2,401 applications were received for the different roles available which were given high profile publicity on the force website and social media.

- Two police officers who chased down and arrested a murderer who had stabbed multiple victims represented the force at a national bravery awards. PC Helen Burdett and Sergeant Mark Golds-Jones were nominated for the national Police Bravery Awards.

- The force has welcomed its youngest new recruits with 72 Volunteer Police Cadets now part of Nottinghamshire Police. The cadets, all aged 16, will act as ambassadors for the force and have already been on duty at an awards ceremony and have handed out crime prevention material to homes.

6.0   Key Strategic Change

- Officers and staff have been encouraged to play an active role in designing the future of Nottinghamshire Police. A series of workshops and other engagement activity has been held as part of the force's plan to design and implement an operating model for the future of policing across Nottinghamshire. Workshops began at the start of the year focusing on frontline operational policing. Phase two is looking at Crime and Justice departments followed by Corporate Services.

- An ambitious plan to ensure the East Midlands is recognised as the 'best example of police learning and development collaboration' is under way. Following stakeholder engagement and aligned to national changes being driven by the College of Policing, the EMCHRS Learning and Development Team (EMCHRS-L&D) will ensure that L&D across the East Midland is transformed over the next 18 months.

- Plans to develop a single regional Criminal Justice Directorate in the East Midlands have taken some significant steps forward. A business case detailing a proposed four-force regional directorate has been approved along with the appointment of a single regional Head of Criminal Justice by April 2014.

For Information	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**22nd January 2014**
Report of:	**The Chief Constable**
Report Author:	**Kate Hemstock**
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Agenda Item:	**6**

Performance & Insight Report

1. Purpose of the Report

1.1 The purpose of this report is to inform the Office of the Police and Crime Commissioner (OPCC) of the key performance headlines for Nottinghamshire Police.

2. Recommendations

2.1 It is recommended that the contents of the attached report are noted.

3. Reasons for Recommendations

3.1 To ensure that the OPCC is aware of performance in line with the Force priorities.

4. Summary of Key Points

4.1 The summary tables in the attached report provide an overview of performance across the seven strategic themes as per the Police and Crime plan. Performance compared to target as well as trends over time are considered. Appendices B – K of the report provide additional insight for those measures which are deemed to be experiencing performance that is of concern to the Force.

5. Financial Implications and Budget Provision

5.1 There are no immediate financial implications relating to this report.

6. Human Resources Implications

6.1 There are no immediate Human Resource implications arising from this report.

7. Equality Implications

7.1 There are no equality implications arising from this report.

8.   Risk Management

8.1   Please see attached Appendices A - AB.

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

9.1   There are no policy implications arising from this report.

10. Changes in Legislation or other Legal Considerations

10.1   There are no changes in legislation or other legal considerations that are relevant to this report.

11.   Details of outcome of consultation

11.1   The figures included in this report are covered in more detail in each of the individual Performance and Insight Reports and are monitored through; Operational Performance Review, Joint Performance Board, Corporate Government Board and the Force Executive Board meetings on a monthly basis.

12. Appendices

12.1   Appendices A – K Performance and Insight report by the seven strategic themes.

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

13.   There are no background papers relating to this report.

Corporate Services

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	▪ 90% ▪ To be in the top five Forces nationally	-2.9 pp[2] ●	-0.2 pp ↔	Performance is stable when considering the long term trend, with the Force remaining below the **90%** target. Satisfaction for incidents in the 12 months to September is **87.1%.** It was 87.4% for the comparative period in the previous year. 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). 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.
2	% of victims and witnesses satisfied with the services provided in court	▪ 90% satisfied with service received ▪ 85% feel confident to give evidence in court ▪ Improved satisfaction levels compared to 2012-13	+4.2 pp ●	↔[3]	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. 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).
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 ↓	**There is no new data for this measure.** 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. 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.

[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**
4 % reduction of people that have been repeat victims within the previous 12 months	▪ 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% ↓	Year-to-date (April to November 2013) there has been an **10.2%** reduction in the number of people that have been repeat victims of Domestic Violence, Hate Crime or Anti-Social Behaviour (ASB) within the previous 12 months when compared to the same period of last year. This equates to **673** fewer repeat victims. The Force is currently achieving target on this measure, with performance being driven by a reduction of **14.8%** in repeat ASB victims when compared with the same period last year. Whilst this is positive it should be noted that as ASB accounts for the majority of the volume on this measure, strong performance in terms of ASB repeat victims is serving to mask an increase in repeat victims of Domestic Violence, with the Force currently experiencing an increase of **9.3%** (110 victims) when compared to last year. This was discussed in detail in the October Performance and Insight report, with the increase linked to an overall increase in Domestic Violence in Force. 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. 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. Tables showing a breakdown of performance by offence type and BCU can be viewed at **Appendix B**.

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	▪ 40% reduction in all Killed and Seriously Injured (KSIs) by 2020 (from 2005-2009 average)	-18.8% ●	-23.5% ↓	**There is no new data for this measure[4].** 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. 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. 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.
6	Average time taken to locally resolve allegations about the conduct of employees arising from public complaints will reduce to 35 days by 2015[5]	▪ **INTERNAL TARGET** Average of 43 days to locally resolve allegations by 2013-14	+55% ●	-30.8% ↓	Long-term performance shows evidence of possible improvement. The average number of days to locally resolve allegations in the year to the end of October 2013 is **66 days**, and the disparity to the 2013-14 target timescale has stabilised in the last quarter. In the last 12 months around 39 percent of local resolutions were achieved within 43 days. There is no recent IPCC data available, although up to March 2013 the available data[6] showed Nottinghamshire to be below both the national and MSG averages.

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

[5] *Public complaints measures do not form part of the current Policing and Crime Plan but are proxy indicators for strategic priority theme 1*

[6] *Source: Police Complaints Information Bulletin (Interim Bulletin) – Nottinghamshire Police, Reporting Period April 2012 to March 2013, published by the Independent Police Complaints Commission. The IPCC has advised that some information is missing and that a full bulletin for April 2012 to March 2013 will be published in the summer of 2013. In particular the bulletin does not reflect the changes introduced to the complaints system by the Police Reform and Social Responsibility Act 2011.*

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**
7	Average time to locally investigate allegations about the conduct of employees arising from public complaints will reduce to 120 days by 2015	▪ **INTERNAL TARGET** Average of 150 days to locally investigate allegations by 2013-14	+33% ●	+15.9% ↑	Long-term performance shows evidence of possible deterioration. The average number of days to locally investigate allegations in the year to the end of October 2013 is **199 days** which is 49 days from target. In the last 12 months around 47 percent of local investigations were achieved within 150 days. There is no recent IPCC data available, although up to March 2013 the available data showed Nottinghamshire to be below the national average and in line with the MSG average.

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[7]		
			Target	**Trend**	**Summary**
1	% of Crown Court files to be submitted by the police to the CPS on time and without deficiencies	▪ 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 ●	←→[8]	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[9]. 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. 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.
1	Crown Court and Magistrates Court conviction rates	▪ To be better than the national average ▪ To be consistently in line with CPS national averages	CC +3.6pp ● MC +0.1 pp ●	←→	**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). 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.

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[7] *Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure*

[8] *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*

[9] *Where information on direction of travel is provided for this measure, it will reflect the current month's position compared to last months 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[7]**		
		Target	**Trend**	**Summary**
2 % of effective trials in the Magistrates' and Crown Courts	▪ Reduce % of ineffective trials compared to 2012-13 ▪ Achieve an effective trial rate of 50% for Crown Court and 50% for Magistrates Court	CC -6.2pp ● MC -8.6pp ●	↔	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. 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. 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.

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	▪ 10% reduction compared to 2012-13	+9.3% ●	+1.4% ↑	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). 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). 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. 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. A full table showing performance by crime type can be viewed at **Appendix C,** while performance by area is at **Appendix D**. 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. A summary table of performance for these areas can be viewed at **Appendix E**. Current performance for All Crime is discussed in more detail at **Appendix F**.

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	▪ 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% ↓	The Force is currently recording a reduction in Anti-Social Behaviour (ASB) incidents, with 2,538 fewer incidents recorded this year compared to last. 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 (see chart at **Appendix G**). 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. A full breakdown of ASB incidents by area can be viewed at **Appendix H**, while performance in the priority areas is at **Appendix I**.
3 The detection rate (including Positive Outcomes) for recorded offences	▪ 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 ↓	The overall year-to-date detection rate of **31.0%** is considerably lower then 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. Detection rates on the BCUs are similar to those seen at Force level (**32.9%** on the City, **31.7%** on the County). 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. 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. As performance on this measure is notably off target, further detail can be viewed at **Appendix J**.

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	▪ A reduction in the number of alcohol related admissions to hospital compared to 2012-13	-11.1% ●	-11.1% ↓	**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. 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. 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.
1 The number of alcohol related crimes (proxy measure)	▪ Monitor the number of crimes which appear alcohol related	N/A	N/A	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. 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.

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)	▪ 1% increase compared to 2012-13	OCU -1.8pp ●	-0.8pp ↓	**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. 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). 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.
			Non-OCU -4.8pp ●	-3.8pp ↓	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.

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	▪ 10% increase (year on year) in the numbers of confiscation and forfeiture orders compared to 2012-13	-15.5% ●	-4.7% ↓	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%**). 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. 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[10].

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	▪ To reduce THR to below the 2012-13 level	●	↓	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. 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. 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**."

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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	▪ 10% reduction (year on year) compared to 2012-13	-12.4% ●	-19.9% ↓	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. 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%**. 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.
2	National – reduce the offending of offenders managed and supervised by Integrated Offender Management (IOM) that cause significant harm Local - Acquisitive Crime Cohort, high risk of harm offenders and young adult offenders (18-21years)	▪ 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	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. 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. 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.

Strategic Priority Theme 7: Spending your money wisely

Measure		Target Profile	Current Performance – Year-to-date to November 2013[11]		
			Target	**Trend**	**Summary**
1	Make efficiency savings	▪ Save £8.6m by March 2014	N/A	N/A	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. Confirmed efficiencies are currently being made through staff savings and savings from Fleet, Estates and Collaboration.
2	Ensure balanced budget	▪ Overall spend v budget	-0.3% 🟠	N/A	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. 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. More detail on this measure can be viewed at **Appendix K**.
3	Total number of days lost due to sickness (Officer)	▪ 3.7% for Officers and Staff (8.2 days)	+0.35pp 🔴	-12% ↓	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. 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.
3	Total number of days lost due to sickness (Staff)	▪ 3.7% for Officers and Staff (8.2 days)	-0.04pp 🟢	-17% ↓	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%.

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[11] *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[11]		
			Target	Trend	Summary
4	BME representation	▪ 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% ↔	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. The representation figures are lower than the BME population of Nottinghamshire, which stands at 11.2% (Source: 2011 Census Data).
Proxy measures:					
5	Overtime Budget	▪ Maintain overtime spend below budget	+0.9% 🟠	-17% ⬆	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. 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.
6	Establishment	▪ Officer establishment 2,109 ▪ Staff establishment 1,645	🟢 🔴	N/A	Targets quoted are for March 2014. Officer and PCSO recruitment is in process which will help get levels up to target.

Appendix A

User Guide to the Performance and Insight Report

This document sets out a summary of the performance of Nottinghamshire Police in relation to key measures to deliver against the strategic priority themes as set out in the Police and Crime Plan 2013-18.

The seven themes are used to provide direction and focus to support the delivery of the Police and Crime Plan and are as follows:

- Theme 1: Protect, support and respond to victims, witnesses and vulnerable people
- Theme 2: Improve the efficiency, accessibility and effectiveness of the Criminal Justice system
- Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
- Theme 4: Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour
- Theme 5: Reduce the threat from organised crime
- Theme 6: Prevention, early intervention and reduction in offending
- Theme 7: Spending your money wisely

Within the seven themes are a number of key measures to allow monitoring of Force performance, in order to highlight risks and implement the appropriate control measures required to improve performance.

The summary tables in the front of the report provide an overview of current performance for each of the key measures, and these tables are organised according to the seven strategic themes. The information provided in the tables is as follows:

Measure and Target Profile columns
These provide a description of the measure and the target set by the Police and Crime Commissioner

Target column
Shows current performance against target. Where available, this will be shown as a numeric (mainly percentage) value along with a direction of travel, so for example; -10% on the ASB measure would denote that current volume is 10% lower than target volume. This numeric value will be accompanied by a coloured circle showing whether the measure is on target, close to achieving target or not achieving target, as shown in the box below.

KEY to Performance Comparators	
Performance Against Target	
● (blue)	Significantly better than Target >5% difference
● (green)	Better than Target
● (yellow)	Close to achieving Target (within 5%)
● (red)	Significantly worse than Target >5% difference

Trend column
Provides an indication of current trend and direction of travel. As with the target column, this data will be presented, where possible, as a numeric (again usually percentage) value. For the majority of measures this figure will represent the change in performance when compared to the equivalent period of the previous year, with a + or – symbol denoting the direction of travel, i.e. whether the change is an increase or decrease on the previous position. This figure will be accompanied by an arrow which provides an indication of current trend, with the direction of the arrow representing direction of travel (increase, decrease or stable) and the colour of the arrow showing whether this is positive, neutral or negative performance (as an increase in a measure such as detection rate will be positive performance, whereas an increase in a measure such as All Crime will be negative). This is summarised in the box below.

KEY to Performance Comparators	
Trend	
↑ (green)	Increase – Improvement in Performance
↓ (green)	Decrease – Improvement in Performance
↔ (yellow)	Stable Trend – little change in Performance
↑ (red)	Increase – Deterioration in Performance
↓ (red)	Decrease – Deterioration in Performance

Date parameters
The majority of measures in the report use performance year-to-date data (April to the end of the current month), and will compare this period to the equivalent year-to-date period of the previous year in order to provide an indication of performance over time. The main exceptions to this are satisfaction and confidence data, which both use 12 months to date data, and which tend to lag behind crime and detections data by a few months. It should also be noted that for a number of the measures for which the data is sourced externally, the date parameters may differ to those commonly used in Force. Where different parameters are used, this will be specified in the text summary for the measure affected, and unless otherwise stated, comparisons to previous performance will refer to the equivalent period of the previous year.

Diagnosing Exceptional Performance
Any measures which are demonstrating exceptional performance will be discussed in further detail in the appendices of the report. Where this is the case it will be stated in the summary for that measure. A measure will be considered an exception if it is significantly off target, has a deterioration in recent performance, (for example a marked decrease in satisfaction levels) or if there are any other significant changes in performance which are of concern.
Fur the purposes of this report, the statistical techniques applied to determine statistically significant changes in performance for the majority of the measures examine the standard deviation, the moving range and linear regression using pearsons correlation coefficient and t-tests.

For more information on the statistical techniques employed in the report please contact the Performance and Insight team:
mi@nottinghamshire.pnn.police.uk

Commonly used acronyms
ASB – Anti-Social Behaviour
BCU – Basic Command Unit
BME – Black Minority Ethnic
CSEW – Crime Survey for England and Wales
HMIC – Her Majesty's Inspectorate of Constabulary
MSG – Most Similar Group of Forces; or Most Similar Group of BCU's
PCC – Police and Crime Commissioner
PSD – Professional Standards Directorate
RTC – Road Traffic Accident

Data Sources	
Theme 1: Protect, support and respond to victims, witnesses and vulnerable people	
Satisfaction with serviced received from police	Nottinghamshire Police internal user satisfaction surveys
Victim and witness satisfaction with court services	Victim Support Witness Service Quality of Service forms collected from Nottinghamshire courts
Confidence in police and local council	Crime Survey for England and Wales (formally the British Crime Survey)
Repeat victims	Nottinghamshire Police CRMS Crime Recording & Management System and Vision Command & Control system
Persons Killed or Seriously Injured on the roads	Nottinghamshire Road Safety Team and Force internal POETS incidents system
Complaints	Nottinghamshire Police internal Centurion system
Strategic Priority Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process	
Court file timeliness and quality	Nottinghamshire Police Crime and Justice department
Court conviction rates	HM Courts Service
Court effective trial rates	HM Courts Service
Strategic Priority Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour	
All Crime Detection Rate	Nottinghamshire Police CRMS Crime Recording & Management System
ASB	Nottinghamshire Police Vision Command & Control system
MSG and national comparisons	Home Office Project Fusion website
Strategic Priority Theme 4: Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour	
Alcohol-related admissions to hospital	Public Health England LAPE website
Successful completions of OCU and non OCU	Nottinghamshire County Council

Data Sources	
Strategic Priority Theme 5: Reduce the threat from organised crime	
POCA confiscation and forfeiture orders	Force internal Joint Asset Recovery Database
Force threat, harm and risk level	Nottinghamshire Police Intelligence Team
Strategic Priority Theme 6: Prevention, early intervention and reduction in re-offending	
First-Time Entrants	Nottingham City and Nottinghamshire County Youth Offending Teams
Re-offending	Home Office
Strategic Priority Theme 7: Spending your money wisely	
Efficiency Savings	
Balanced Budget	Nottinghamshire Police e-financials General Ledger
Staff and Officer Sickness	Nottinghamshire Police HRMS
BME Representation	Nottinghamshire Police HRMS

Strategic Priority	Theme 1 – Protect, support and respond to victims, witnesses and vulnerable people
Measure	*Percentage reduction of people that have been repeat victims within the previous 12 months*

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%**

Total Repeat Volume		Year-to-date performance				Target Position	
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target
City	2,618	2,723	-105	-3.9%	2,587	31	1.2%
County	3,292	3,860	-568	-14.7%	3,667	-375	-11.4%
Force	**5,910**	**6,583**	**-673**	**-10.2%**	**6,254**	**-344**	**-5.8%**

Appendix C

Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
Measure	*All Crime Breakdown by Offence Type*

	Year-to-date performance				Month-to-date performance			
	2013/14	2012/13	Volume Change	Percentage Change	November 2013	November 2012	Volume Change	Percentage Change
All Crime	**46,428**	**45,791**	**637**	**1.4%**	**5,659**	**5,898**	**-239**	**-4.1%**
Violent Crime	11,667	10,997	670	6.1%	1,328	1,338	-10	-0.7%
VAP	10,169	9,784	385	3.9%	1,160	1,164	-4	-0.3%
VAP with injury	5,480	4,321	1,159	26.8%	616	512	104	20.3%
VAP without injury	4,689	5,463	-774	-14.2%	544	652	-108	-16.6%
Sexual Offences	772	635	137	21.6%	84	81	3	3.7%
Burglary Dwelling	3,033	2,558	475	18.6%	487	398	89	22.4%
Robbery	726	578	148	25.6%	84	93	-9	-9.7%
Vehicle Crime	4,297	4,588	-291	-6.3%	544	636	-92	-14.5%
Theft of Motor Vehicle	951	903	48	5.3%	114	108	6	5.6%
Theft from Motor Vehicle	3,346	3,685	-339	-9.2%	430	528	-98	-18.6%
Burglary Other	3,040	3,135	-95	-3.0%	410	363	47	12.9%
Theft and Handling	14,321	13,280	1,041	7.8%	1,697	1,652	45	2.7%
Fraud and Forgery	64	868	-804	-92.6%	14	108	-94	-87.0%
Criminal Damage	6,901	7,256	-355	-4.9%	805	978	-173	-17.7%
Drug Offences	2,402	2,518	-116	-4.6%	292	330	-38	-11.5%
Other Offences	703	591	112	19.0%	82	95	-13	-13.7%

Appendix D

Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
Measure	*All Crime Breakdown by Area*

	Year-to-date performance				Target Position			Month-to-date performance			
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target	November 2013	November 2012	Volume Change	Percentage Change
Force	**46,428**	**45,791**	**637**	**1.4%**	**42,128**	**4,300**	**9.3%**	**5,659**	**5,898**	**-239**	**-4.1%**
City	20,417	20,205	212	1.0%	18,589	1,828	9.0%	2,498	2,669	-171	-6.4%
County	26,011	25,586	425	1.7%	23,539	2,472	9.5%	3,161	3,229	-68	-2.1%
Ashfield/Mansfield	**9,161**	**8,685**	**476**	**5.5%**	**7,990**	**1,171**	**12.8%**	**1,124**	**1,123**	**1**	**0.1%**
Ashfield	4,694	4,464	230	5.2%	4,107	587	12.5%	591	570	21	3.7%
Mansfield	4,467	4,221	246	5.8%	3,883	584	13.1%	533	553	-20	-3.6%
Bassetlaw/N & S	**8,210**	**8,060**	**150**	**1.9%**	**7,415**	**795**	**9.7%**	**993**	**1,050**	**-57**	**-5.4%**
Bassetlaw	4,742	4,583	159	3.5%	4,216	526	11.1%	567	621	-54	-8.7%
Newark & Sherwood	3,468	3,477	-9	-0.3%	3,199	269	7.8%	426	429	-3	-0.7%
South Nottinghamshire	**8,640**	**8,841**	**-201**	**-2.3%**	**8,134**	**506**	**5.9%**	**1,044**	**1,056**	**-12**	**-1.1%**
Broxtowe	3,202	3,148	54	1.7%	2,896	306	9.6%	394	401	-7	-1.7%
Gedling	3,214	3,259	-45	-1.4%	2,998	216	6.7%	407	390	17	4.4%
Rushcliffe	2,224	2,434	-210	-8.6%	2,239	-15	-0.7%	243	265	-22	-8.3%
City	**20,417**	**20,205**	**212**	**1.0%**	**18,589**	**1,828**	**9.0%**	**2,498**	**2,669**	**-171**	**-6.4%**
City Central	10,571	10,360	211	2.0%	9,531	1,040	9.8%	1,311	1,369	-58	-4.2%
City North	5,827	5,809	18	0.3%	5,344	483	8.3%	655	784	-129	-16.5%
City South	4,019	4,036	-17	-0.4%	3,713	306	7.6%	532	516	16	3.1%

Appendix E

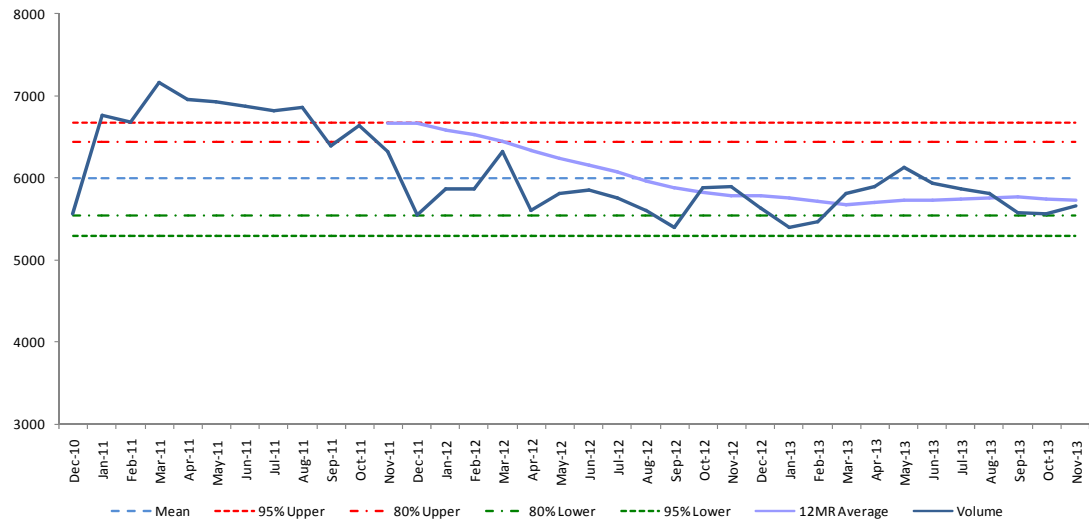| Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
Measure	*All Crime Breakdown – Priority Areas*

Partnership Plus Area	Year-to-date performance				Target Position			Month-to-date performance			
	2013/14	2012/13	Volume Change	Percentage Change	Current Stretch Target	Difference from Stretch Target	Percentage Difference from Stretch Target	November 2013	November 2012	Volume Change	Percentage Change
Arboretum	1,006	860	146	17.0%	654	352	35.0%	128	140	-12	-8.6%
Aspley	1,066	1,174	-108	-9.2%	892	174	16.3%	95	157	-62	-39.5%
Bridge	577	681	-104	-15.3%	518	59	10.2%	74	69	5	7.2%
Bulwell	1,300	1,288	12	0.9%	979	321	24.7%	170	168	2	1.2%
St Ann's	849	736	113	15.4%	559	290	34.2%	107	102	5	4.9%
Carr Bank	220	197	23	11.7%	162	58	26.4%	25	21	4	19.0%
Portland	573	543	30	5.5%	445	128	22.3%	59	79	-20	-25.3%
Woodlands	557	508	49	9.6%	417	140	25.1%	83	60	23	38.3%
Hucknall Central	250	299	-49	-16.4%	245	5	2.0%	34	54	-20	-37.0%
Hucknall East	448	339	109	32.2%	278	170	37.9%	64	33	31	93.9%
Kirkby East	399	414	-15	-3.6%	339	60	15.0%	53	49	4	8.2%
Sutton Central/East	774	710	64	9.0%	582	192	24.8%	90	94	-4	-4.3%
Castle/Magnus	870	877	-7	-0.8%	737	133	15.3%	100	119	-19	-16.0%
Worksop	1,768	1,602	166	10.4%	1346	422	23.9%	207	207	0	0.0%
Eastwood South	507	366	141	38.5%	300	207	40.8%	54	45	9	20.0%
Netherfield And Colwick	394	437	-43	-9.8%	358	36	9.1%	60	54	6	11.1%

Appendix F	
Strategic Priority	**Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour**
Measure	*Total Number of Offences*
Target	*To reduce by 10% in 2013/14*

Year-to-date performance:	Increase of **1.4%** or **637** offences (April – November 2013 compared to April – November 2012)
Month-to-date performance:	Decrease of **4.1%** or **239** offences in the month of November
Target performance:	Current performance is **9.3%** or **4,300** offences over target

The All Crime performance picture continues to improve this month, with November recording a 4.1% reduction in offences compared to November 2012. This follows on from the success of October, where a 5.8% month-to-date reduction was seen, and the effect is apparent in the year-to-date performance, with the Force recording its smallest increase so far this year at 1.4%. Although the current direction of travel is positive it should be noted that the Force remains more than 4,000 offences over the 10% reduction target and it will no longer be possible to meet this target by the end of the performance year.

The drivers behind the current All Crime increase remain unchanged, with the volume crime types of Violence Against the Person (VAP) and Theft & Handling continuing to record year-to-date increases. As noted in the previous report however, VAP offences are reducing, with November recording fewer offences than November last year. This success might be attributed to the proactive work of the Force's 'Alliance Against Violence' campaign, which ran two weeks of action during the month of November. The campaign continues through the Christmas period, and as discussed in last month's report, it is essential that the Force directs activity towards hot spot areas in an effort to minimise the effects of the anticipated seasonal spike in VAP offences.

Theft & Handling performance remains relatively unchanged in the month of November, with a slight increase in offences recorded, and the Force is currently recording a 7.8% increase in Theft & Handling. The increase is driven by Shop Theft offences on almost all areas, although the County is currently recording the higher percentage increase compared to the City. Of particular note on the County is Bassetlaw, where an increase of 67.9% (239 offences) was recorded this year. The majority of offences that take place in this area are at 'out of town' stores with the following noted as contributing factors: poor CCTV coverage, little or no security, shops not heeding crime prevention advice and placing high value goods (such as alcohol) near the doors of the shop. The Force continues to work with the retail premises and partners in an effort to reduce shop thefts, particularly in these premises which are known to suffer from a high number of repeat offences.

The month of November has seen a spike in Burglary Dwelling, with almost 500 recorded offences, the highest monthly total in over three years. Seasonal patterns suggest that the Force can expect to record a month-on-month increase in Burglary Dwelling over the Christmas period, however the increase between October and November this year was a significant 29.5%, and this is compared to increases of 9.6% in 2011 and 1.3% in 2012, over the same period. While the spike in offences is apparent on both the City and the County, it is the County BCU that is currently recording the larger year-to-date increase, at 28.9% compared to the City increase of 8.1%. All three operational areas on the County have recorded increases of more than 20% this year. Of most concern is the Ashfield/Mansfield area, with an increase of 42.2%, driven primarily by performance in Ashfield which currently accounts for 11% of the Force's Burglary Dwelling offences, and this is compared to 8% over the same period of last year. As discussed in the previous report, it is suggested that activity be targeted at high volume areas such as this in order to drive a Force-level reduction in Burglary Dwelling by the end of the performance year.

Although the Force continues to record an increase in Robbery offences there are signs of improvement in recent months, with the Force having successfully reduced volume in both October and November. While this is positive there remain local areas of concern, with City Central, City South and Gedling having the largest increases in Robbery offences.

In terms of geographical performance, the month-to date reduction seen at Force-level is replicated on both City and County, however as seen last month, the City has recorded the stronger performance with a decrease of 6.4% (171 offences) in November, compared to the County's 2.1% (68 offences) reduction. Positive performance on the City has been driven by City Central and City North this month, and after recording the largest reduction of the three areas last month, City South have this month recorded a slight increase in offences. Despite this, City South continues to record a year-to-date reduction in offences. On the County the majority of districts also reduced crime in October, with Rushcliffe again having the highest percentage reduction. Performance in Rushcliffe remains particularly positive with this area having the largest year-to-date reduction in Force, driven by healthy reductions in Theft & Handling, Criminal Damage and Vehicle Crime. Gedling and Newark & Sherwood are also recording year-to-date reductions in All Crime. As noted last month, performance on Ashfield district is of most concern, with a further month-to-date increase in All Crime. As already discussed, Ashfield is currently experiencing an increase in Burglary Dwelling offences, while Theft & Handling and Vehicle Crime offences are also increasing this year.

Within the Force area are a number of specific local areas which are known to experience high volumes of Crime and Anti-Social Behaviour. These 'priority areas' have been identified through a strategic assessment process carried out by the Safer Nottinghamshire Board (SNB) on the County, and the Nottingham Crime and Disorder Partnership (CDP) on the City, and all have been set 'stretch' targets for reducing All Crime this year[12]. These localised areas have a direct effect on performance for the Force, as between them they account for almost a quarter of the Force's All Crime volume to date this year. If all of the priority areas had achieved their target reductions (based on year-to-date performance), the Force would currently be recording a decrease in All Crime volume rather than an increase.

Performance in the priority areas is mixed, with some maintaining healthy a year-to-date reduction in All Crime, while other areas are experiencing an increase. However when taking performance over these areas as a whole an increase in All Crime is being seen. On the County the majority of partnership plus areas are experiencing a year-to-date increase. Where decreases are seen (Hucknall Central, Kirkby East, Castle/Magnus, Netherfield & Colwick), these are relatively small, however this remains positive in light of the Force-level increase in All Crime. On the City, strong performance is apparent on Aspley, where a month-to-date reduction of 39.5% in November has resulted in a healthy year-to-date reduction of 9.2%

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[12] *The target reduction for the City priority areas is 24%, for Ashfield/Mansfield and South Nottinghamshire is 18% and for Bassetlaw/Newark and Sherwood is 16%. For more detail on the priority areas please contact the report author.*

In summary, the Force is over target by more than 4,000 offences, with only four months of the performance year remaining. This means it is no longer possible for the Force to achieve the 10% target as volume would need to reduce by over 1,000 offences a month. Forecast figures based on the previous three years of data suggest that the Force can expect to record a reduction of 1.1% compared to last year. In light of this it is suggested that the Force focus activity on the priority crime types of Violence Against the Person and Burglary Dwelling in an effort to end the performance year with a reduction in crime.

Actions

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.
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.

Crime Type	Location	Current Actions
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 recently established 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.
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.

Appendix G

Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
Measure	*Anti-Social Behaviour Over Time Performance*

Legend: Mean (blue dashed); 95% Upper (red dashed); 80% Upper (red dash-dot); 80% Lower (green dash-dot); 95% Lower (green dashed); 12MR Average (light purple); Volume (dark blue)
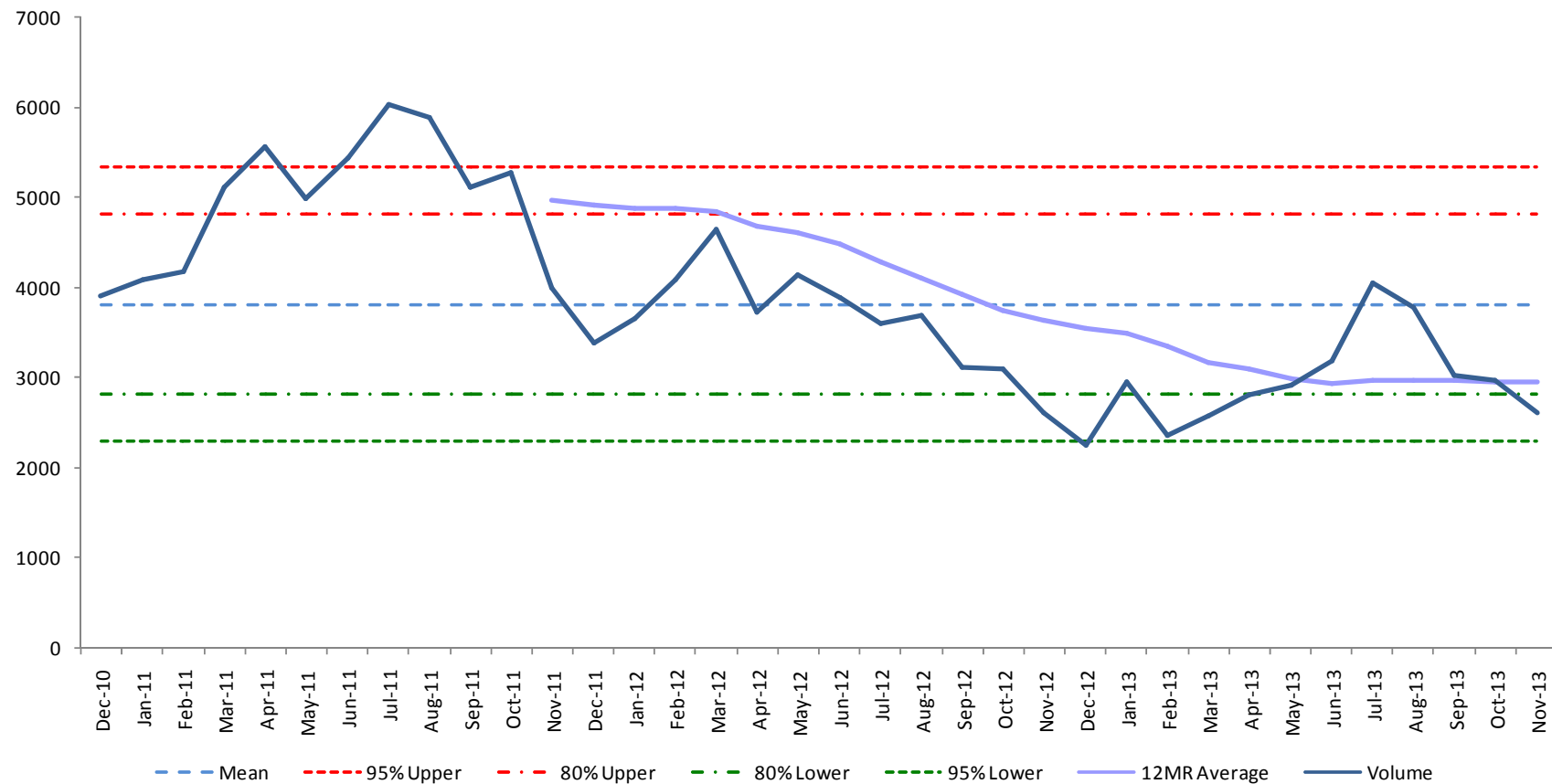
Appendix H

Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
Measure	*Anti-Social Behaviour Breakdown by Area*

	Year-to-date performance				Target Position			Month-to-date performance			
	2013/14	2012/13	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target	November 2013	November 2012	Volume Change	Percentage Change
Force	**25,287**	**27,825**	**-2,538**	**-9.1%**	**25,599**	**-312**	**-1.2%**	**2,600**	**2,600**	**0**	**0.0%**
City	11,051	11,374	-323	-2.8%	10,464	587	5.3%	1,195	1,047	148	14.1%
County	14,236	16,451	-2,215	-13.5%	15,135	-899	-6.3%	1,405	1,553	-148	-9.5%
Ashfield/Mansfield	**5,411**	**6,426**	**-1,015**	**-15.8%**	**5,912**	**-501**	**-9.3%**	**572**	**621**	**-49**	**-7.9%**
Ashfield	2,722	3,233	-511	-15.8%	2,974	-252	-9.3%	282	324	-42	-13.0%
Mansfield	2,689	3,193	-504	-15.8%	2,938	-249	-9.2%	290	297	-7	-2.4%
Bassetlaw/N & S	**4,561**	**5,197**	**-636**	**-12.2%**	**4,781**	**-220**	**-4.8%**	**452**	**519**	**-67**	**-12.9%**
Bassetlaw	2,517	2,822	-305	-10.8%	2,596	-79	-3.1%	263	286	-23	-8.0%
Newark & Sherwood	2,044	2,375	-331	-13.9%	2,185	-141	-6.9%	189	233	-44	-18.9%
South Nottinghamshire	**4,264**	**4,828**	**-564**	**-11.7%**	**4,442**	**-178**	**-4.2%**	**381**	**413**	**-32**	**-7.7%**
Broxtowe	1,625	1,793	-168	-9.4%	1,650	-25	-1.5%	138	178	-40	-22.5%
Gedling	1,557	1,867	-310	-16.6%	1,718	-161	-10.3%	142	142	0	0.0%
Rushcliffe	1,082	1,168	-86	-7.4%	1,075	7	0.7%	101	93	8	8.6%
City	**11,051**	**11,374**	**-323**	**-2.8%**	**10,464**	**587**	**5.3%**	**1,195**	**1,047**	**148**	**14.1%**
City Central	4,677	4,938	-261	-5.3%	4,543	134	2.9%	565	479	86	18.0%
City North	3,574	3,628	-54	-1.5%	3,338	236	6.6%	346	301	45	15.0%
City South	2,800	2,808	-8	-0.3%	2,583	217	7.7%	284	267	17	6.4%

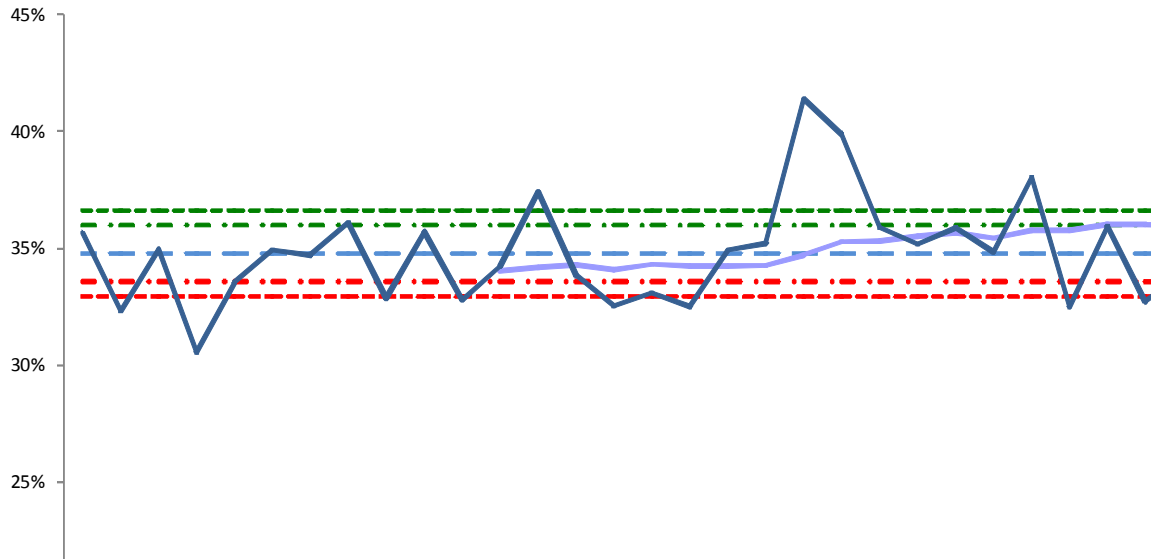| Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
Measure	*Anti-Social Behaviour Breakdown – Priority Areas*

Partnership Plus Area	Year-to-date performance				Target Position			Month-to-date performance			
	2013/14	2012/13	Volume Change	Percentage Change	Current Target (Force)	Difference from Force Target	Percentage Difference from Force Target	November 2013	November 2012	Volume Change	Percentage Change
Arboretum	684	664	20	3.0%	611	73	10.7%	81	72	9	12.5%
Aspley	645	712	-67	-9.4%	655	-10	-1.6%	47	51	-4	-7.8%
Bridge	383	404	-21	-5.2%	372	11	2.9%	43	34	9	26.5%
Bulwell	781	874	-93	-10.6%	804	-23	-2.9%	76	70	6	8.6%
St Ann's	732	759	-27	-3.6%	698	34	4.6%	73	70	3	4.3%
Carr Bank	166	177	-11	-6.2%	163	3	1.8%	12	21	-9	-42.9%
Portland	249	363	-114	-31.4%	334	-85	-34.1%	29	32	-3	-9.4%
Woodlands	215	225	-10	-4.4%	207	8	3.7%	38	23	15	65.2%
Hucknall Central	175	198	-23	-11.6%	182	-7	-4.0%	30	25	5	20.0%
Hucknall East	303	315	-12	-3.8%	290	13	4.3%	25	39	-14	-35.9%
Kirkby East	218	231	-13	-5.6%	213	5	2.3%	23	29	-6	-20.7%
Sutton Central/East	395	537	-142	-26.4%	494	-99	-25.1%	32	43	-11	-25.6%
Castle/Magnus	532	588	-56	-9.5%	541	-9	-1.7%	50	54	-4	-7.4%
Worksop	875	1,051	-176	-16.7%	967	-92	-10.5%	65	105	-40	-38.1%
Eastwood South	276	252	24	9.5%	232	44	15.9%	28	19	9	47.4%
Netherfield And Colwick	142	214	-72	-33.6%	197	-55	-38.7%	14	20	-6	-30.0%

Appendix J	
Strategic Priority	**Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour**
Measure	*Detection Rate including Positive Outcomes*
Target	*Achieve a rate of 37%*

Year-to-date performance:	Detection rate of **31.0%**, a reduction of **5.4 percentage points** compared to last year-to-date
Month-to-date performance:	Detection rate of **26.2%**, a reduction of **9.7 percentage points** compared to November 2012
Target performance:	Year-to-date the Force is **6.0 percentage points (pp)** away from its target of **37.0%**

Insight

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'[13]. 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 then last year).

In terms of detection rates, the Force is recording reductions in all offence types year-to-date compared with last year. Theft Offences are currently recording a detection rate of 20.3%, a decrease of 2.4pp compared to last year-to-date. The most notable reduction in detection rate within this category is for Shoplifting (a 9.5pp reduction). The reduction in detection rate is particularly impacted by the increase in total number of Theft Offences (1165 more crimes compared to last year). Shoplifting constitutes 76.8% of this total (895 offences).

In terms of the method of positive outcomes used to detect crimes, there continues to be uplift in the number of offences where a Community Resolution has been used. Year-to-date, Community Resolutions account for 18.1% of all detected crime, whereas during the comparative period last year the equivalent figure was 14.6%. As Community Resolutions are often used as an alternative to Cautions, a subsequent reduction in the proportion of Cautions issued can be seen over the same period (4.0pp). The proportion of detections recorded as a Charge / Summons has seen a slight increase in proportion being recorded compared to last year, with over half of all detections detected using this method. There also remains a clear drop off in the number of TICs[14] with 58.2% fewer recorded by the Force compared to last year.

Force level Disposal Breakdown:

YTD Apr-Nov For All Crime	2012/13	% Prop. of total	2013/14	% Prop. of total
Cautions	4,049	24.3%	3,038	20.3%
Charge / summons	7,886	47.3%	7,870	52.6%
Community Resolution	2,426	14.6%	2,609	17.4%
Other	983	5.9%	921	6.2%
Penalty Notice for Disorder	381	2.3%	132	0.9%
TICs not previously recorded	41	0.2%	17	0.1%
TICs previously recorded	901	5.4%	387	2.6%

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[13] *Offences awaiting paperwork to be completed and scanned on to the Forces Crime Recording System*

[14] *TIC is a disposal method used where offenders admit to committing other offences that are suitable to be Taken into Consideration (TIC) along side the offence(s) for which they are being investigated.*

Divisional level Outcome Breakdown:

YTD Apr-Nov For All Crime	City				County			
	2012/13	% Prop. of total	2013/14	% Prop. of total	2012/13	% Prop. of total	2013/14	% Prop. of total
Cautions	1,630	22.0%	1,290	19.2%	2,419	26.2%	1,748	21.2%
Charge / summons	3,705	49.9%	3,626	53.9%	4,181	45.2%	4,244	51.4%
Community Resolution	1,216	16.4%	1,161	17.3%	1,210	13.1%	1,448	17.6%
Other	538	7.3%	492	7.3%	445	4.8%	429	5.2%
Penalty Notice for Disorder	159	2.1%	68	1.0%	222	2.4%	64	0.8%
TICs not previously recorded	5	0.1%			36	0.4%	17	0.2%
TICs previously recorded	166	2.2%	87	1.3%	735	7.9%	300	3.6%

Reviewing performance for both the City and County divisions, year-to-date both divisions are recording similar rates (City 32.9%, County 31.7%) and both have recorded reductions compared to the previous year (City -3.8pp, County -4.4pp). For the month of November, both divisions have again recorded comparable detection rates (City 27.9%, County 29.6%) and both have recorded sizeable reductions in detection rate compared to the same month last year (City 5.9pp, County 8.0pp). This is likely to improve as detections are approved.

Examining the use of Community Resolution by offence type, proportions remain high for: Shoplifting (33.6% of all Community Resolutions), VAP with injury (16.7%), VAP without injury (16.5%) and Criminal Damage (15.3%). These proportions are broadly similar to those recorded last year and last month (although there does appear to a slight drop off in the volume of their usage for VAP Without Injury), suggesting little change in the offences currently being identified for the Community Resolution process.

The overall year-to-date detection rate for Force is considerably lower then the current target of 37.0%. Reviewing year-to-date detection rates throughout the year reveals that the previously static rate is now showing clear signs of deterioration in recent months. Monthly rates in quarter two have been particularly low and suggest that the Force will continue to move away from its target in coming months. This performance is particularly troubling when combined with the overall increase in offence volume the Force has recorded over the same period. The drop in detection volume appears to be being predominately driven by a large drop in the volume of TIC disposals, across both City and County, this drop seems to have been partially driven by external forces and the Force will require a significant increase in the volume of detections it achieves in the remainder of the year in order to stand a chance of meeting target.

Actions

Crime Type	Location	Current Actions
Sanction Detections	Force-wide	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.
Sanction Detections	Force-wide	A Review of Converter Teams has now been completed and recommendations put forward to senior management for consideration.
Community Resolution Disposals	Force-Wide	The Force continues to promote the use of Community Resolution disposals where appropriate and all officers are currently offered the opportunity to attend a workshop which provides information and guidance on the use of Community Resolution as a method of detection.

Appendix K	
Strategic Priority	*Theme 7 – Spending Your Money Wisely*
Measure	***Comparison of projected spend against actual spend by Force and Portfolio areas***
Budget	*£198.375m*

Force Restated Budget YTD

Local Policing Restated Budget YTD

Specialist Services Restated Budget YTD

Corporate Services Restated Budget YTD

Year-to-date performance:	Actual spend of £132.284m against a restated budget of £131.932m.
Month-to-date performance:	Actual spend of £16.251m against a restated budget of £15.846m.
Target performance:	Full year restated budget of £198.375m.

Insight

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.

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. The underlying year-to-date over spend was £0.470m due to compensation received from Medacs of £0.118m earlier than forecasted. This was anticipated to come in March and was below the estimate of £0.200m. The month included efficiency targets of £0.665m.

Police pay and allowances expenditure was £69.135m year-to-date. This represented a £0.049m under spend against the restated budget. The under spend is largely down to phasing of the 18 new recruits who started towards the end of November, which differs from the assumptions in the forecast, and savings on pensions. To date there are 114 new officers (67 new recruits and 47 transferees) which is 20 more than the agreed budget of 94 (63 new recruits and 31 transferees). The restated budget assumes a further 64 new officers (48 new recruits and 13 transferees) for the remainder of the financial year, compared to 63 in the budget.

Police officer overtime expenditure was £2.752m year-to-date. This represented a £0.030m under spend against the restated budget. This variance was mainly in Crime & Justice and Regional Operations, and is largely due to phasing. This was partly offset by OSD over spend due to Op Rubble, which has been recharged to Leicestershire Police as mutual aid.

Police staff pay and allowances expenditure was £32.491m year-to-date. This represented a £0.111m under spend against the restated budget. The majority of the variance is within County and City due to the delay in the recruitment of the civilianised investigators.

Police staff overtime expenditure was £0.525m year-to-date. This represented a £0.060m over spend against the restated budget. This over spend is largely attributable to a PCSO vacancy gap against the workforce plan and the pro-active patrols.

Premises running costs were £4.427m year-to-date. This represented a £0.023m under spend against the restated budget. Estates have a budgetary challenge of £0.051m for the year to October, and these have been met thus far through savings on utilities £0.043m (due to the charge for Holmes House being lower than forecast) and rent and rates £0.011m.

Transport costs were £3.830m year-to-date. This represented a £0.023m over spend against the restated budget. Transport has a budgetary challenge of £0.160m. This has been partly achieved through savings on the Venson contract of £0.096m, unanticipated tyre income of £0.021m, and petrol and diesel savings of £0.023m. Offsetting this, accident damage in November was £0.018m.

More detailed analysis is contained in the Revenue Budget Management Report 2013-14: Year to November 2013 report.

For Information	
Public	
Report to:	**Strategic Resources & Performance**
Date of Meeting:	**22nd January 2014**
Report of:	**ACO Monckton**
Report Author:	**David Machin**
E-mail:	**david.machin10991@nottinghamshire.pnn.police.uk**
Other Contacts:	**Paul Steeples**
Agenda Item:	**7**

Revenue Budget Management Report 2013-14: Year to November 2013

1. Purpose of the Report

1.1 The purpose of the report is to provide an update on the financial position against the 2013-14 Quarter Two Restated budget for the year to November 2013.

2. Recommendations

2.1 That the report is noted.

3. Reasons for Recommendations

3.1 The Chief Officer Team and the Officer of the PCC needs to ensure it understands the Force's budgetary position throughout the year.

4. Summary of Key Points

4.1 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.

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. The underlying over spend in the month was £0.470m due to a compensation received earlier than forecasted from Medacs for the Police surgeon contract of £0.118m (see note 4.11). This was anticipated to come in March at a higher estimate of £0.200m. Legal advice was that we were unlikely to receive a higher settlement by taking legal action against Medacs.

The month includes efficiency targets of £0.665m.

This report gives consideration to the significant variances against the restated budget and Appendix 1 sets out the position in detail.

4.2   Police pay and allowances expenditure was £69.135m year to date. This represented a £0.049m under spend against the restated budget. The under spend is largely down to phasing of the 18 new recruits who started towards the end of November differed to the assumptions in the forecast and savings on pensions. To date there are 114 new officers (67 new recruits and 47 transferees) which is 20 more than the agreed budget of 94 (63 new recruits and 31 transferees). The restated budget assumes a further 61 new officers (48 new recruits and 13 transferees) for the remainder of the financial year, compared to 63 in the budget.

4.3   Police officer overtime expenditure was £2.752m year to date. This represented a £0.030m under spend against the restated budget. This variance was mainly in Crime & Justice and Regional Operations, and is largely due to phasing. This was partly offset by OSD due to Operation Rubble, which has been recharged to Leicestershire Police as mutual aid (see note 4.11). The restated budget included an efficiency target of £0.250m for the full year, of which £0.050m was included within November.

4.4   Police staff pay and allowances expenditure was £32.491m year to date. This represented a £0.111m under spend against the restated budget. The majority of the variance is within County and City due to the delay in the recruitment of the civilianised investigators and PCSO's being below workforce plan. The restated budget included an efficiency target of £0.500m for the full year, of which £0.100m was included within November.

4.5   Police staff overtime expenditure was £0.525m year to date. This represented a £0.060m over spend against the restated budget. This over spend is largely attributable to a PCSO vacancy gap against the workforce plan.

4.6   Premises running costs were £4.427m year to date. This represented a £0.023m under spend against the restated budget. The under spend is predominantly due to the savings on utilities £0.043m, due to charge for Holmes House where the actual bill was lower than the estimated. The restated budget included an efficiency target of £0.242m for the full year, of which £0.048m was included within November.

4.7   Transport costs were £3.830m year to date. This represented a £0.023m over spend against the restated budget. The restated budget included an efficiency target of £0.800m for the full year, of which £0.160m was included within November. This has been partly achieved through savings on the Venson contract of £0.096m, unanticipated tyre income of £0.021m, and petrol and diesel savings of £0.023m.

4.8   Equipment, furniture and materials costs were £0.578m year to date. This represented a £0.095m over spend against the restated budget. The main areas of overspend are County £0.027m; City £0.022m; OSD £0.013m; and Estates £0.009m. The over spends in County and City was largely due to PSU equipment for newly trained officers. Tight control and a review of

discretionary spend is essential to manage this area for the remainder of the year.

4.9   Printing and stationery costs were £0.330m year to date. This represented a £0.076m over spend against the restated budget. This was due to backdated charges from Rioch relating to 2012/13. The restated budget included an efficiency target of £0.080m for the full year, of which £0.016m was included within November.

4.10   Miscellaneous costs were £1.359m year to date. This represented a £0.084m over spend against the restated budget. The over spend was largely due to the restated budget including an efficiency target of £0.300m for the full year, of which £0.060m was included within November. In addition there was an over spend of £0.016m in County largely due to informant expenses, victim alarms and stray/injured animals.

4.11   Supplies and services costs were £2.484m year to date. This represented a £0.073m over spend against the restated budget. The over spend was largely due to the restated budget including an efficiency target of £0.900m for the full year, of which £0.140m was included within November and consultancy spend £0.077m from Deliottes for IS Transformation, of which £0.057m was recharged to other forces (see note 4.13). This has been partly offset by compensation received from Medacs for the Police surgeon contract of £0.118m which was forecasted to be received in March and mobile phone interrogation charges.

4.12   Pension costs (injury awards and medical retirement) were £3.103m year to date. This represented a £0.298m over spend against the restated budget. Typically when an employee is accepted for medically retirement a one-off payment of around £0.075m is paid as the employer's contribution to pension scheme. At the 31st March 2013 we were aware of 9 employees who had requested medical retirement and a provision was made against these claims based on the likelihood of a claim being granted. Further to the end of the year another 17 claims have been advised and provided for. Of these 26 cases, 4 have been declined, 13 are ongoing and 9 have been paid at a cash cost to the force of £0.699m. During November two cases were settled which had been provided for in full in October.

4.13   Other income was £3.392m year to date. This represents £0.161m additional income to budget. This is due to a number of one off factors including sale of equipment £0.025m, mainly vehicles; income received from energy companies for electricity generated from solar panels £0.012m; contribution from other forces £0.064m (see 4.11 question above); contribution from reserves to offset transition costs in the Office of the PCC £0.023m; recharges to the UK Border Agency for immigration detainees £0.014m; and mutual aid £0.045m (see note 4.3). The restated budget included an efficiency target of £0.205m for the full year, of which £0.041m was included within November.

4.14   Externally Funded projects have a budgeted income of £5.330m for the full year. During September the Quarter Two forecast was undertaken which

resulted in an agreed restated full year budget of £5.176m. The £0.154m reduction from the budget is largely due to several projects within City and Crime & Justice that have been transferred to Derbyshire under a regional agreement. Appendix 2 shows the detail of the combined income and expenditure for these projects. Expenditure was £3.665m year to date, this represented a £0.013m over spend against the restated budget. The over spend is mainly due within Local Policing.

Income received was £3.569m year to date, which represented £0.071m more income to the restated budget. This was in OSD due to the Speed Camera project and Crime & Justice largely in the Police Incentivisation Scheme. Due to a change in accounting policy relating to income brought forward from prior years, currently we are showing a shortfall of £0.075m. This is not a risk to the year end and ongoing will be reviewed quarterly with a contribution from reserves being made to close the difference.

The main projects managed by the Force are:
- Speed Cameras - revenue comes from the Nottingham City and County Council, the Highways Agency, NDROS and AA Drivetech.

- SPOC Training – income generated from NPIA training courses.

- POCA Incentivisation - can be used "to further drive up performance on asset recovery and, where appropriate, to fund local crime preventing priorities for the benefit of the community".

- Homicide Working Group – funding originated from the The Mayor's Office for Policing and Crime (MOPC) which replaced the Metropolitan Police Authority.

- Offender Health Project - this is a fund (received in March 2013) from the Department of Health to assist with the transfer of commissioning of healthcare in custody suites to the NHS.

- Business Crime - this is from the Chamber of Commerce to fund the Business Crime Hub, based in the Chamber of Commerce offices.

- Community Neighbourhood Protection Service (CNPS) - this is a fund from Nottingham City Council to fund 22 police officers, 1 staff FTE, and 15 police vehicles to support Community Protection.

5. Financial Implications and Budget Provision

5.1   As explained in the body of the report.

6. Human Resources Implications

6.1   Not applicable.

7.   Equality Implications

7.1   Not applicable.

8.   Risk Management

8.1   As explained in the body of the report.

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

9.1   The report demonstrates good financial management and governance.

10. Changes in Legislation or other Legal Considerations

10.1   Not applicable.

11. Details of outcome of consultation

11.1   Not applicable.

Appendix 1: Period 8 Year to Date Expenditure Against the Restated Budget

November 2013

Total Force

NOTTINGHAMSHIRE POLICE PROUD TO SERVE

	Full year	Full year	Year to Date			
	Agreed Budget £m	Restated Budget £m	Restated Budget £m	Actual £m	Variance £m	Note
Police pay & allowances	104.562	104.487	69.184	69.135	(0.049)	4.2
Police overtime	3.286	4.302	2.783	2.752	(0.030)	4.3
Police staff pay & allowances	49.852	49.422	32.602	32.491	(0.111)	4.4
Police staff overtime	0.533	0.587	0.466	0.525	0.060	4.5
Other employee expenses	1.193	1.129	0.861	0.893	0.032	
Total pay & allowances	**159.427**	**159.926**	**105.894**	**105.796**	**(0.098)**	
Other operating expenses						
Premises running costs	5.885	6.444	4.450	4.427	(0.023)	4.6
Transport allowances	0.763	0.739	0.482	0.478	(0.004)	
Transport costs	5.064	5.095	3.807	3.830	0.023	4.7
Equipment, furniture & materials	0.407	0.691	0.483	0.578	0.095	4.8
Expenses	0.109	0.164	0.113	0.128	0.015	
Clothing, uniform & laundry	0.520	0.584	0.371	0.352	(0.019)	
Printing & stationery	0.446	0.372	0.254	0.330	0.076	4.9
Comms & computing	5.994	5.960	3.971	4.010	0.040	
Miscellaneous expenses	1.580	1.741	1.275	1.359	0.084	4.10
Supplies & services	2.961	3.161	2.411	2.484	0.073	4.11
Collaboration contributions	6.189	6.685	4.237	4.229	(0.008)	
Partnership contributions	0.412	0.277	0.187	0.216	0.029	
Community support grant	3.500	3.613	1.954	1.954	-	
Agency/contract services	0.741	0.786	0.520	0.513	(0.007)	
Pensions	3.338	3.966	2.805	3.103	0.298	4.12
Capital financing	3.758	3.548	2.248	2.248	0.000	
Joint authorities	0.678	0.300	0.280	0.279	(0.001)	
	42.345	**44.125**	**29.846**	**30.518**	**0.671**	
Total expenditure	**201.772**	**204.051**	**135.741**	**136.314**	**0.573**	
Other						
Special services	(0.433)	(0.327)	(0.246)	(0.287)	(0.041)	
Fees, report & charges	(0.351)	(0.319)	(0.221)	(0.242)	(0.021)	
Other operating income	(0.190)	(0.179)	(0.112)	(0.110)	0.002	
Income	(3.800)	(4.850)	(3.231)	(3.392)	(0.161)	4.13
	(4.774)	**(5.676)**	**(3.809)**	**(4.030)**	**(0.221)**	
	196.998	**198.375**	**131.932**	**132.284**	**0.352**	

Appendix 2: Period 8 Year to Date Expenditure Against the Restated Budget

November 2013					
External Funded					

	Full year	Full year	Year to Date		
	Agreed Budget £m	Restated Budget £m	Restated Budget £m	Actual £m	Variance £m
Police pay & allowances	2.146	1.736	1.157	1.178	0.021
Police overtime	0.264	0.339	0.325	0.351	0.026
Police staff pay & allowances	1.622	1.582	1.034	1.028	(0.006)
Police staff overtime	0.021	0.022	0.017	0.018	0.001
Other employee expenses	0.035	0.052	0.037	0.031	(0.006)
Total pay & allowances	**4.088**	**3.731**	**2.569**	**2.605**	**0.037**
Other operating expenses					
Premises running costs	0.258	0.243	0.166	0.168	0.002
Transport allowances	0.008	0.012	0.008	0.007	(0.001)
Transport costs	0.210	0.169	0.141	0.110	(0.031)
Equipment, furniture & materials	0.080	0.125	0.114	0.080	(0.034)
Expenses	0.011	0.060	0.051	0.037	(0.015)
Clothing, uniform & laundry	0.006	0.004	0.003	0.004	0.002
Printing & stationery	0.017	0.020	0.014	0.015	0.001
Comms & computing	0.200	0.328	0.219	0.238	0.019
Miscellaneous expenses	0.100	0.143	0.099	0.127	0.027
Supplies & services	0.198	0.183	0.162	0.164	0.002
Collaboration contributions	-	-	-	-	-
Partnership contributions	-	-	-	-	-
Community support grant	-	-	-	-	-
Agency/contract services	0.154	0.152	0.102	0.104	0.002
Pensions	-	-	-	-	-
Capital financing	-	-	-	-	-
Joint authorities	-	0.006	0.006	0.006	0.000
	1.243	**1.446**	**1.083**	**1.059**	**(0.024)**
Total expenditure	**5.330**	**5.176**	**3.652**	**3.665**	**0.013**
Other					
Special services	-	-	-	-	-
Fees, report & charges	-	-	-	-	-
Other operating income	-	-	-	-	-
Income	(5.330)	(5.176)	(3.546)	(3.470)	0.075
	(5.330)	**(5.176)**	**(3.546)**	**(3.470)**	**0.075**
	-	**-**	**0.106**	**0.194**	**0.088**

Period 8 Capital Monitoring 2013-2014

1. Purpose of the Report

1.1 To provide an update on capital expenditure at the end of period 8

2. Recommendations

2.1 To note actual spend of £1.934m against an original budget of £11.626m and a revised Q2 forecast of £8.177m.

3. Reasons for Recommendations

3.1 To provide an update on this major area of expenditure.

4. Summary of Key Points

4.1 There are four main areas to the Capital Programme:

- Estates Projects controlled by Tim Wendels, Head of Estates and Facilities Management.

- Information Services Projects controlled by Christi Carson, Head of Information Services.

- Other Projects - Policing, which have managers from across the Force

- Other Projects – Wider PCC remit, which are controlled by the PCC

4.2 The expenditure is detailed by scheme in Appendix 1 and summarised in the following table:

	Budget for Year	Forecast Quarter 1	Forecast Quarter 2	P8 Actual spend	Budget Remaining
	£m	£m	£m	£m	£m
Estates	5.067	3.548	2.433	0.444	1.989
I & S	5.851	3.934	4.423	1.194	3.229

Other - Policing	0.708	0.708	0.793	0.296	0.675
Other – Collaboration	0	0	2.000	0	2.000
Other – Wider PCC	0	0	0.150	0	0.150
Total (Appendix 1)	**11.626**	**8.190**	**9.977**	**1.934**	**8.043**
Potential Estates Slippage (4.4 & 4.5)	0	0	-0.800	0	-0.800
Potential IS Slippage (4.4 & 4.5)	0	0	-1.000	0	-1.000
Total Forecast	**11.626**	**8.190**	**8.177**	**1.934**	**6.243**

4.4 Expenditure continues to be lower than profile in all areas. The additional spend in Period 7 and 8 was £1.201m lower than the profile.

	£m	
Ollerton Station Refurbishment	-0.050	Vetting issues on contractors
Windows 7 Upgrade	-0.627	Has been phased later due to upgrades required on complementary systems
Follow Me Printing	-0.180	Issues with the supplier
Artemis	-0.247	Outside contractors being brought in to speed up the process
Other schemes below £0.050m	-0.097	

4.5 Within the programme are 3 projects totalling £2.328m which are payments to collaborative schemes, and these will be single invoice payments.

- Share of HR East Midlands collaboration Facility - £0.178m
- Share of East Midlands collaborative Facility - £2.000m
- Share of Nottingham City Council Forest Sport Zone - £0.150m

4.5 The table at 4.2 includes an additional slippage estimate of £1.800m within the Q2 forecast, not included in the appendix. This is based on a reasonable risk that not all of the schemes would be fully expended in the year. Given the continuing low level of spend a further reassessment of slippage will be done in January.

5. Financial Implications and Budget Provision

5.1 The financing of the Capital Programme has a direct effect on the future year's revenue costs both in terms of MRP charge and borrowing costs.

6. Human Resources Implications

6.1   None known.

7. Equality Implications

7.1   None known.

8. Risk Management

8.1   None known.

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

9.1   The Business Case approval for individual projects are linked to Police and Crime Plan Priorities.

10. Changes in Legislation or other Legal Considerations

10.1   Not Applicable

11. Details of outcome of consultation

11.1   Not Applicable

12. Appendices

12.1   Appendix 1 – Capital Monitoring Period 8 2013-2014

Appendix 1 Capital Monitoring Period 8 2013-2014	Original budget for year £000	Quarter 2 Forecast £000	Period 8 Spend to Date £000	Anticipated Spend Period 9-12 £000
Estates Projects				
A & E Storage Boxes	0	23		23
Access Control Improvement Works	400	20		20
Bircotes Information Centre	0	10		10
Bridewell Car Park	25	0		0
Bridewell Water Tank	0	15		15
Broxtowe Refurbishment	239	39		39
Bunkered Fuel Tank Works	150	50		50
CCTV (Non Custody)	158	158	87	71
Central New Build	20	20		20
Custody Improvements	441	241	13	228
Eastwood Police Station Replacement	249	0		0
Energy Initiatives	872	556	33	523
Estates Review	250	150		150
FHQ Kennels	400	100		100
Firing Range Upgrade	41	55	53	2
Flat Roofs Replacement	170	144		144
HQ Fire Precautions Upgrade	4	4	1	3
Hucknall Flat Roof	0	26	26	0
Hucknall Kitchen & Rest Room	0	10		10
Hucknall Window Replacement	355	2	2	0
Mansfield Server Room		25		25
Northern Property Store	24	11	3	8
Ollerton Police Station Refurb'	89	89	39	50
PCC Accomodation	150	150	3	147
PV Panels	94	47	47	0
R22 Gas Replacement	29	16	16	0
Retford New Build	400	25		25
Selston Golf Course Modular Build	0	25		25
Shared Services	347	347	115	232
Sherwood Lodge Refurbishment	4	4	4	0
Southern Control Room Upgrade	6	6	2	4
Sundry Minor & Emergency Works	150	53		53
West Bridgford Car Wash		12		12
Estates Projects	**5,067**	**2,433**	**444**	**1,989**

Appendix 1 **Capital Monitoring Period 8 2013-2014**	**Original budget for year £000**	**Quarter 2 Forecast £000**	**Period 8 Spend to Date £000**	**Anticipated Spend Period 9-12 £000**
ICT Projects				
Cont' Essential Hardware Refresh	350	350	192	158
Control Room PC's Upgrade	100	100	4	96
Crime Recording (CRMS) A & E	92	92	12	80
Criminal Justice	248	248	210	38
Desktop Virtualisation	300	0		0
Efinancials Upgrade	40	49		49
Essential Equipment Renewal	250	250	281	-31
Follow Me Printing	190	190	10	180
Imps' to Digital Investigation Storage	300	0		0
Inphase Performance Management	0	25	25	0
Local Perimeter Security Upgrade	50	50		50
Local Printing Reduction	82	82	34	48
Memex Upgrade	234	117	50	67
Migrate to PSN	50	50		50
Mobile ANPR for Fleet	22	44	15	29
Mobile Data Changes & enhancements	50	50	8	42
Mobile Data HO Pentip & Crash	211	211		211
Mobile Data Incident Update	150	75		75
Mobile Data Managed Crime & Risk Forms	93	93		93
Mobile Data Remote Working	289	284	77	207
Mobile Data Stop & Search	33	38	5	33
Network Equipment Renewal	0	0	2	-2
Regional ANPR Solution for the East Midlands	100	100		100
Regional Desktop - Email	150	75		75
Regional ICT Applications	78	78	18	60
Regional Image Management System		150	0	150
Regional LAN Desk Merger	350	175		175
Regional Project Storage (DIR)	250	125		125
Server Virtualisation	0	1	1	0
SSL Gateway - Increase Capacity	30	30	17	13
Storage Area Network Upgrade	28	28	27	1
Storage Solutions	200	100	47	53
Telephony Project	1,450	250	10	240
Video Conference Refresh	81	76	76	0
Windows Upgrade		837	73	764
ICT Projects	**5,851**	**4,423**	**1,194**	**3,229**

Appendix 1 **Capital Monitoring Period 8 2013-2014**	**Original budget for year £000**	**Quarter 2 Forecast £000**	**Period 8 Spend to Date £000**	**Anticipated Spend Period 9-12 £000**
Other Projects - General Policing				
Artemis Fleet Management	435	543	213	330
Body armour	50	50		50
Contract Management System	46	46	13	33
Equipment Contingency	30	7		7
Non-driver slot vehicles	105	105	70	35
Safes & Ballistic Boxes	42	42		42
HR Regional Transaction Services		178		178
Share of East Midlands Collaboration Facility		2,000		2,000
Other Projects - General Policing	**708**	**2,971**	**296**	**2,675**
Other Projects - Wider PCC Remit				
Share of Nott' City Council Forest Sport Zone		150		150
Other Projects - Wider PCC Remit	**0**	**150**	**0**	**150**
Total Approved Programme	**11,626**	**9,977**	**1,934**	**8,043**

For Information	
Public	
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**22nd January 2014**
Report of:	**DCC Sue Fish**
Report Author:	**Kevin McCudden – Equality & Diversity Advisor**
E-mail:	**kevin.mccudden@nottinghamshire.pnn.police.uk**
Other Contacts:	**James Lunn – Senior HR Partner**
Agenda Item:	**9**

Equality, Diversity and Human Rights Performance and Monitoring

1. Purpose of the Report

1.1 To inform the Strategic Performance & Resources Board of the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

2. Recommendations

2.1 That the Police and Crime Commissioner note the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

3. Reasons for Recommendations

3.1 To ensure that the Police and Crime Commissioner is kept updated on these issues

4. Summary of Key Points

4.1 **Equality Objectives**

As part of the Police and Crime Commissioner and Chief Constables' commitment to equality and diversity, four key equality objectives have been identified and adopted (See **Appendix 1**). The work towards each of these objectives is led by a designated member of the Chief Officer team.

The current leads for these objectives are

Proportionality	ACC Steve Jupp
Engagement	ACC Simon Torr
Culture	DCC Sue Fish
Representation	ACO Margaret Monckton

Progress on these objectives is monitored by the Equality, Diversity and Human Rights strategy board which meets on a quarterly basis and is chaired by the Chief Constable. The Deputy Police and Crime Commissioner attends these meetings on behalf of the Office of the Police and Crime Commissioner.

Over the past year significant work has taken place towards these objectives the highlights of which include:

Stop and Search
A considerable amount of work has taken place to improve the use and monitoring of stop and search powers, and in particular to ensure that any issues of apparent disproportionality are tackled robustly.

The work programme, which is managed at Chief Officer level, has consisted of a variety of activities which include; the development and role out of a stop and search Blackberry application which improves the recording of stop and search both in terms of personal information used and geographical mapping; improved data collection and monitoring allowing more effective performance management by supervisors; and refresher training for all officers covering legislation, community impact, behaviours and attitudes.

Further activities to support this area are contained in the Stop and Search Strategic Vision and Plan (**Appendix 2**)

Hate Crime
A consolidate action plan for tackling hate crime and improving outcomes has been developed and Chief Inspector Ted Antill has been designated as the primary crime lead for this area. The plan incorporates recommendations from national reports[1], and from an internal audit of hate crime process and performance. In addition Nottinghamshire Police continues to work closely with partner agencies through the Hate Crime Steering Group of the Safer Nottinghamshire Board.

Positive Action Recruitment Programme
Following the opportunity provided by the Police and Crime Commissioner's commitment to increase Police Officer numbers, Nottinghamshire Police embarked on a proactive positive action programme to improve the numbers of police officers and staff from groups currently under represented in the workforce. To facilitate this work two dedicated positive action co-ordinators were recruited in April and recruitment and progression action plans have been developed and implemented (see **Appendix 3** and **Appendix 4**).

Summer Road Show Engagement Programme
As part of an ongoing programme of public engagement the Corporate Communication department organised Nottinghamshire Police and the Office of the Police & Crime Commissioner's successful presence at a number of community events during the summer. These included events such as Nottinghamshire County Show, National Armed Forces Day, Nottinghamshire Pride, Emergency Services Day, Caribbean Carnival and Nottingham MELA.

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[1] Reports include the Equality and Human Rights Commission's 'Hidden in Plain Sight' and 'Out in the Open' reports into disability related harassment and Stonewall's Homophobic Hate Crime – The Gay Britain Crime Survey 2013.

<u>Cadet Scheme</u>
In May a cadet programme was launched, the aim of which was to create greater engagement between the force and young people, especially those from minority, under-represented and deprived sections of the community. A total of 76 cadets were recruited of which 53.9% were female and 13.2% BME.

The cadets meet once a week on a weekday evening, where they learn about a range of topics including; police history, first aid, conflict management skills and campaigns; including those to reduce road traffic accidents, anti-social behaviour, and alcohol related crime. As part of the programme, cadet's will volunteer four hours a month to assist the police in attending public events, delivering crime prevention initiatives, conducting crime surveys and general public engagement activities.

In addition to the above outward facing activities a number of internal activities related to the Equality Objectives have also taken place. These have included; a series of half day "EDHR Events" for staff and partners covering topics such as Gender Reassignment, Dementia and Faith Groups, the development of a "Diversity in Action" annual staff award which recognises staff who have actively contributed towards improving relationships within diverse communities and the creation of an Equality and Diversity section on the staff intranet which provides advice, information and resources around a range of equality and diversity matters.

4.2   Exploring and Improving BME Policing Experiences

In February 2013 a research project, which analysed relations between Nottinghamshire Police and the county's black and ethnic minority community, was commissioned by the Police and Crime Commissioner as part of his pre-election pledge to give BME communities a bigger voice within policing.

The research, led by Professor Cecile Wright from the University of Nottingham, was aimed at improving the relationship between Nottinghamshire's BME community and the police, particularly around the way various styles of policing are interpreted. The project report, published in July and welcomed by both the Police and Crime Commissioner and the Chief Constable, made a series of recommendations around areas such as recruitment, training and stop and search.

As a result a working group has been set up, which includes representation from the BME community, members of Nottinghamshire Police's Chief Officer Team and the Police and Crime Commissioner. This group will provide a focus to ensure the recommendations are driven forward and progress on these recommendations are reported back to the BME community.

4.3   **Equality and Diversity Information Report 2013**

In line with the Equality Act 2010 (Specific Duties) Regulations 2011, Nottinghamshire Police has published an annual report containing details of

the information, gathered and used to inform progress towards meeting the public sector equality duty. The report is available on the Nottinghamshire Police website and is attached at **Appendix 5**.

The report contains performance data and statistical information in three areas; demographic information for Nottinghamshire, performance data in relation to service delivery and information regarding the make up and culture of Nottinghamshire Police. The information covers the period from 1st April 2012 to the 31st March 2013.

Highlights from the report include

▪ The number of Hate Crimes (crimes and non crimes) recorded has decreased between 2011/12 and 2012/13 by just over 7%, detection of Hate Crime has improved from 51.6% to 59.1%.

▪ Nottinghamshire Police has significantly exceeded its target to reduce the number of young people entering the youth justice system for the first time. (Target 10% reduction; achieved 42.2% reduction)

▪ Pegasus; a system devised by community members from our disability advisory group, to help make the initial phase of contacting Nottinghamshire Police easier; now has over 750 members and has been expanded to assist disabled and vulnerable people contact, Nottinghamshire Fire & Rescue Service and Nottinghamshire East Midlands Ambulance Service.

▪ 28.08% of our Police Officers are women; in line with the national average of women officers for the Police Service in England and Wales

▪ BME representation for the whole organisation is 4.23% with the highest representation being found amongst Special Constables at 6.04%.

4.4 **Stonewall Workplace Equality Index (WEI) 2013**

In January 2013, Nottinghamshire Police was assessed against the Stonewall Workplace Equality Index for the first time. The Workplace Equality Index is an annual benchmarking exercise that ranks employers against 109 individual criteria across 25 questions, divided into eight areas of good practice to assess its work on LGB equality.

Organisations from across the private, public and third sectors entered the 2013 index and Nottinghamshire Police was ranked 226th out of 376. This position was highlighted by Stonewall as significantly high for a first time entrant to the index.

Maximum marks were achieved in the categories of diversity policy, diversity team, policy audit, employment tribunals, network group and procurement policy. In addition the "Senior Champion" category scored particularly well,

with Nottinghamshire Police scoring above the average score for top 100 companies in this area.

As a result of feedback from Stonewall a number of activities have been identified and built into equality objective work plans with a view to improving Nottinghamshire Police's standing in the index in 2014.

5.   Financial Implications and Budget Provision

5.1   Not applicable - update report only

6.   Human Resources Implications

6.1   Not applicable - update report only

7.   Equality Implications

7.1   Please see the main body of this report, which outlines the action the force is taking against each of the four key equality objectives.

8.   Risk Management

8.1   Not applicable - update report only

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

9.1   Not applicable - update report only

10.   Changes in Legislation or other Legal Considerations

10.1   Not applicable - update report only

11.   Details of outcome of consultation

11.1   Not applicable - update report only

12.   Appendices

12.1   Appendix 1 Equality Objectives 2012 -2016
Appendix 2 Stop and Search Strategic Vision and Plan
Appendix 3 Recruitment Action Plan
Appendix 4 Progression Action Plan
Appendix 5 Equality & Diversity Information 2013

NOTTINGHAMSHIRE **POLICE**

Policing for you

Equality Objectives 2012 - 2016

Equality Objectives 2012 -2016

Introduction

The Equality Act 2010

The Equality Act 2010 places a duty on public bodies, such as Nottinghamshire Police, to pay due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act,
- advance equality of opportunity between people who share a protected characteristic and those who do not,
- foster good relations between people who share a protected characteristic and those who do not,

when carrying out all internal and external functions.

This means that we need to think about how we deliver services to the public, how we use our resources, and how we treat our staff particularly in relation to the following areas (or 'protected characteristics' as they are called in the act)

Age	Gender Reassignment	Race	Sex
Disability	Pregnancy and Maternity	Religion and Belief	Sexual Orientation

Equality Objectives

Equality law[1] requires that we consult on, and then publish, one or more specific and measurable equality objectives which will help us progress our responsibilities under the public sector equality duty. These objectives should; reflect the particular equality challenges facing our organisation, be stretching, and in terms of the number of objectives be proportionate to the size of the organisation. In addition equality objectives must be set and published at least every four years.

From the work already done by our Equality, Diversity and Human Rights (EDHR) working group on the Equality Standard for Policing, four areas have been identified that are felt should be our key areas of focus moving forwards. For each of these areas we have identified an overarching objective which is supported by key goals and success measures. These will form the basis of annual organisational and departmental action plans. These actions and action plans will be interwoven with departmental business plans thus embedding equality and diversity at the heart of our business.

In addition as we progress towards these objectives the actions completed will naturally generate evidence to demonstrate our movement from baseline to excelling against the 22 criteria of the Equality Standard for Policing.

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[1] The Equality Act 2010 (Specific Duties) Regulations 2011

Equality Objectives 2012 -2016

Our four overarching objectives are

Equality Objective 1 – Proportionality

We will ensure that across all areas of operational performance that; policing powers are used proportionately; our services are accessible to all, and crimes that disproportionately affect and impact particular protected groups are dealt with proactively.

Equality Objective 2 – Engagement

We will regularly and meaningfully engage with our local and diverse communities to ensure that what we do focuses on their needs and reflects their concerns and experiences

Equality Objective 3 – Culture

We will be recognised both locally and nationally as an organisation people choose to work for because of its reputation for treating people fairly, respectfully and without discrimination.

Equality Objective 4 – Representation

We will increase the extent that our workforce is representative of the communities of Nottinghamshire and ensure that all staff have the opportunity to progress and develop so that this representation is reflected at all levels within our organisation

Achieving the objectives

Setting the objectives is only the first stage in the process of achieving our goal of establishing Nottinghamshire Police as a beacon of best practice for equality and diversity. Once in place each objective, and associated goals, will have an accompanying plan of action which will identify the work required to achieve these objectives. These action plans will contain specific and measurable actions allocated to particular departments, teams and individual which will act as a clear route map to achieve our objectives within the identified timescales

Review

All objectives will be reviewed at least annually and updated depending on progress, continuing relevance, and feedback from community members.

Equality Objectives 2012 -2016

Equality Objective 1 – Proportionality

Overarching Objective			
We will ensure, across all areas of operational performance, that; policing powers are used proportionately; our services are accessible to all, and crimes that disproportionately affect particular protected groups are dealt with proactively.			
Goal	Measure of Success	Timescale	EQSP[2] Criteria
Diverse individuals and communities understand and scrutinise performance outcomes and report no unjustifiable disproportionality.	Equality Information reports show a year on year decrease in relation to unjustifiable disproportionality of Stop and Search and other areas of police activity	November 2012	2
	Feedback from independent advisory group members and other consultation forums representing diverse individuals and communities, expresses satisfaction with performance outcomes in relation to stop and search, arrest rates and disposals.	April 2013	
There is a transparent and sustained capacity to be responsive to the equality, diversity and Human Rights needs of those working in, detaining in, or visiting the custody area.	Reports from Independent Custody Visitors show satisfaction with measures and procedures in place to meet equality, diversity and Human Rights needs	Ongoing	6
	HMIC Inspections highlight no areas of concern regarding equality, diversity and Human Rights in custody areas	Ongoing	
Diverse individuals and communities report confidence in the capability of the organisation to contribute to community cohesion.	Hate Crime detection rates will remain above 40% and reporting rates will be above national averages for each recording category	Ongoing	9

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[2] Equality Standard for Policing

Equality Objectives 2012 -2016

	85% of offenders for domestic abuse will be arrested within 48 hours and repeat victimisation of vulnerable people will reduce by 5% each year	April 2013	
	Satisfaction rates of diverse individuals and communities, who have been victims of crime, are comparable with overall victim satisfaction rates	April 2013	
Evaluation and sharing of effective outcomes sustains a measurable reduction in children / young people offending and becoming victims of crime.	As a result of the continuing development of early intervention plans with our community safety partners, aimed at diverting young people away from involvement in crime and disorder and improving community cohesion, the number of first-time entrants into the youth justice system will reduce in the first year by 10%	April 2013	11
Our officers and staff maintain the level of professionalism and integrity the diverse individuals and communities of Nottinghamshire expect from them.	Complaint allegations against officers and staff of misconduct show no unjustifiable disproportionality of complainant by protected group	Ongoing	N/A

Equality Objectives 2012 -2016

Equality Objective 2 – Engagement

Overarching Objective			
We will regularly and meaningfully engage with our local and diverse communities to ensure that what we do focuses on their needs and reflect their concerns and experiences			
Goal	Measure of Success	Timescale	EQSP Criteria
Diverse individuals and communities, stakeholders and partners report feeling fully involved and engaged in identifying and resolving 'quality of life' issues.	A robust and representative Independent Advisory Group structure is in place supported by clear evidence of engagement with diverse individuals and communities at a neighbourhood level	November 2012	4
	Feedback from Independent Advisory Groups, partners and other forums representing diverse individuals and communities demonstrates that they are listened to and involved in the resolution of issues they have raised.	Ongoing	
The organisation is sustaining reductions in gaps in satisfaction levels across all diverse individuals and communities.	Satisfaction of victims of crime with the service they have received will exceed 90% each year	Ongoing	3
	Satisfaction levels across all diverse individuals and communities, show parity with overall satisfaction levels	Ongoing	
Diverse victims and witnesses report satisfaction that their needs have been taken into account during the reporting of the crime and in the quality of services provided.	Satisfaction of victims of crime with the service they have received will exceed 90% each year	Ongoing	1 7
	Percentage of people who agree that local issues are being dealt with will exceed 60% by 2015	April 2015	

Equality Objectives 2012 -2016

	Satisfaction rates of diverse victims and witnesses are comparable with overall victim satisfaction rates	Ongoing	
Diverse individuals and communities report confidence in the capability of the organisation to contribute to community cohesion.	A robust and representative Independent Critical Incident Advisor structure is in place.	November 2012	9
	Feedback from Independent Advisory Groups, partners and other forums representing diverse individuals and communities demonstrates satisfaction with the organisations contribution to community cohesion	Ongoing	
Diverse individuals and communities, stakeholders and partners scrutinise performance outcomes and report confidence in both processes and progress.	Feedback from independent advisory group members and other consultation forums representing diverse individuals and communities, expresses satisfaction with performance outcomes.	Ongoing	18
Levels of satisfaction for how complaints are dealt with, meet or exceed targets set, and are generally consistent across all diverse individuals and communities.	Complaint allegations against officers and staff of misconduct show no unjustifiable disproportionality of complainant by protected group	April 2013 & Ongoing	22

Equality Objectives 2012 -2016

Equality Objective 3 – Culture

Overarching Objective			
We will be recognised both locally and nationally as an organisation people choose to work for because of its reputation for treating people fairly, respectfully and without discrimination.			
Goal	**Measure of Success**	**Timescale**	**EQSP Criteria**
The organisation is externally recognised as having a supportive and inclusive working environment with positive equality outcomes.	Measured against the Workplace Equality Index, Nottinghamshire Police will be one of Stonewall's top 100 employers	December 2015	12
	Nottinghamshire Police will be assessed at gold level in the Employer's Forum for Disability "Disability Standard" scheme.	December 2015	
	Peer scrutiny of HR policies, procedures and working practices evidences best practice and highlights how these policies meet the public sector equality duty	April 2013	
The organisation can demonstrate that increased satisfaction, motivation and retention is reflected across the diverse workforce.	Staff perception surveys show a year on year increase in respect of staff feeling valued, satisfied and motivated in their work role.	Ongoing	16
	Staff perception surveys show no significant differences in satisfaction levels between members of different protected groups.	Ongoing	
	Feedback from staff associations and networks indicate positive progress in satisfaction and motivation levels amongst staff that identify with particular protected	Ongoing	

	groups.		
	Figures for formal grievances and employment tribunals show a steady decline year on year and show no disproportionality, in respect of claimants, across protected groups.	November 2012 & Ongoing	
The organisation recognises; values and rewards individuals who make a positive contribution to equality, diversity and Human Rights.	Nottinghamshire Police will run an annual "Diversity in Action" award to recognise outstanding achievement or proven innovative practice in the delivery of equality, diversity and Human Rights objectives.	September 2012	13
Diverse users of buildings, infrastructure, fleet, clothing and equipment express satisfaction that their needs are taken into account.	Staff surveys show that the majority of staff express satisfaction with the quality, standard and suitability of their equipment and environs.	March 2013	21 17
	Feedback from staff associations and networks indicate positive progress in satisfaction rates of staff, that identify with particular protected groups, regarding their equipment and environs	Ongoing	

Equality Objectives 2012 -2016

Equality Objective 4 – Representation

Overarching Objective			
We will increase the extent that our workforce is representative of the communities of Nottinghamshire and ensure that all staff have the opportunity to progress and develop so that this representation is reflected at all levels within our organisation			
Goal	Measure of Success	Timescale	EQSP Criteria
The workforce is more diverse at all levels and across all business areas.	Equality Information reports shows representation of protected groups, at all levels and across all business areas, which is reflective of the representation within the working population.	April 2014	14
	Robust and systematic processes for Positive Action campaigns are in place within all recruitment cycles.	Ongoing	
	Increased take up of the High Potential Development Scheme, and similar initiatives, by staff from under represented groups	April 2014	
Diverse individuals and communities report confidence that the organisation is taking active steps to reflect communities.	Feedback from independent advisory group members and other consultation forums representing diverse individuals and communities, expresses satisfaction with the steps the organisation is taking.	Ongoing	15
	Feedback from staff associations and networks indicate agreement that positive progress has been achieved in terms of representation	Ongoing	
The organisation can demonstrate that increased satisfaction, motivation and retention is reflected across the diverse workforce.	Staff perception surveys show a year on year increase in respect of staff feeling valued, satisfied and motivated in their work role.		16

- Not Protectively Marked -

	Staff perception surveys show no significant differences in satisfaction levels between members of different protected groups.	Ongoing	
	Feedback from staff associations and networks indicate positive progress in satisfaction and motivation levels amongst staff that identify with particular protected groups.	Ongoing	
	Record of leaver interview show staffs positive experience of the organisation and areas for development are identified and included in organisational and departmental action plans	Ongoing	

Nottinghamshire Police
Stop and Search Strategic Vision and Plan

Background

The Nottinghamshire Police Authority and Nottinghamshire Police's Policing Plan 2011-15 (year 2) set out the strategic vision for improving police services across Nottinghamshire.

Our strategic priorities are:

Priority 1 – To cut crime and keep you safe
Priority 2 – To earn your trust and confidence
Priority 3 – To spend you money wisely

Delivered through the Force programme: Public – 'Community First', the Force will continually improve its service by putting the needs of our diverse communities at the heart of what we do – 'Community First'.

A key aim under this programme is to deliver tailored services for our diverse communities, identifying vulnerability and developing ways of reducing risk. The project is made up of five individual workstreams:

   I. Stop and Search
  II. Hate crime
 III. BME satisfaction
 IV. IAG framework
  V. Mapping and tailoring services

Background

Overarching Strategy

The Vision of Nottinghamshire Police is to have the safest city and county in the country. Stop and search is a tactical intervention that will be used to prevent and reduce offences, in particular offences of violence involving weapons and domestic burglary. We will use our intelligence systems to ensure officers are focused in the right place, at the right time, to focus both on these crimes and those crimes that matter most to our communities; in doing this we will balance the rights of individuals against the need to protect our citizens.

We understand that the way we use the stop and search is important to our communities; we aim to understand dis-proportionality, increase our effectiveness in its use and be accountable for the way the powers are used. All our encounters will be conducted in line with our values and we will treat people searched with fairness and dignity and in doing so improve the trust and confidence in us both as individuals and as an organisation. Stop and search has a significant impact upon the confidence and satisfaction of the people of Nottingham and Nottinghamshire – particularly those from Black and Minority Ethnic backgrounds. As such the organisation will work to maximise the confidence of these communities in the service provided.

Background

Strategic Objectives

1. Stop and Search is an intelligence led tactic that we will use in a proportionate way to reduce the threat to community safety; the focus is on reducing harm and in particular the threat posed by weapons as well as those offences that our communities tell is are important.

2. All encounters that involve the stop and search of an individual will be recorded to comply with the law and to enable an accurate understanding of the use of these powers.

3. We will make the best use of the stop and search tactic through the use of current and accurate intelligence and management information, to increase the positive outcomes from searches and to better understand dis-proportionality.

4. We will ensure that all encounters are quality assured to ensure the appropriate use of the powers.

5. We will continue to work to improve individual interactions so they are conducted in the spirit of the PROUD organisational values.

6. We will work with our communities to continue to understand the impact of stop and search upon them, to be transparent about its use and to be accountable for what we do.

7. We will continue to learn from best practice and feedback and ensure that our officers have the best equipment to record stop and search in the most effective manner possible. In doing so we will improve the trust and confidence in us.

Background

The action plan is framed around these strategic objectives

Status Codes:	Little or no progress	Plan developed and progressing	Action completed - signed off

1	- Stop and Search is an intelligence led tactic that we will use in a proportionate way to reduce the threat to community safety; the focus is on reducing harm and in particular the threat posed by weapons as well as those offences that our communities tell is are important.			**Primary Lead**		
				Supt Burrows		
Ref No.	**Details of Action Required**	**Evidence of Success**	**Lead**	**Risk Y / N**	**Target Date**	**Status**
1.3	Embed the stop and search work stream into the Force's approach to programme and project management	- Regular reporting, accountability and management through the Local Policing Board	Ch Supt Nickless	N	Complete	Green
1.8	Stop and search procedural guide to be developed to include the general principles of how a stop and search will be conducted for both Blackberry and non Blackberry users	- Procedural guide publicised on the intranet	C/Insp Stephen Cartwright/Sgt Rich Shaw	N	30/10/2013	Green
1.9	Stop and search policy revised and updated. This will include a policy statement to include: - Our values - Reflect legal compliance - Cover the points of FAQ around the use of stop and search as a tactic - Outline how officers should use the tactic - The findings from the PCC report into the BME experience - The recommendations form the Home Secretary's review	- Revised policy in place	C/Insp Stephen Cartwright	N	30/10/2013	Green

1	- Stop and Search is an intelligence led tactic that we will use in a proportionate way to reduce the threat to community safety; the focus is on reducing harm and in particular the threat posed by weapons as well as those offences that our communities tell is are important.			Primary Lead		
				Supt Burrows		
1.10	Refresh Stop and Search page on the internet	- Section explaining what is stop and search, why the Force uses stop and search, what to expect when you're stopped and searched. - Frequently asked questions - Publicising the current and up to date stop and search policy - Experience questionnaire - How to feedback on stop & search	Donna Jordan	N	Ongoing	
1.11	Refresh of external and internal communications plan	– Internet page – List of Q & A – Explanation of stop and search powers – Responsibilities – Publicity around revised policy – Statement of commitment from COT Lead stating that Nottinghamshire Police fully supports and encourages its officers to use stop and search when appropriate grounds exist – Importance of recorded all stop and searches – Reemphasising the withdrawal of stop and account – Cascade briefing around the PACE guideline, use of stop and search, withdrawal of stop and account, roll out of z cards etc.	Donna Jordan	N	Ongoing	

1	- Stop and Search is an intelligence led tactic that we will use in a proportionate way to reduce the threat to community safety; the focus is on reducing harm and in particular the threat posed by weapons as well as those offences that our communities tell is are important.		Primary Lead			
			Supt Burrows			
1.12	Both identify what evidence of what effective stop and search activity looks like and gather it; identify how this evidence supports the delivery of force priorities thereby enabling effective governance and accountability.	– Evidence list	Supt Paul Burrows	N	30/10/2013	
1.13	Establish a formal monitoring and review process for the use of Sec 60 as an authority to conduct stop and search	– Process established and operating	Supt Paul Burrows	N	30/09/2013	
1.14	Ensure analytical work on stop and search is undertaken to inform both the strategic assessment and control strategies at a force or divisional level.	– Assessments and control strategies delivered	Supt. Mark Pollock	N	TBC	
1.15	Ensure a structured approach is established and delivered to evaluate the effectiveness and fairness of stop and search as a tactic – intelligence.	– Structure in place and delivering analysis and recommendations and fed into Level 1 T&C and OPR	Supt. Mark Pollock	N	TBC	
1.16	Ensure the SBAR briefing tool tasking is written to reduce the number of drugs relates stop and searches and maximise the number undertaken around key crimes.s	– Increase in key crime stop searches and reduction in the volume of drugs searches	Supt. Mark Pollock	N	31/08/2013	

2	- All encounters that involve the stop and search of an individual will be recorded to comply with the law and to enable an accurate understanding of the use of these powers.	Primary Lead				
		Supt Burrows				
Ref No.	Details of Action Required	Evidence of Success	Lead	Risk Y / N	Target Date	Status
2.2	Put in a process to ensure the organisation has the ability to print out the stop and search form at the Front Counter if requested by a member of the public – this needs to be refreshed following the recent releases fo the App	- Process put in place	Insp Steve Cartwright	N	31/08/2013	Green
2.10	BlackBerry Application Phase 3: Rewrite of the application to improve user friendliness, prevent officers from doing unlawful searches, to all PCSO's to do searches in accordance with PACE. Changes to the back end system allowing records to be searched, printed and emailed, and the inclusion of a supervisory function fir quality assurance purposes. Development of a manual input screen for Special Constables and CID.	- Update to software with improvements	Lisa Williams and PS Shaw	Y	31/07/2013	Amber
2.11	BlackBerry Application Phase 4: Options appraisal for interface with the Force Intelligence System.	- Options appraisal complete	Dick Hitch	N	31/08/2013	Green
2.12	Three month review of the launch of phase 3 of the Blackberry application. The review to be completed during November 2013.	- Report delivered to the task and finish group	John Posaner	N	30/11/2013	Green
2.13	Establish an IT solution to enable geo mapping and mobile input (Blackberry Application)	- Data solution is rolled out to all front line officers	Mark Lissaaman and Alys Duan	N	30/04/2013	Amber
2.14	To reality test the recording and monitoring compliance	- Reality test completed	BCU / Dept Command team	N	31/08/2013	Green

2	All encounters that involve the stop and search of an individual will be recorded to comply with the law and to enable an accurate understanding of the use of these powers.		Primary Lead			
			Supt Burrows			
2.15	Develop a training resource and mentor supervisors in the monitoring of stop and search encounters	- Resource developed - Mentors identified and trained - Mentoring delivered to all supervisors with access to BEAT.	Supt Paul Burrows	N	31/08/2013	Green
2.16	Develop and communicate ongoing monitoring requirement for both first and second line supervisors	- Requirement developed - Communicated - Monitored through SEARCHL:IGHT	Supt Paul Burrows	N	31/08/2013	Green
2.17	Develop and communicate ongoing monitoring requirement at the force level to ensure the legitimate, effective and fair use of stop and search.	- Requirement developed - Communicated - Monitored	Supt Paul Burrows	N	31/08/2013	Green

3	- We will make the best use of the stop and search tactic through the use of current and accurate intelligence and management information, to increase the arrest rate and to better understand dis-proportionality.				Primary Lead	
					Supt Burrows	
Ref No.	Details of Action Required	Evidence of Success	Lead	Risk Y / N	Target Date	Status
3.2	To ensure the continued tasking of officers to locations where the grounds may readily exist for the conducting of stop and search to reduce crime.	- SBAR briefings updated - Increase in stop and search encounters	Supt Mark Pollock / BCU and OSD Supts	N	Ongoing	
3.3	To re-badge STOP IT from the Met for use within Nottinghamshire	- STOP IT document reviewed - Presented to COT through appropriate channels	Supt Paul Burrows	N	30/09/2013	Green
3.4	To raise and if agreed get adopted the recommended MPS targets arising out of the STOP IT campaign	- PIs set and audited	Supt Paul Burrows	N	30/09/2013	Green

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4	- We will ensure that all encounters are quality assured to ensure the appropriate use of the powers.		Primary Lead			
			Supt Burrows			

Ref No.	Details of Action Required	Evidence of Success	Lead	Risk Y / N	Target Date	Status
4.2	Establish a quality assurance framework for Sgt's around stop and search to ensure legitimacy and compliance with policy (Phase three of the application)	- Quality assurance framework in place - Quality assurance framework communicated to all supervisors - Procedural guide for supervisors	Supt Burrows	N	31/07/2013	Green
4.3	Establish a monitoring framework for stop and search linked to tasking and coordination for both BlackBerry and Custody Systems	- Stop and search is part of tasking a coordination process	Supt Pollock	N	31/07/2013	Green
4.4	Develop version of Searchlight for supervisors	- Live system up and running	Mark Lissaman	N	31/07/2013	Green
4.5	Launch Searchlight	- Product updated daily - Training sessions runt o BCU / Dept command teams for cascade briefing	Supt Burrows	N	31/08/2013	Green
4.6	Following review of Searchlight review base level data and identify the MI requirements	- Comprehensive report of stop and search is established and it is understood what is being reported on - Data quality issues are understood	Supt Burrows	N	31/08/2013	Green

5	- We will continue to work to improve individual interactions so they are conducted in the spirit of the PROUD organisational values.		**Primary Lead**			
			Supt Burrows			

Ref No.	Details of Action Required	Evidence of Success	Lead	Risk Y / N	Target Date	Status
5.5	Development of an ongoing training plan for officers	- Phase two include cultural aspects, impact on communities, physiological interaction, crime mapping and community priorities (to focus on behaviours and attitudes) delivered with Catch 22 - Review training and delivery and consider learning outcomes for phase 3.	Raj Patel	N	31/08/2013	Green
5.6	A training plan for investigators on the various phases of stop and search training is developed and delivered	- Training plan developed and delivered	Raj Patel	N	30/09/2013	Green
5.7	Develop and deliver a catch up training plan for all those officers who should have, but didn't, receive Phase 1 and 2 training.	- Training plan developed and delivered	Raj Patel	N	TBC	Green
5.8	Conduct a formal review of all stop and search training conducted to-date to establish he effectiveness of the training and make recommendations for improvements to future training.	- Review completed - Recommendations made	Raj Patel	N	30/09/2013	Green

6	- We will work with our communities to continue to understand the impact of stop and search upon them, to be transparent about its use and to be accountable for what we do.		**Primary Lead**			
			Supt Burrows			
Ref No.	**Details of Action Required**	**Evidence of Success**	**Lead**	**Risk Y / N**	**Target Date**	**Status**
6.5	In relation to Cecile Wright's research into the BME experience of policing, the draft Stop and Search policy will be reviewed and amended in light of research, findings and recommendations.	- Revised Stop and Search Policy	Ch Insp Steve Cartwright	N	31/10/2013	Green
6.6	In relation to action CE16, the Equality Analysis will be revised in line of any amendments of the Stop and Search Policy	- Revised Equality Analysis	T/Insp Simon Allardice	N	31/10/2013	Green
6.8	Data quality improvement plan is developed to address the issues of data inaccuracy around stop and search	- Process map for stop and search established	C/Inso Burton	N	31/08/2013	Green
6.12	Blackberry mobile data solution – Publication of local data	- Stop and search data is published on each NPA webpage - Quarterly reporting at each NPA meeting of data over layered by crime and ASB - Stop and search data reported quarterly to IAG - Stop and search to be available on MI Dashboard	C/Insp Burton	N	30/06/2013	Green
6.13	Establishment of an independent monitoring panel chaired by the PCC or his representative.	- Independent monitoring group set up with terms of reference - Meets on a quarterly basis	PCC	N	TBC	Green
6.14	Establish a clear reporting structure through to the Independent advisory panel for stop and search. Ensure learning and comments is fed back into the organisation for improvement and learning	- Quarterly reporting established - Feedback process from independent advisory group put in place	Supt Burrows	N	TBC	Green

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6	- We will work with our communities to continue to understand the impact of stop and search upon them, to be transparent about its use and to be accountable for what we do.		Primary Lead			
			Supt Burrows			
6.15	Establishment of a youth IAG to consult and engage with over this issues	- Youth IAG established - Terms of reference in place	Supt Burrows / Lianne Taylor	N	TBC	Green
6.16	Develop a consultation and engagement plan for key community groups	- Medium term plan established	Supt Burrows/Lianne Taylor	N	31/08/2013	Green
6.17	To place area maps with stop and search data onto beat pages of the website to improve transparency	- Stop and search information included on all NPA webpage's	C/Insp Burton	N	31/10/2013	Green
6.18	The Force must ensure stop and search data is published in such a manner as to be meaningful and open to scrutiny by the public	- Data published - Data delivery publically scrutinised - Data publication amended as required	C/Insp Burton	N	31/10/2013	Green

| 7 | - We will continue to learn from best practice and feedback and ensure that our officers have the best equipment to record stop and search in the most effective manner possible. In doing so we will improve the trust and confidence in us. | | **Primary Lead** | | | |
| | | | **Supt Burrows** | | | |
Ref No.	Details of Action Required	Evidence of Success	Lead	Risk Y / N	Target Date	Status
7.5	To review best practice as it is published and to incorporate feedback from reports and engagement to ensure the action plan is current and seeks to deliver best practice.	- Version control of action plan	Supt Burrows		Ongoing	
7.6	Ensure the force meets the requirement for referral of complaints about the use of stop and search to the IPCC.	- Process in place and delivered	D/Supt Alexander	N	30/09/2013	Green

Representation plan for under represented groups

Strategic Aims for Recruitment

1. To recruit a more diverse workforce that reflects more closely the communities we serve.
2. To encourage more of the under represented groups to request application packs.
3. To provide guidance and support for all formal and informal enquiries from the under represented groups interested in joining Nottinghamshire Police.
4. To increase the submission of successful applications from the under represented groups through guidance and support when filling in application forms.
5. To organise familiarisation days for minority applicants who require assistance with understanding the police service.

Status:		R	Little or no progress	A	Developed and progressing	G	Complete

Number	Activity	Lead Dept/Person	Resourcing	Target date	Status
1	Champion Positive Action within the force and ensure there is a real "buy in" for the delivery of the positive action campaign.	HR	Senior Leadership Team/BCU's & departments	March 2014	Amber
2	Engage with support networks. Discuss potential initiatives in order to establish internal synergy and encourage participation.	HR	HR/Equality and Diversity Advisor	December 2013	Amber
3	To attend local community events, festivals, career fairs and educational events to encourage applications from the under represented groups and promote career opportunities.	HR	Support from BCU's & departments.	March 2013	Complete - Business as usual
4	Visiting places of worship to establish contact with key individuals and encourage applicants from diverse communities.	HR	Support from BCU's & departments.	March 2013	Complete - Business as usual
5	Recruit Positive Action 'ambassadors' including Officers and staff to act at positive role models and to meet with key groups in the community to drive positive action.	HR	Positive Action Ambassadors	December 2012	Complete – Business as usual
6	Engage with various partners and stakeholders to assist in targeting the under represented groups.	HR	Support from BCU's & departments.	December 2012	Complete – Business as usual
7	Proactively promote Nottinghamshire Police as an Employer of Choice within internal/external forums in the BCU/departments.	HR	Support from COT/ BCU's & departments.	Local positive action plans to be developed by December 2013.	Amber
8	Consider work placements for people from minority communities, for example Tap the Gap, Cadet Scheme and traineeships. Encourage volunteering opportunities.	HR	HR & force wide.	By August 2013	Complete – Business as usual
9	Establish a positive action working group and set quarterly meetings to review and enhance positive action strategy for recruitment of under represented groups	HR	HR & force wide.	By February 2013	Complete – Business as usual

10	Publish timetables of planned recruitment campaigns and local events on Nottinghamshire Police internet/intranet/via social media to increase awareness amongst potential applicants and internal staff.	HR/Corporate Comms	HR/Corp Comms	March 2013	Complete – Business as usual. Timelines to be developed for each recruitment campaign
11	Target specific media and marketing opportunities/advertising to reach under represented communities by portraying the police service in a positive light for potential applicants, their friends and their families.	HR/Corporate Comms	HR/Corp Comms	March 2013.	Complete – Business as usual
12	Establish Positive Action publicity information, including posters, identity, web page etc. Provide marketing materials to staff/officers who currently have links with communities such as school liaison officers and Positive Action Ambassadors to enhance community links.	HR/Corporate Comms	HR/Corp Comms/Positive Action Ambassadors/Divisions	March 2013.	Complete – Business as usual
13	Create webpage providing the public with information on the wide range of career choices and career progression opportunities offered by Nottinghamshire Police.	HR	HR/Corp Comms	August 2013	Amber
14	Provide regular inputs to external/internal advisory groups and attend community group meetings to build relationships and share knowledge of positive action.	HR	Support Networks/ BCU's, departments, /Positive Action Ambassadors	January 2013	Complete – Business as usual
15	Arrange 'surgeries' and recruitment awareness sessions for potential under represented applicants and their families prior to application providing relevant information regarding a police career and progression opportunities.	HR	HR/Positive Action ambassadors	March 2013	Complete – Business as usual
16	Regular contact to be maintained during pre application period by HR to encourage applications of under represented groups.	HR	HR	March 2013	Complete – Business as usual
17	Identify ethnicity of all potential applicants upon initial contact with recruitment and ensure every prospective enquiry is followed up and contact is made.	HR	HR	April 2013	Complete – Business as usual
18	Identify individuals who do not have English as a first language and offer support to them throughout the process.	HR	HR	December 2013	Amber
19	Follow up contact to all potential under represented candidates who have not yet applied.	HR	HR	November 2013	Amber
20	Assist in the delivery of familiarisation workshops for candidates from minority backgrounds as appropriate. Deliver assessment centre, interview and fitness testing familiarisation events.	HR	HR/Positive Action Ambassadors	May 2013	Complete – Business as usual
21	Identify where individuals have failed at each stage of the recruitment process and arrange training sessions in these areas for future applicants in order to maintain levels of representation throughout the process.	HR	HR	August 2013	Complete – Business as usual
22	Identify individuals from diverse groups who have failed the recruitment process on several occasions and provide guidance. Provide feedback and develop an action plan for unsuccessful candidates to re-apply in 6 months.	HR	HR	November 2013	Amber
23	Review the positive action initiatives undertaken to ensure we are continually learning and improving and the work being undertaken is productive and successful.	HR	HR	August 2013	Complete – Business as usual
24	Comparison with other forces to compare successes and learning points. Benchmarking and adapting good practice as appropriate.	HR	HR	By April 2014	Amber

Representation Action Plan for under represented groups

Strategic Aims for Retention

1. To develop an employment environment, which promotes and supports an inclusive culture where individuals are respected and valued.

2. To support staff from minority groups and where possible implement initiatives to aid their retention.

3. To raise awareness of the need to promote good relations between staff from diverse backgrounds.

Strategic Aims for Progression

1. To empower people to make their best possible contribution, developing knowledge and skills to enable them to improve and progress.

2. To maximise the potential development of individuals from underrepresented groups including increasing the number of applications from under-represented groups to the HPDS.

3. To increase the number of individuals from under represented groups at each rank or grade and to ensure that this representation is reflected at all levels within our organisation

Status	R	Little or no progress	A	Developed and progressing	G	Complete

RAG status applied as above

Number	Activity	Lead Dept/Person	Resourcing	Target date	Status
1	Develop a Representation strategy detailing the benefits to Nottinghamshire Police of a diverse workforce and supporting actions to be taken (e.g. positive action).	Senior HR Partner – Strategy & Performance	Community involvement, IAG, DSSAs, Equality & Diversity Advisor	October 2013	Amber
2	Review the current positive action plans for Recruitment, Retention and Progression.	Senior HR Partner – Strategy & Performance	HR Partner – Strategy & Performance	August 2013	Complete
3	Develop a diversity training plan to ensure all officers & staff develop an understanding of the principles of Positive Action.	ACO Resources	Business Partner – Regional L&D, Equality & Diversity Advisor, Senior HR Partner – Strategy & Performance, Community involvement, IAG, DSSAs	September 2013	Complete
4	Develop a communications plan in relation to the representation strategy and diversity training plan.	Senior HR Partner – Strategy & Performance	Business Partner – Regional L&D, Corporate Communications, Equality & Diversity Advisor	January 2014	Amber
5	Roll out Diversity awareness workshops and e-learning to promote a more inclusive culture.	Regional L&D	Community involvement, IAG, Equality & Diversity Advisor, Regional L&D	January 2014	Amber
6	Provide a top level commitment to the Diversity Staff Support Associations.	Chief Officer Team	Chief Officer Teams, support networks	November 2013	Complete
7	Review the current duty time commitment provided to the DSSA's.	Senior HR Partner – Strategy & Performance	HR Partner – Strategy & Performance	July 2013	Complete

8	Introduce a succession planning and talent management framework to identify, nurture and support individuals from under represented groups to progress within the organisation.	Senior HR Partner – Strategy & Performance	HR Business Partner	To be rolled out as part of SP & TM project commencing April 2014	Amber
9	Establish partnerships with the internal support networks (BPA, NEWS, OUT, DAWN, CPA) and work with them to identify the career aspirations of under-represented officers and staff.	Senior HR Partner – Strategy & Performance	DSSA's, HR Partner – Strategy & Performance, Positive Action Co-ordinators	To be rolled out as part of SP & TM project commencing April 2014	Amber
10	Analyse the workforce data to identify areas of highest under representation	HR Partner – Strategy & Performance	Origin HR team, Positive Action Co-ordinator	October 2013	Amber
11	Examine and explore solutions to potential barriers people face as regards retention and progression within the organisation	Senior HR Partner – Strategy & Performance	HR, DSSA's, Divisional Commanders/Heads of Department, HR Partner, Strategy & Performance.	BME voices – completed. Female voices/Stonewall workshops by March 2014	Amber
12	Identify under represented officers and staff with the required qualifications/experience/skills and encourage to apply for promotion.	HR Partner – Strategy & Performance	Divisional Commanders/Heads of Department, DSSA's, HR	Plans to be developed in line with wider promotion process.	Amber
13	Encourage and support under represented officers and staff to develop the required skills and experiences to achieve & maximise their potential.	Divisional Commanders/Heads of Department	Line managers, DSSA's	To be rolled out as part of SP & TM project commencing April 2014	Amber
14	Undertake an audit to identify the skills and experiences required to progress laterally within Nottinghamshire Police (e.g. into specialist departments)	HR Partner – Strategy & Performance	Divisional Commanders/Heads of Department, HR	March 2014	Red
15	Provide coaching & mentoring to those from under represented groups with the aim to provide career advice and guidance helping to identify and work towards their professional ambitions.	Senior HR Partner – Learning & Development	Regional L&D, DSSA's, Equality & Diversity Advisor.	April 2014	Amber
16	Monitor success rates at each stage of promotion process to see potentially where and why under represented applicants fall out.	HR Partner – Strategy & Performance	Positive Action Coordinators	Timescales to be developed in line with wider promotion process.	Green
17	Develop and implement a new recruitment and selection policy and supporting procedures to enable Nottinghamshire Police to recruit the best person for the job, to include: • Replacement of RREAS interviewing • Force Values – 'PROUD'	Senior HR Partner – Strategy & Performance	Senior HR Partner Policies, DSSAs, HR Customer Working Group, Community Involvement, IAG	December 2013	Amber
18	Develop and implement a new acting procedure to enable equal access to acting opportunities across the whole organisation	Senior HR Partner - Strategy	Senior HR Partner Policies, DSSAs, HR Customer Working Group	December 2013	Amber
19	Develop a communications plan in relation to police officer and police staff misconduct issues	Head of HR&OD/ Head of PSD	Corporate Communications, HR and PSD	July 2013	Complete
20	Commission RSM Tenon to undertake an equality audit in relation to the Equality Standards.	ACO Resources	Business & Finance, HR	July 2013	Complete
21	Develop and undertake a staff survey to benchmark current levels of cultural awareness, attitudes to diversity, perceptions of Nottinghamshire Police's commitment to diversity, training delivery etc.	ACO Resources	Business & Finance, HR, DSSAs	December 2014	Red

22	Analyse results of staff survey 2012 from current officers/staff from the protected characteristics.	ACO Resources	Business & Finance, HR, DSSAs	October 2013	Complete
23	Develop a communications plan to provide feedback to participants who attended the BME voices workshop and action taken.	Senior HR Partner – Strategy & Performance	Business Partner – Regional L&D, Corporate Communications, Equality & Diversity Advisor	June 2013	Green
24	Review exit interviews. Process dip sample exit interview questionnaires from minority staff members. Analyse data from the exit interviews and progress any lessons learnt.	HR Partner – Strategy & Performance	Positive Action Co-ordinators	Procedure complete by December 2013. Review by February 2014.	Amber
25	Monitor those from under represented groups leaving during two to five years and five to ten years service to identify patterns and take remedial action	HR Partner – Strategy & Performance	Positive Action Co-ordinators	March 2014	Amber
26	Undertake a detailed review of the positive action measures taken with regard to retention & progression outcomes. (e.g. to see what has worked, not worked, what can be improved etc)	Senior HR Partner – Strategy & Performance	Positive Action Co-ordinators	March 2014 and ongoing	Amber

Equality & Diversity Information 2013

NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE

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Contents

Introduction

Nottinghamshire Police's vision is to be the best performing police force in England and Wales and we recognise that how we deal with issues of equality, diversity and inclusion underpins our achievement of this vision.

In addition to this, in common with all public authorities, we have an obligation in law to our staff and service users to put these issues at the heart of what we do.

The Equality Act 2010 places a duty on public bodies, such as Nottinghamshire Police, to pay due regard, when carrying out all internal and external functions, to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act,
- advance equality of opportunity between people who share a protected characteristic and those who do not,
- foster good relations between people who share a protected characteristic and those who do not

This means that we need to think about how we deliver services to the public, how we use our resources, and how we treat our staff particularly in relation to the following areas (or 'protected characteristics' as they are called in the act)

Age	Race
Disability	Religion and Belief
Gender Reassignment	Sex
Pregnancy and Maternity	Sexual Orientation

Equality Objectives

To help us meet the public sector duty, and as part of our legal obligations under the Equality Act 2010 (Specific Duties) Regulations 2011, in April 2012 we identified and published four equality objectives.

Equality Objective 1 – Proportionality

We will ensure that across all areas of operational performance that; policing powers are used proportionately; our services are accessible to all, and crimes that disproportionately affect and impact on particular protected groups are dealt with proactively.

Equality Objective 2 – Engagement

We will regularly and meaningfully engage with our local and diverse communities to ensure that what we do focuses on their needs and reflects their concerns and experiences

Equality Objective 3 – Culture

We will be recognised both locally and nationally as an organisation people choose to work for because of its reputation for treating people fairly, respectfully and without discrimination.

Equality Objective 4 – Representation

We will increase the extent that our workforce is representative of the communities of Nottinghamshire and ensure that all staff have the opportunity to progress and develop so that this representation is reflected at all levels within our organisation

Each of these objectives has a plan of work activities and projects designed to progress our achievement of the objectives, and each of these plans is owned and led by a member of our Chief Officer team

For a copy of our equality objectives please click here

Equality Information

So that we know whether we are succeeding in our objectives and our duty, we need to gather and use information about people and equality. We do this in a number of ways:

- Asking people about their age, gender, sexual orientation, ethnicity etc... when they call us or when we interact with them.
- Talking to different groups of people inside and outside the police about their needs and the needs of their communities
- Listening to what people tell us
- Thinking about how the way we do things might affect different people and different communities in different ways
- Reading local and national reports and surveys and using the information we get to improve our services

The information we get helps inform our decision making and helps us measure our performance against our legal duties and our strategic priorities.

As part of our legal obligations under the Equality Act 2010 (Specific Duties) Regulations 2011 we are required to publish the information we gather and use to inform our work towards meeting the public sector equality duty.

3

Summary

The People of Nottinghamshire

- The 2011 census data shows the population of the Nottinghamshire area as 1,091,482 of which 11.2% are from Black & Minority Ethnic (BME[1]) census category. The City area has a significantly higher BME population at 28.5%.

- The largest ethnic group in the city after White: British is Asian\Asian British: Pakistani at 5.5% followed by White : Other White at 5.1%. In the county the largest group after White: British is White :Other White at 2.3%

- After Christian (56.5%) the largest religious group in the Nottinghamshire area was Muslim with 33,882 people or 3.1% of the population. 30.9% of the population identified as having no religion.

Our Service Delivery

- Although the number of Hate Crime (crimes and non crimes) has decreased between 2011/12 and 2012/13 by just over 7%, detection of Hate Crime has improved from 51.6% to 59.1%.

- While there has been a slight drop in the overall number of Domestic Violence incidents recorded (1%) there has been a significant increase, 12%, in the number of recorded male victims.

- We have significantly exceeded our target to reduce the number of young people entering the youth justice system for the first time.

- Satisfaction rates from victim of crime surveys showed 86% of all respondents for all surveys were satisfied with the service they received, however BME victims showed a slightly lower satisfaction rate when compared with White victims.

- Speakers of 56 languages required translators during 2012/13 with Polish, Romanian and Lithuanian remaining the most commonly requested languages. Overall the number of translation requests decreased by nearly 10% from the previous year.

Our People and Culture

- At the end of March 2013 Nottinghamshire Police employed 1664 staff, 2137 Police Officers and 381 Special Constables.

- 28.08% of our officers are women; which is broadly in line with the national average for the Police Service in England and Wales

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[1] Black and Minority Ethnic includes the 5+1 classifications Multiple Heritage, Black, Asian, Chinese and Other.

- BME representation for the whole organisation is 4.23% with the highest representation being found amongst Special Constables at 6.04%.

- Both BME and Female representation are at their lowest at the rank of Chief Inspector, Detective Chief Inspector. (page 33)

- Those roles described classified as "Specialist Posts" by the Home Office showed higher representation for both women (39.26%) and BME Officers (4.79%) compared with representation figures for all officers.

- 1 in 4 officers and staff working part time are women compared with only 1 in 40 male staff.

The People of Nottinghamshire

To understand how the work we do might affect the different people we serve we need to know the make up of the communities we work within. The following tables provide information under a number of the protected characteristics from the Equality Act 2010.

In the majority of cases the information given below has been taken from the Office of National Statistics 2011 census data, however where certain information was not available alternative sources have been used. These are identified beside individual tables.

In most cases below, a breakdown has been given for the Nottingham City Council area (Nottingham UA), Nottinghamshire County Council area (Nottinghamshire) and the combined areas which form the area policed by Nottinghamshire Police.
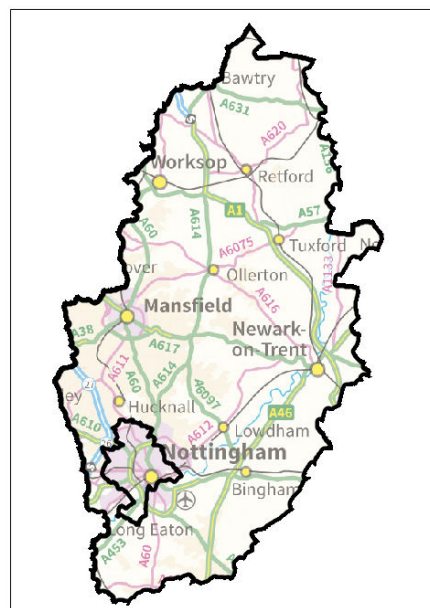
Total population figures
The following table shows the overall population figures from the 2011 census.

	2011 population
Nottingham UA	305,680
Nottinghamshire	785,802
Nottinghamshire Police Area	1,091,482

Source ONS Census 2011

Protected Characteristic - Age
The following table shows the population by age groups

	Nottingham UA		Nottinghamshire		Nottinghamshire Police Area	
	Volume	**%**	**Volume**	**%**	**Volume**	**%**
0-15	55,576	18.2%	142,322	18.1%	197,898	18.1%
16-24	66,497	21.8%	82,850	10.5%	149,347	13.7%
25-44	87,751	28.7%	199,164	25.3%	286,915	26.3%
45-64	60,304	19.7%	219,019	27.9%	279,323	25.6%
65-74	17,520	5.7%	77,221	9.8%	94,741	8.7%
75+	18,032	5.9%	65,226	8.3%	83,258	7.6%

Source ONS Census 2011

Protected Characteristic - Disability

The table below shows the number and proportion of people of working age who have self reported that they have disability in the Annual Population Survey (APS). (2011-12 Oct)

	Nottingham UA	Nottinghamshire	Nottinghamshire Police Area
Volume	56,551	179,949	236,500
%	18.5%	22.9%	21.7%

Source: Annual Population Survey (APS). (2011-12 Oct)

Protected Characteristic - Gender Reassignment

There is no definitive figure for the number of people in the UK experiencing some form of gender variance or for those who may, at some stage, undergo transition. However research carried out by the Gender Identity Research and Education Society (GIRES) in 2009[2], which was updated in 2011, states: "that organisations should assume that 1% of their staff and service users may be experiencing some degree of gender variance. At some stage about 0.2% may undergo transition. The number who have so far sought medical care is likely to be around 0.025%, and about 0.015% are likely to have undergone transition."

Based on these percentages estimates for gender reassignment in our area are

		Nottingham UA	Nottinghamshire	Nottinghamshire Police Area
Undergoing or have undergone transition	0.04%	122	314	436
May undergo transition	0.2%	611	1572	2183

Protected Characteristic - Race and Ethnicity

The following tables provide the 2011 census figures for race and ethnicity in Nottinghamshire. The first table uses the five major heading used in the census and the second uses the eighteen sub headings.

	Nottingham UA		Nottinghamshire		Nottinghamshire Police Area	
White	218698	71.5%	750803	95.5%	969501	88.8%
Multiple Heritage	20265	6.6%	10716	1.4%	30981	2.8%
Black	22185	7.3%	5102	0.6%	27287	2.5%
Asian	34051	11.1%	14197	1.8%	48248	4.4%
Chinese	10481	3.4%	4984	0.6%	15465	1.4%
BME Totals	86982	28.5%	86982	4.4%	121981	11.2%

Source ONS Census 2011

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[2] "Gender variance in the UK" GIRES 2009.

	Nottingham UA		Nottinghamshire		Nottinghamshire Police Area	
White: English / Welsh / Scottish / Northern Irish / British	199,990	65.4%	727,938	92.6%	927,928	85.0%
White: Irish	2,819	0.9%	4,133	0.5%	6,952	0.6%
White: Gypsy or Irish Traveller	326	0.1%	456	0.1%	782	0.1%
White: Other White	15,563	5.1%	18,276	2.3%	33,839	3.1%
Multiple ethnic group: White and Black Caribbean	12,166	4.0%	5,174	0.7%	17,340	1.6%
Multiple ethnic group: White and Black African	2,004	0.7%	961	0.1%	2,965	0.3%
Multiple ethnic group: White and Asian	3,304	1.1%	2,719	0.3%	6,023	0.6%
Multiple ethnic group: Other Mixed	2,791	0.9%	1,862	0.2%	4,563	0.4%
Asian/Asian British: Indian	9,901	3.2%	7,204	0.9%	17,105	1.6%
Asian/Asian British: Pakistani	16,771	5.5%	3,470	0.4%	20,241	1.9%
Asian/Asian British: Bangladeshi	1,049	0.3%	600	0.1%	1,649	0.2%
Asian/Asian British: Chinese	5,988	2.0%	2,942	0.4%	8,930	0.8%
Asian/Asian British: Other Asian	6,330	2.1%	2,923	0.4%	9,253	0.9%
Black / African / Caribbean / Black British: African	9,877	3.2%	1,754	0.2%	11,631	1.1%
Black / African / Caribbean / Black British: Caribbean	9,382	3.1%	2,782	0.4%	12,164	1.1%
Black / African / Caribbean / Black British: Other Black	2,926	1.0%	566	0.1%	3,492	0.3%
Other ethnic group: Arab	2,372	0.8%	815	0.1%	3,187	0.3%
Other ethnic group: Any other ethnic group	2,121	0.7%	1,227	0.2%	3,348	0.3%

Source ONS Census 2011

Protected Characteristic - Religion & Belief

The religion and beliefs included in the table below reflect the question and categories used in the 2011 Census.

	Nottingham UA		Nottinghamshire		Nottinghamshire Police Area	
Buddhist	2,051	0.7%	1,860	0.2%	3,911	0.4%
Christian	135,216	44.2 %	481,994	61.3%	617,210	56.5%
Hindu	4,498	1.5%	3,480	0.4%	7,978	0.7%
Jewish	1069	0.3%	717	0.1%	1,786	0.2%
Muslim	26,919	8.8%	6,963	0.9%	33,882	3.1%
Sikh	4,312	1.4%	3,132	0.4%	7,444	0.7%
Other religion	1483	0.5%	2,689	0.3%	4,172	0.4%
No religion	106,954	35.0%	230,138	29.3%	337092	30.9%
Not stated	23,178	7.6%	54,829	7.0%	78,007	7.1%

Source ONS Census 2011

Protected Characteristic – Sex

	Nottingham UA		Nottinghamshire		Nottinghamshire Police Area	
Female	151,903	49.7%	399,080	50.8%	550,983	50.5%
Male	153,777	50.3%	386,722	49.2%	540,499	49.5%

Source ONS Census 2011

Protected Characteristic - Sexual Orientation

The below figures are based on the government's suggestion of 5-7% of the population being lesbian gay or bisexual (LGB). This is a figure which Stonewall feels is a reasonable estimate. However, there is no definitive data on the number of LGB people in the UK as no national census has ever asked people to define their sexuality. For the purposes of the table below the figure of 6% of population has been used.

		Nottingham UA	Nottinghamshire	Nottinghamshire Police Area
LGB	6%	18,342	47,148	65,490
Heterosexual	94%	287,358	738,652	1,026,010

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Our Service Delivery

Our Service Delivery

This section of the report is mainly about the external aspects of what we do. It includes:

- information about certain types of crime that affect some groups more than others, such as hate crime or domestic violence,

- information about police powers, such as stop and search and how often these powers are used,

- satisfaction rates of victims of crime who identify with different protected characteristics,

- how we communicate and meet the specific needs of different groups.

Our service delivery is underpinned by two of our equality objectives

Equality Objective 1 – Proportionality

> **We will ensure that across all areas of operational performance that; policing powers are used proportionately; our services are accessible to all, and crimes that disproportionately affect and impact on particular protected groups are dealt with proactively.**

Equality Objective 2 – Engagement

> **We will regularly and meaningfully engage with our local and diverse communities to ensure that what we do focuses on their needs and reflects their concerns and experiences**

The information on the following pages links directly to these objectives and demonstrates our progress towards these and our areas for future development.

Hate Crime

Nottinghamshire Police uses the following definition for hate crime:

"Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate."

This is a broad and inclusive definition and includes both crime and non-crime incidents.

However in the "hate category" tables below it is necessary, for technical reasons, to refer specifically to hate crimes that do not constitute a criminal offence and these are referred to as 'hate incidents'

Hate crime is unacceptable in any degree or form. It deprives individuals of their rights, generates fear and diminishes the society in which it occurs. The police share a responsibility with other organisations to demonstrate that such discrimination will not be tolerated. Our response to any hate crime will be full and unequivocal, with the use of all powers at our disposal to tackle it.

Note-: Data has been extracted from a live crime system and may be subject to change

All Hate Crime (All incidents crime and non-crime)

	2011/12	2012/13	Vol. Change	% Change
City	698	606	-92	-13.2%
County	625	622	-3	0.5%
Total	1.323	1,228	-95	-7.2%

Number of hate crimes and incidents by hate category

Note-: Some crimes may involve more than one hate element and therefore subtotals for the different hate elements may not add up to the overall total

Category	Incidents			
	2011/12	2012/13	Vol. Change	% Change
Disability	41	55	14	34.15%
Race	427	490	63	14.75%
Religion	4	5	1	25%
Sexual Orientation	82	78	-4	-4.88%
Transgender	1	6	4	500%
Total	555	634	79	14.23%

Category	Crimes			
	2011/12	2012/13	Vol. Change	% Change
Disability	41	23	-18	-43.90%
Race	636	513	-123	-19.34%
Religion	20	17	-3	-15.00%
Sexual Orientation	78	49	-29	-37.18%
Transgender	2	2	0	0.00%
Total	777	604	-173	-22.56%

Hate Crime Detections

Although the number of hate crimes has fallen between the two periods, the detection rate has increased from 51.6% to 59.1% and remains higher than the rate of detection for all crimes.
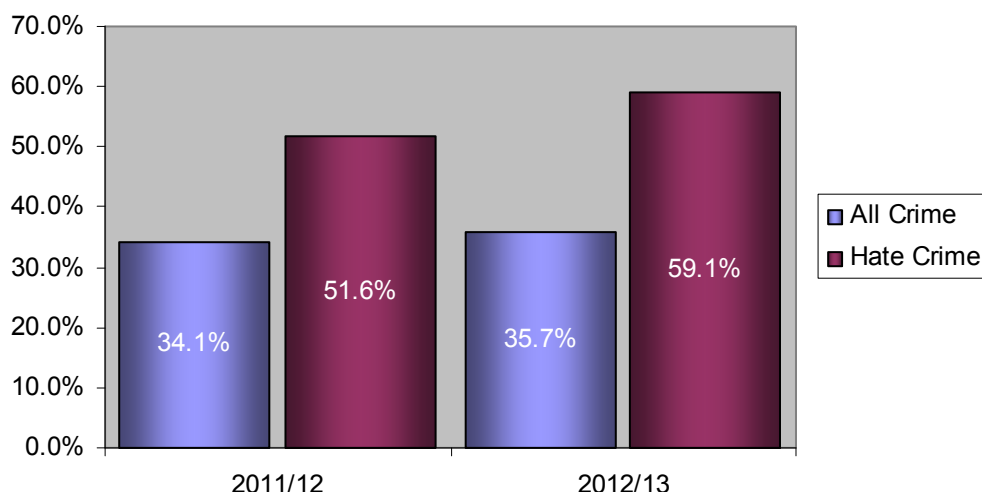
Racially and Religious aggravated offences

Racially and Religious aggravated offences are specific offences created within the Crime and Disorder Act (as amended) where the offender is motivated by hostility or hatred towards the victim's race or religious beliefs. These offences carry higher maximum penalties than the basic offence equivalents.

	2011/12	2012/13	+/-	+/- %
City	319	240	-79	-24.8%
County	247	184	-63	-25.5%
Total	566	424	-142	-25.1%

The following table lists the types of racially and religiously aggravated offences by Home Office offence classifications. However it should be noted that Home Office offence codes have changed year-on-year, meaning comparisons cannot always be easily made.

	2011/12	2012/13
Assault with injury	49	30
Assault without injury	61	62
Criminal Damage	44	44
Harassment	≤10	≤10
Public Fear, Alarm or Distress	409	284

Domestic Violence

The tables below provide information in relation to domestic violence offences and victims. The data is based on all Violence Offences classed as Domestic Violence according to Assessments of Policing and Community Safety (APACS) definitions. This covers violence offences involving current or ex partners where both parties are aged over 16 years or above and offences involving family members where both parties are aged 18 years or above.

Note-: Data has been extracted from a live crime system and may be subject to change

Location	Crimes			
	2011/12	2012/13	Vol. Change	% Change
City	2,154	2,134	-20	-1%
County	3,100	3,088	-12	0%
Total	5,254	5,222	-32	-1%

Location	Detections		
	2012/13	Detection Rate	Difference From Last Year
City	1,089	51%	-1%
County	1,655	54%	-1%
Total	2,744	53%	-1%

The following tables provide a breakdown of domestic violence victims by gender, age and ethnicity.

Gender	2011/12	Proportion	2012/13	Proportion	Vol. Change	% Change
Female	4,403	84%	4267	82%	-136	-3%
Male	851	16%	955	18%	104	12%
Total	5,254	-	5,222		-32	-1%

Age	2011/12	Proportion	2012/13	Proportion	Vol. Change	% Change
16-24	1,721	32.8%	1,636	31.3%	-85	-5
25-44	2,721	51.8%	2,660	50.9%	-61	-2
45-64	743	14.1%	834	16.0%	91	12
65-74	39	0.7%	58	1.1%	19	49
75+	18	0.3%	30	0.6%	12	67
Not Stated	12	0.2%	4	0.1%	-8	-67
Total	5,254	-	5,222		-32	-1

Ethnicity	2011/12	Proportion	2012/13	Proportion	Vol. Change	% Change
White	4,575	87.08%	4,563	87.40%	-11	0%
Multiple Heritage	133	2.53%	95	1.82%	-38	-29%
Black or Black British	177	3.37%	204	3.91%	27	15%
Asian or Asian British	156	2.97%	180	3.45%	24	15%
Chinese or Other	32	0.61%	31	0.59%	-1	-3%
Not Stated	181	3.44%	149	2.83%	-33	-18%
Total	5,254	-	5,222	-	-32	-1%

Note – Ethnicity data is provided on a voluntary basis. The heading not stated includes where an individual may have chosen not to provide this information (prefer not to say).

Victims of Crime

The tables below provide information on victims of crime based on the protected characteristics currently available. This information relates to those who have been a victim of "victim based crimes as defined by Her Majesty's Inspectorate of Constabulary (HMIC)

The HMIC crime tree classification identifies four main crime groups under the heading "Victim Based Crime". **These are, violence against the person, sexual offences, stealing, and criminal damage / arson**. With some of these offences, such as shoplifting (theft), criminal damage or arson, the victim may be or is likely to be an organisation rather than an individual and therefore demographic data is not provided. These have been included under the heading not stated. This heading also includes where an individual may have chosen not to provide the information (prefer not to say).

The percentages given in the tables below are calculated on the basis of the total number, excluding the not stated figure. This has been done to provide an easier comparison with the population figures provided above.

Age	2011/12	Proportion	2012/13	Proportion
0-15	2,123	4.2%	2,124	4.7%
16-24	11,635	22.8%	10,786	23.9%
25-44	20,835	40.7%	18,141	40.2%
45-64	12,444	24.3%	10,834	24.0%
65-74	2,405	4.7%	1,950	4.3%
75+	1,698	3.3%	1,317	2.9%
Not Stated	2,419	-	3,700	-
Crimes against an organisation	15,495	-	11,887	-

Gender	2011/12	Proportion	2012/13	Proportion
Female	27,207	51.5%	24,860	52.0%
Male	25,652	48.5%	22,941	48.0%
Not Stated	701	-	1,051	-
Crimes against an organisation	15,495	-	11,887	-

Ethnicity	2011/12	Proportion	2012/13	Proportion
White	45,631	89.5%	40,168	88.7%
Multiple Heritage	823	1.6%	622	1.4%
Black or Black British	1,558	3.1%	1,546	3.4%
Asian or Asian British	2,326	4.6%	2,363	5.2%
Chinese or Other	669	1.3%	596	1.3%
Not Stated	2,552	-	3,557	-
Crimes against an organisation	15,495	-	11,887	-
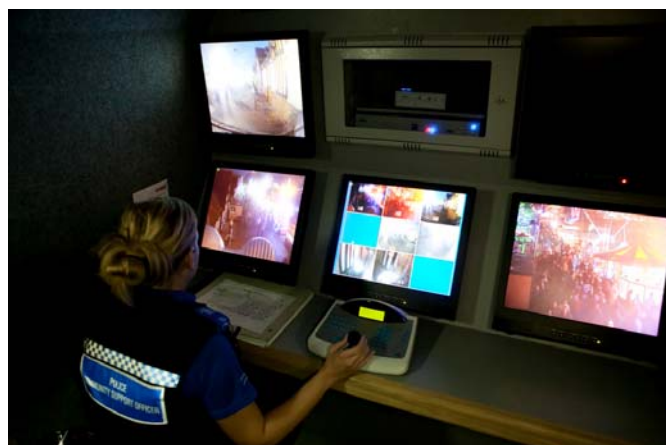
Due to the small numbers declared for religion a percentage breakdown has not been given

Religion	2011/12	2012/13
Buddhist	≤10	≤10
Christian	26	34
Hindu	≤10	≤10
Jain	≤10	≤10
Jewish	≤10	≤10
Muslim	22	13
Sikh	≤10	≤10
None	25	26
Other	≤10	≤10
Not Stated	68,966	60,654

Use of Powers - Stop and Search

The primary purpose of using stop and search powers is to enable an officer to check any suspicions without them having to make an arrest. Community members accept that the Force has to use stop and search powers, but it is important to them that it is used proportionately and people are treated with respect.

Disproportionality in the use of powers within the BME community has been raised as a concern, but this is now being addressed through ongoing training and the development of systems and processes. It is worth noting that although there has been an increase in the total number of stop and searches carried out year on year; there has been a decrease in the disproportionality ratio between the two groups of just over 19%.

Recent data shows that the areas where most stop and searches are carried out, are experiencing higher number of crimes. A range of other factors also need to be taken into account. Fitzgerald and Sibbitt (1997) term these as 'lifestyle factors; the legitimate targeting of certain people and places by the police; police interpretation of the use of the PACE power; and (in part related) recording practices'.

To calculate the 'per 1000 population' figure in the tables below, the number of stop and searches conducted by Nottinghamshire Police has been divided by the number within the population for that ethnic grouping[3], and then multiplied by 1,000.

The following two tables show the number of stop and searches carried out by Nottinghamshire Police broken down using the ONS 2+1 ethnic group categories. The tables cover the periods 1 April 2011 to 31 March 2012 and 1 April 2012 to 31 March 2013 and are for the whole of the Nottinghamshire area.

	2011/2012		
	Volume	Per 1000 population	Proportionality ratio
White	2,297	2.369	-
BME	737	6.042	2.550

	2012/2013		
	Volume	Per 1000 population	Proportionality ratio
White	2,643	2.726	-
BME	685	5.616	2.060

The following tables show the number of stop and searches carried out by Nottinghamshire Police broken down by geographical division using the more detailed ONS 5+1 ethnic group categories. The tables cover the periods 1 April 2011 to 31 March 2012 and 1 April 2012 to 31 March 2013.

In all cases where the location of the stop and search has been recorded this has been used to determine the stop location, otherwise the base location of the officer conducting the search has been used. However where the officer is a member of the Operational Support department and no exact location can be determined, the stop and search record has been included in the overall Nottinghamshire Police data but not in either the City or County Statistics.

	Nottinghamshire Police		
	2011/2012		
	Volume	Per 1000 population	Proportionality ratio
White	2,297	2.369	-
Dual Heritage	163	5.261	2.2
Asian	240	4.974	2.1
Black	313	11.471	4.8
Chinese	21	2.352	1.0
Total	3,034		

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[3] Office for National Statistics (ONS) 2011 census population figures

City of Nottingham		
2011/2012		
Volume	Per 1000 population	Proportionality ratio
White	1,308	5.981	-
Dual Heritage	128	6.316	1.1
Asian	189	5.550	0.9
Black	248	11.471	1.9
Chinese	15	2.505	0.4
Total	1,888		

Nottinghamshire County		
2011/2012		
Volume	Per 1000 population	Proportionality ratio
White	750	0.999	-
Dual Heritage	12	1.120	1.1
Asian	10	0.704	0.7
Black	5	0.980	1.0
Chinese	0	0.000	0.0
Total	777		

Nottinghamshire Police		
2012/2013		
Volume	Per 1000 population	Proportionality ratio
White	2643	2.726	-
Dual Heritage	130	4.196	1.5
Asian	231	4.788	1.8
Black	322	11.800	4.3
Chinese	2	0.224	0.1
Total	3328		

City of Nottingham		
2012/2013		
Volume	**Per 1000 population**	**Proportionality ratio**
White	1128	5.158	-
Dual Heritage	90	4.441	0.9
Asian	204	5.991	1.2
Black	273	12.306	2.4
Chinese	2	0.334	0.1
Total	1697		

Nottinghamshire County		
2012/2013		
Volume	**Per 1000 population**	**Proportionality ratio**
White	1489	1.983	
Dual Heritage	39	3.639	1.8
Asian	25	1.761	0.9
Black	42	8.232	4.2
Chinese	0	0.000	0.0
Total	1595		

Use of Powers - Arrest Rates

The following tables show the number of arrests carried out by Nottinghamshire Police during the periods 1 April 2011 to 31 March 2012 and 1 April 2012 to 31 March 2013. Arrests shown are for the whole of the Nottinghamshire area.

The number of arrests has been divided by the number within the population for that ethnic grouping, as provided by the Office for National Statistics 2011 census population figures, and then multiplied by 1,000. Note – the recorded volume and calculated proportionality ratios exclude records where the voluntary ethnicity is recorded as "Not Stated"

2011/2012		
Volume	**Per 1000 population**	**Proportionality ratio**
White	30647	31.611	-
BME	5772	47.319	1.497

	2012/2013		
	Volume	**Per 1000 population**	**Proportionality ratio**
White	24545	25.320	-
BME	4952	40.600	1.603

Young people – First-Time entrants

One of our specific objectives for the year 2012/13 was to reduce the number of first-time entrants (FTEs) into the youth justice system by 10% in 2012/13, where first-time entrants are defined as young people (aged 10-17) who receive their first substantive outcome (relating to a reprimand, a final warning with our without an intervention, or a court disposal for those who go directly to court without a reprimand or final warning)

There have been 509 first-time entrants this year. This is a reduction of 42.2% (371 FTEs) compared to last year.

First-Time Entrants into the Youth Justice System
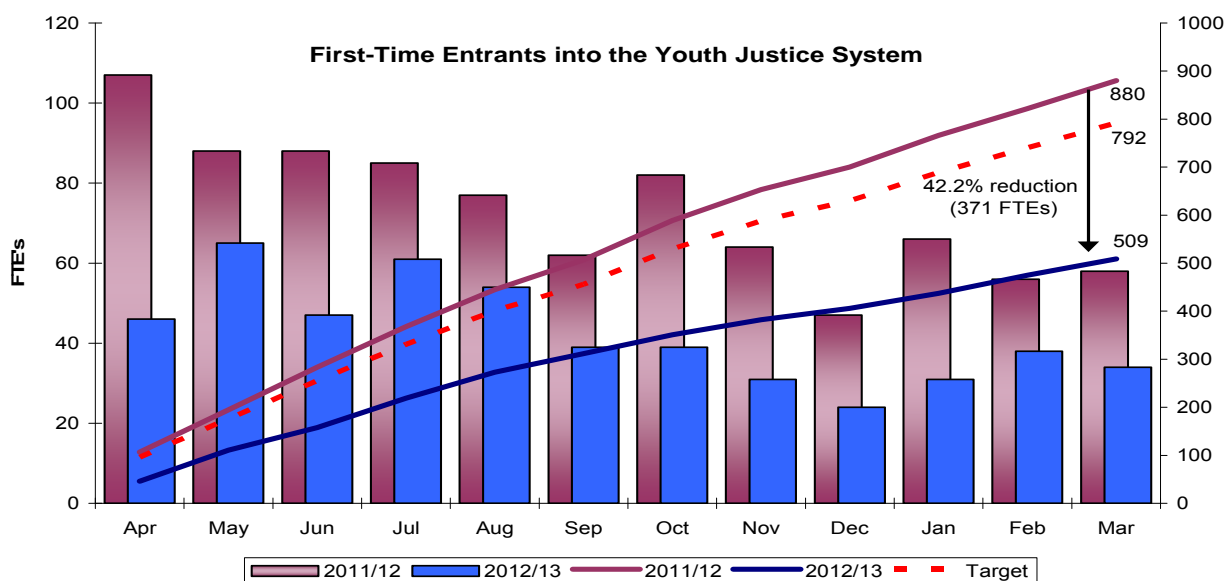
The majority of entrants are male, (78.8%) with the number of female entrants falling at a much faster rate than their male counterparts (female entrants have fallen 59.7% year-on-year, while male entrants have fallen by 34.5%). The majority of the entrants are aged between 15-17 years of age, and the number of entrants who describe their ethnicity as BME is slightly disproportionate to the ethnic make-up of the Force area[4]. Around 20% of FTEs in 2012/13 were BME, compared with around 17% in the previous year; however the majority of entrants are of a white ethnicity.

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[4] *Source: 2011 Census Population Estimates (ONS published 11 December 2012).*

Victim Satisfaction Surveys

We regularly survey victims of crime and antisocial behaviour (ASB) to find out how happy they are with the service they have received.

Our telephone interviewers carry out approximately 650 surveys every month with victims of antisocial behaviour, dwelling burglary, racist incidents, vehicle crime and violent crime.

They speak with members of the public and ask them to rate the service they have received from us during their incident.

Satisfaction is determined by the number of respondents who are completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews. The 'All Surveys' figure is a simple calculation using the sum of all responses across all surveyed crime types, i.e. no weighting is applied.

Those highlighted indicate a statistically significant difference when satisfaction for this group is compared with that of the remainder of the sample base for the same surveyed crime type (at the 95% confidence level). So, for example, it can be seen that the 65-74 age group has significantly higher satisfaction than that for all other respondents for All Surveys

The tables below show overall victim satisfaction and comparative satisfaction of victims by protected characteristics. Information shown covers incidents reported in the 12 months to the end of March 2013.

	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
All respondents	86.0%	92.8%	87.3%	83.4%	84.1%	81.1%	82.8%

Gender	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
Male	85.8%	92.3%	86.9%	84.9%	84.2%	80.36%	83.5%
Female	86.2%	93.4%	88.1%	77.8%	83.8%	82.1%	82.2%

Disability	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
Yes	84.0%	91.3%	88.2%	78.8%	80.5%	71.4%	83.5%
No	86.4%	93.1%	87.3%	83.9%	84.8%	82.3%	82.5%

Ethnicity	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
BME	80.2%	87.5%	79.8%	74.0%	80.1%	81.5%	69.6%
White	87.0%	93.4%	88.2%	84.2%	84.6%	79.1%	84.1%

	All Surveys	Dwelling Burglary	Theft From Motor Vehicle	Theft Of Motor Vehicle	Violent Crime	Racist Incidents	ASB Incidents
16 to 24	85.6%	93.4%	83.2%	86.8%	85.1%	79.5%	80.0%
25 to 34	85.2%	92.1%	87.1%	83.4%	82.4%	81.2%	82.9%
35 to 44	85.2%	90.8%	85.3%	81.5%	83.8%	84.3%	83.7%
45 to 54	84.3%	91.4%	89.3%	81.9%	80.1%	74.2%	78.7%
55 to 64	86.9%	91.8%	86.7%	82.6%	87.1%	81.8%	84.2%
65 to 74	93.1%	97.9%	92.3%	82.6%	94.6%	100.0%	89.9%
75 or above	97.2%	98.5%	100.0%	85.7%	100.0%	100.0%	92.0%

Comparison of agreement levels for victims of ASB incidents reported in the 12 months to the end of January 2013

Agreement that the police and local council are working in partnership to deal with antisocial behaviour and crime in your area

All respondents		62.3%
Gender	Male	61.6%
	Female	62.9%
Disability	Yes	61.6%
	No	62.5%
Ethnicity	BME	58.0%
	White	62.9%

	16 to 24	74.0%
	25 to 34	62.3%
	35 to 44	61.2%
Age Range	45 to 54	58.3%
	55 to 64	60.2%
	65 to 74	60.8%
	75 or above	72.0%

Agreement is determined by the number of victims of ASB incidents who either strongly agree, or agree with the statement: 'Moving on to think about your local area, it is the responsibility of the police and local council working in partnership to deal with antisocial behaviour and crime in your area. Please say how much you agree or disagree that …'

Highlighted areas on the table above indicate a statistically significant difference when satisfaction for this group is compared with that for the remainder of the sample base for the same surveyed crime type (at the 95% confidence level). So, for example, it can be

seen that the 16-24 age group has a significantly higher agreement with the statement than that for all other respondents.

The table on the following pages shows a Year-on-Year comparison which provides a comparison of satisfaction rates for incidents reported in the 12 months to the end of March 2013, with the same period in the previous year.

Satisfaction is determined by the number of respondents who are either completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews.

Satisfaction with whole experience, comparing incidents reported in the 12 months to the end of March 2012 versus incidents reported in the 12 months to the end of March 2013

		All Surveys		Racist Incidents	
		March 2012	March 2013	March 2012	March 2013
All respondents		86.3%	86.0%	82.4%	81.1%
Gender	Male	85.4%	85.8%	82.4%	80.6%
	Female	87.7%	86.2%	82.6%	82.1%
Disability	Yes	85.1%	84.0%	87.2%	71.4%
	No	86.5%	86.4%	81.9%	82.3%
Ethnicity	BME	82.3%	80.2%	81.8%	81.5%
	White	87.0%	87.0%	87.0%	79.1%
Age Range	16 to 24	86.3%	85.6%	84.3%	79.5%
	25 to 34	82.9%	85.2%	76.4%	81.2%
	35 to 44	84.6%	85.2%	84.3%	84.3%
	45 to 54	87.2%	84.3% ↓	83.6%	74.2%
	55 to 64	88.9%	86.9%	93.5%	81.8%
	65 to 74	94.1%	93.1%	100.0%	100.0%
	75 or above	93.8%	97.2%	100.0%	100.0%

Note: The 'All Surveys' figure is a simple calculation using the sum of all responses across all surveyed crime types, i.e. no weighting is applied.
↑ ↓ indicates a statistically significant difference in satisfaction between the two periods, either higher or lower respectively (at the 95% confidence level). So, with All Surveys for example, it can be concluded that the 45-54 age group has seen a fall in satisfaction when comparing March 2013 with March 2012.

Accessibility and Communication
Use of interpreters

Nottinghamshire Police uses interpreting services in a variety of circumstances. In the main these will be in contacts with victims, witnesses and suspects but will also include the translation of documents, training of officers and staff and engagement with community members.
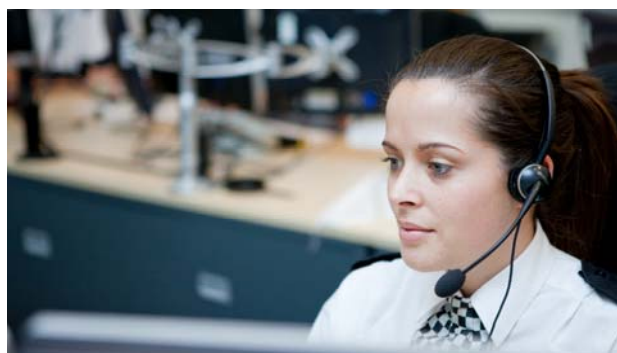
The translation providers for face to face and document translation for Nottinghamshire Police are 'Cintra', whilst "Language Line" provides a telephone-based translation service.

Source: The information below from management information reports provided by the service providers.

Total number of contacts 1 April 2011 – 31 March 2012

Rank	Language	Source		Total
		Cintra	Language Line	
1	Polish	882	2,063	**2,945**
2	Romanian	153	401	**554**
3	Lithuanian	150	288	**438**
4	Russian	201	160	**361**
5	Urdu	174	150	**324**
6	Czech	81	210	**291**
7	Latvian	34	109	**143**
8	Hungarian	22	52	**74**
= 9	Kurdish - Sorani	73	0	**73**
	Vietnamese	27	46	**73**
11	Slovak	0	71	**71**
12	Mandarin	0	70	**70**
= 13	Arabic	22	47	**69**
	Turkish	30	39	**69**
= 15	British Sign	65	0	**65**
	Chinese Mandarin	65	0	**65**
	Remainder (53 languages)	300	483	**783**
Totals		2279	4,189	**6,468**

Total number of contacts 1 April 2011 – 31 March 2012

Rank	Language	Source		Total
		Cintra	**Language Line**	
1	Polish	841	1,803	**2644**
2	Romanian	186	263	**449**
3	Lithuanian	145	273	**418**
4	Urdu	180	124	**304**
5	Russian	138	119	**257**
6	Czech	56	102	**158**
7	Kurdish - Sorani	75	82	**157**
8	Chinese Mandarin	57	82	**139**
9	Latvian	50	86	**136**
10	Punjabi – India / P. Mipuri	62	45	**107**
11	Farsi – Iranian / Dari	41	63	**104**
12	Slovak	28	72	**100**
13	Hungarian	19	78	**97**
14	Arabic	40	45	**85**
15	Turkish	47	33	**80**
	Remainder (41 languages)	263	333	**596**
Totals		2228	3,603	**5831**
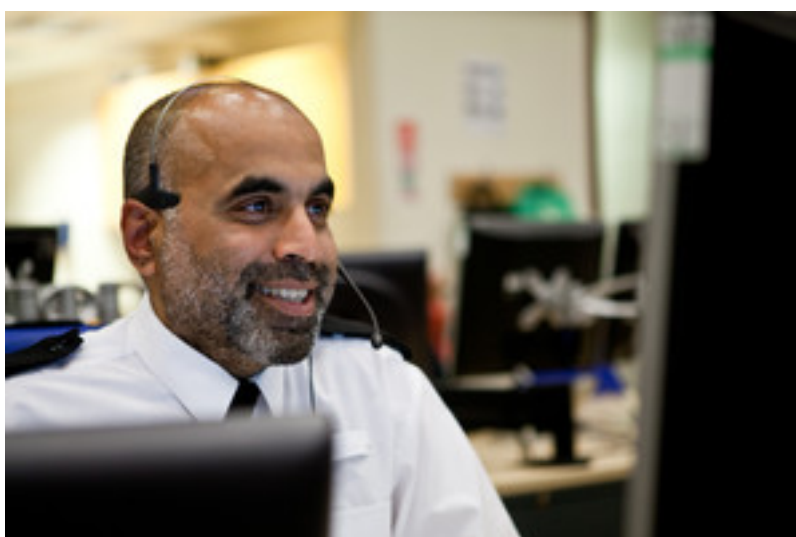
Pegasus

The Pegasus PIN database was devised by community members from our disability advisory group to help make the initial phase of contacting the police – either by phone or in person – easier. The database holds the details of people who have registered because they have difficulty giving their details when calling the emergency services.

When a person registers with Pegasus they are issued with a personal identification number – or 'PIN' that they are able to use in two ways; by phone where the user provides their Pegasus PIN to the police controller who can then access the information submitted by the user so that they do not have to spend valuable time trying to give personal details; or face to face – where they can tell or show the officer their Pegasus PIN and the officer can then contact the control room for information to give them a better understanding of any communication issues the user might have, enabling them to give the best possible assistance appropriate to their needs.

Between 1 April 2012 and the 31 March 2013 there were 260 contacts from Pegasus covering a wide variety of incidents and there are now over 750 users registered on the database.

The Pegasus system has now been expanded to help people with disabilities and other vulnerable people contact Nottinghamshire Police, Nottinghamshire Fire & Rescue Service and Nottinghamshire East Midlands Ambulance Service.

Neighbourhood Alert

The Neighbourhood Alert electronic communication system is designed to help people communicate with their local Neighbourhood Policing Team and other teams from Nottinghamshire Police.

The aim of the system is to provide up-to-date information direct to registered members to support two-way communication between them and Nottinghamshire Police to work together to reduce crime in their area.

The following data is available regarding the identity of the users of the Neighbourhood alert system. It should be noted that for historical reasons there are a significant number of users for whom no equality data has been gathered. This issue is currently being addressed.

Total number of registered users for the whole of Nottinghamshire as of March 2013: 18,648

	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 or above	Prefer Not to Say	Not Stated
Age Range	147	632	1086	1162	1060	937	266	3684	9674

	Yes	No	Prefer Not to Say	Not Stated
Disability	383	3808	3770	10687

	White	Multiple Heritage	Black	Asian	Chinese	Prefer not to say	Not Stated
Ethnicity	4027	117	16	68	15	3679	10726

	Male	Female	Not Stated
Gender	2759	2613	13276

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Our People and Culture

Our People and Culture

This section of the report is mainly about the internal aspects of who we are and how we work. It includes:

- information about our Police Staff, Police Officers, Police Community Support Officers (PCSOs) and Special Constables by protected characteristics.

- information about our workforce and where they work

Our people and culture are also underpinned by two of our equality objectives

Equality Objective 3 – Culture

We will be recognised both locally and nationally as an organisation people choose to work for because of its reputation for treating people fairly, respectfully and without discrimination

Equality Objective 4 – Representation

We will increase the extent that our workforce is representative of the communities of Nottinghamshire and ensure that all staff have the opportunity to progress and develop so that this representation is reflected at all levels within our organisation

Workforce Data

The following tables provide a variety of information on the make up of the workforce of Nottinghamshire Police.

All information includes those on career breaks, maternity leave etc and externally funded posts but excludes volunteers, agency staff and partnership workers. All of the figures, unless otherwise stated, are based on actual headcount and are in relation to establishment on 31 March 2013.

The data below has been sourced through Human Resources records. The information is provided by staff through the Human Resource Management System on a voluntary disclosure basis.

Overall workforce – 31st March 2013	
Police Officers	2137
PCSO	309
Police Staff	1355
Specials	381
Total	4182

Overall workforce by protected characteristic groups

Age - Number of employees 25 yrs & under and Over 55

Age Range	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
25 & Under	399	9.54%	27	1.26%	81	26.21%	211	55.38%
Over 55	258	6.17%	12	0.56%	14	4.53%	8	2.10%
Grand Total	657	15.71%	39	1.82%	95	30.74%	219	57.48%

Disability - Number of employees who recorded themselves as disabled

Disability	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Yes	104	2.49%	49	2.29%	5	1.62%	8	2.10%
No	3799	90.84%	2079	97.29%	245	79.29%	363	95.28%
Undisclosed	279	6.67%	9	0.42%	59	19.09%	10	2.62%
Grand Total	4182	100.00%	2137	100.00%	309	100.00%	381	100.00%

Pregnancy and Maternity Number of Employees who went on maternity leave between 1st April 2012 and 31st March 2013

Disability	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Yes	74	4.29%	47	7.83%	6	4.23%	0	0.00%
Grand Total	74	100.00%	47	100.00%	6	100.00%	0	100.00%

Note: The percentage rates given above have been calculated as percentage of the number of female staff in each group.

Race and Ethnicity Number of Employees by Ethnicity

Ethnicity	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
White	3971	94.95%	2044	95.65%	298	96.44%	358	93.96%
Ethnic Minority	177	4.23%	85	3.98%	9	2.91%	23	6.04%
Not Stated	34	0.81%	8	0.37%	2	0.65%	0	0.00%
Grand Total	4182	100.00%	2137	100.00%	309	100.00%	381	100.00%

Sex - Number of Employees by Gender

Gender	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Male	2457	58.75%	1537	71.92%	167	54.05%	252	66.14%
Female	1725	41.25%	600	28.08%	142	45.95%	129	33.86%
Grand Total	4182	100.00%	2137	100.00%	309	100.00%	381	100.00%

Sexual Orientation - Number of Employees by Sexual Orientation

Sexual Orientation	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Heterosexual	1916	90.37%	820	90.61%	175	90.21%	230	89.15%
LGB	59	2.78%	22	2.43%	8	4.12%	11	4.26%
Prefer not to say	145	6.85%	63	6.96%	11	5.67%	17	6.59%
No / % responded	2120	50.69%	905	42.35%	194	62.78%	258	67.72%

Note: Percentages given in the above table are based on the number of those staff who have responded to the question relating to sexual orientation rather than total number of staff.

Religion and Belief - Number of Employees by 2011 Census Religion and Belief Categories

Religion	All Staff		Police Officers		PCSO		Specials	
	Total	%	Total	%	Total	%	Total	%
Christian	1472	35.20%	688	32.19%	119	38.51%	120	31.50%
Muslim	37	0.88%	15	0.70%	2	0.65%	2	0.52%
Sikh	28	0.67%	16	0.75%	1	0.32%	6	1.57%
Hindu	6	0.14%	2	0.09%	0	0.00%	0	0.00%
Jewish	4	0.10%	2	0.09%	0	0.00%	0	0.00%
Buddhist	5	0.12%	4	0.19%	0	0.00%	0	0.00%
Any other Religion	92	2.20%	36	1.68%	8	2.59%	5	1.31%
No Religion	235	5.62%	110	5.15%	23	7.44%	13	3.41%
Undeclared	2303	55.07%	1264	59.15%	156	50.49%	235	61.68%
Grand Total	4182	100.00%	2137	100.00%	309	100.00%	381	100.00%

Note: The religions specifically identified in the above table reflect the options used in the voluntary religion question in the 2011 and 2001 censuses carried out by the Office of National Statistics.

Distribution of workforce by department and protected characteristics group

The following tables details how our workforce is distributed across the various departments of the force, by specialist post and in the case of police officers by rank.

Gender of workforce by department and division

	Male	%	Female	%
Chief Officer Team	3	0.10%	2	0.07%
City Division	661	15.81%	322	7.70%
County Division	870	20.80%	483	11.55%
Crime & Justice	339	8.11%	334	7.99%
Contact Management	105	2.51%	256	6.12%
Operational Support	179	4.28%	47	1.12%
Corporate Services	186	4.45%	229	5.48%
Region 2012	113	2.70%	51	1.22%
Grand Total	**2456**	**58.75%**	**1724**	**41.25%**

Ethnicity of workforce by department and division

	White	%	Ethnic Minority	%	Not Stated	%
Chief Officer Team	5	0.17%	0	0.00%	0	0.00%
City Division	919	21.98%	61	1.46%	3	0.07%
County Division	1300	31.09%	45	1.08%	8	0.19%
Crime & Justice	645	15.42%	22	0.53%	6	0.14%
Contact Management	352	8.42%	7	0.17%	2	0.05%
Operational Support	220	5.26%	4	0.10%	2	0.05%
Corporate Services	374	8.94%	29	0.69%	12	0.29%
Region 2012	154	3.68%	9	0.22%	1	0.02%
Grand Total	**3969**	**94.95%**	**177**	**4.23%**	**34**	**0.81%**

Age of workforce by department and division

	25 & Under	%	Over 55	%
Chief Officer Team	0	0.00%	0	0.00%
City Division	124	2.97%	10	0.24%
County Division	204	4.88%	36	0.86%
Crime & Justice	22	0.53%	80	1.91%
Contact Management	34	0.81%	44	1.05%
Operational Support	0	0.00%	17	0.41%
Corporate Services	13	0.31%	61	1.46%
Region 2012	2	0.05%	10	0.24%
Grand Total	399	9.54%	258	6.17%

Declared disability amongst workforce by department and division

	Yes	%	No	%	Not Stated	%
City Division	21	0.50%	924	22.09%	38	0.91%
County Division	31	0.74%	1257	30.06%	65	1.55%
Crime & Justice	23	0.55%	614	14.68%	36	0.86%
Contact Management	11	0.26%	320	7.65%	30	0.72%
Operational Support	4	0.10%	209	5.00%	13	0.31%
Corporate Services	10	0.24%	312	7.46%	93	2.22%
Region 2012	3	0.07%	157	3.75%	4	0.10%
Grand Total	103	2.46%	3793	90.69%	279	6.67%

Distribution of Police Officers by rank and protected characteristics group

The following two tables show the distribution of gender and ethnicity by ranks for police officers. Percentages shown are the percentage representation at that rank group.

	Male	%	Female	%
Superintendent and above	17	70.83%	7	29.17%
Chief Inspector / Detective Chief Inspector	33	89.19%	4	10.81%
Inspector / Detective Inspector	97	86.51%	22	13.49%
Sergeant / Detective Sergeant	286	86.02%	67	13.98%
Constable / Detective Constable	1104	68.83%	500	31.17%
Totals	**1537**	**71.92%**	**600**	**28.08%**

	White	%	BME	%
Superintendent and above	23	95.83%	1	4.17%
Chief Inspector / Detective Chief Inspector	37	100.00%	0	0.00%
Inspector / Detective Inspector	115	96.64%	4	3.36%
Sergeant / Detective Sergeant	337	96.01%	14	3.99%
Constable / Detective Constable	1532	95.87%	66	4.13%
Totals	**2052**	**96.02%**	**85**	**3.98%**

The above table does not include eight officers for whom ethnicity was not stated

Specialist Posts

Police officers in specialist posts are defined by the Home Office as being those officers working in the following roles and departments:

Air, Asset Confiscation, Child/Sex/Domestic/Missing Persons, CID, CID Specialist Units, Complaints and Discipline, Dogs, Drugs,

Firearms – Tactical, Firearms/ Explosives, Fraud,
Special Branch /Protection /Immigration /National, Surveillance, Traffic, Vice.

In Nottinghamshire Police at the end of March 2013 there were 731 officers in these posts.

The tables below shows the percentage distribution of officers in these roles by protected characteristic, compared with the overall representation of that characteristic amongst all Nottinghamshire Police Officers.

	Age		Gender		Race & Ethnicity		
	25 & Under	Over 55	Male	Female	White	Ethnic Minority	N.S
Volume	10	28	444	287	687	35	9
% Specialist	1.37%	3.83%	60.74%	39.26%	93.98%	4.79%	1.23%
% All Officers	1.26%	0.56%	71.92%	28.08%	95.65%	3.98%	0.37%

	Disability			Maternity
	Yes	No	N.S.	1/4/12 to 31/3/13
Volume	10	689	32	16
% Specialist	1.37%	94.25%	4.38%	5.57%
% All Officers	2.29%	97.29%	0.42%	7.83%

Part Time Working

Staff working part time during the period by gender and role

	All Staff		Police Officers		PCSO	
	Total	% of all Staff	Total	% of all Police Officers	Total	% of all PCSO
Male	65	2.65%	6	0.39%	2	0.79%
Female	448	25.97%	155	25.83%	29	22.48
Grand Total	513	12.27%	161	7.53%	31	8.14%

Leavers

The following tables provide details of the protected characteristics of staff and officers who left Nottinghamshire Police between 1 April 2012 and the 31 March 2013. The percentages given in each case are as a proportion of all leavers in that group (Officers/Staff)

During the specified period, 96 police officers and 237 police staff left the organisation.

Police Officer Leavers

	Age		Gender		Ethnicity			Disability		
	25 & Under	Over 55	Male	Female	White	Ethnic Minority	N.S	Yes	No	N.S.
Vol	4	3	76	20	94	2	0	3	93	0
%	4.17%	3.13%	79.17%	20.83%	97.92%	2.08%	0.00%	3.13%	96.88%	0.00%

Police Staff Leavers

	Age		Gender		Ethnicity			Disability		
	25 & Under	Over 55	Male	Female	White	Ethnic Minority	N.S	Yes	No	N.S.
Vol	16	71	69	168	225	10	2	7	196	34
%	6.75%	29.96%	29.11%	70.89%	94.94%	4.22%	0.84%	2.95%	82.70%	14.35%

Grievances

The table below shows a breakdown of grievances taken out by officers and staff under the fairness at work policy. The table lists the number of live grievances in any given month for the period 1 April 2012 to 31 March 2013. The "other" category under reason for grievance includes issues such as pay, local management, recruitment and selection appeals, and procedural matters amongst others. The table also provides information in relation to the aggrieved's gender, ethnicity and disability status.

		Reason for Grievance		
	Number of Live Cases	Discrimination	Bullying & Harassment	Other
Apr-12	6	0	1	5
May-12	6	0	0	6
Jun-12	3	1	0	2
Jul-12	8	2	1	5
Aug-12	9	2	2	5
Sep-12	11	2	2	7
Oct-12	7	1	0	6
Nov-12	11	1	2	8
Dec-12	9	1	2	6
Jan-13	8	1	2	5
Feb-13	7	1	4	2
Mar-13	1	0	0	1

	Number of Live Cases	Complainant Protected Characteristics							
		Male	%	Female	%	BME	%	Recorded Disability	%
Apr-12	6	4	67	2	33	0	0	0	0
May-12	6	2	34	4	66	0	0	2	34
Jun-12	3	1	33	2	67	1	33	1	33
Jul-12	8	4	50	4	50	1	13	1	13
Aug-12	9	6	67	3	33	1	11	1	11
Sep-12	11	7	64	4	36	1	9	1	9
Oct-12	7	3	43	4	57	0	0	0	0
Nov-12	11	4	36	7	64	0	0	2	18
Dec-12	9	4	4	5	56	0	0	2	22
Jan-13	8	2	25	6	75	0	0	2	25
Feb-13	7	2	29	5	71	0	0	4	57
Mar-13	1	1	100	0	0	0	0	0	0

Benchmarking - Stonewall Workplace Equality Index

The Stonewall Workplace Equality Index (WEI) is a benchmarking tool which enables the organisation to assess its work on LGB equality against best practice.

The WEI measures organisations against the following 26 categories

Diversity policy
Diversity team
Policy audit
Employee benefits
Employment tribunal
Bullying prevention
Senior champion
Network group
Network functions

Staff engagement
Training – access
Training – topic
Training – coverage
Manager development
Career development
Monitoring – collection
Monitoring – analysis
Monitoring - declared

Monitoring – action
Procurement policy
Supplier initiatives
Community engagement
Pink plateau
LGB role models
Additional evidence
Staff attitude feedback

376 organisations entered the 2013 index from across the private, public and third sectors and the entry point for the top 100 employers was 140/200 points

Nottinghamshire Police's submission for the 2013 index was based on evidence relating to activities, policies, training and engagement in place or occurring during the period September 2011 and September 2012.

Nottinghamshire Police scored 97 out of a possible 200 points and was ranked 226th out of 376 and this was recognised as a significant score and position for a first time entrant.

The maximum marks were gained in the following areas of the index; diversity policy, diversity team, policy audit, employment tribunal, network group and procurement policy and the Senior Champion category scored particularly well, with Nottinghamshire Police scoring above the average score for top 100 companies.

Areas identified as strengths include the senior champion category and also community engagement and training. Areas highlighted for future development included wider all staff engagement, equality monitoring and policies on employee benefits and bullying prevention.

For Information and Comment	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	22nd January 2014
Report of:	Chief Finance Officer
Report Author:	Charlotte Radford
Other Contacts:	ACO Resources
Agenda Item:	10

Chief Finance Officer Update on the Budget Process

1. Purpose of the Report

1.1   To update this meeting on the budget process, the associated risks and how these will be managed.

2. Recommendations

2.1   This report is for noting and comments in relation to the budget are invited, particularly where suggestions for efficiencies can be made.

3. Reasons for Recommendations

3.1   This complies with good financial management and good governance.

4. Summary of Key Points

Background

4.1   The Commissioner received notification of the provisional grant settlement for 2014-15 on 18th December 2013. It is anticipated that the settlement amounts will remain unchanged and confirmed when put before Parliament in February.

4.2   The grant settlement was broadly in line with what had been estimated; however this still required significant efficiencies to be identified in order to deliver a balanced budget for 2014-15.

4.3   Single year settlements make longer term financial planning very difficult and the indicative grant for 2015-16 has not been provided by the Home Office at this stage. The Commissioner made comments to this effect in his letter of representation on settlement to the Home Secretary. A copy of this letter is attached at **Appendix A**.

Budget Process

4.4 There have been joint working arrangements in place between the OPCC and the Force to build upon the previous years Medium Term Financial Planning process. The June 2013 Comprehensive Spending Review (CSR) gave an indication that grant in 2014-15 would be less than anticipated and this was taken into account in identifying the level of savings that would be required.

4.5 Previously, there had been identified plans for £9.5m of savings in 2014-15. With a review of additional budget pressures and the need to identify further savings as a result of the CSR the actual budget gap for 2014-15 became £13.6m.

4.6 The estimates for the following 3 years of the Medium Term Financial Plan (MTFP) identifies further gaps at an average of £10m per year. Having already delivered £42m of savings this continued need to identify this level of savings becomes very difficult and cannot be met from continuing to cutting existing budgets.

4.7 The Commissioner instigated an Independent Base Budget Review to identify where further savings might be achieved and to review the work already underway within the force.

4.8 The Force has been working on delivery of transformational change through a Target Operating Model (TOM). Indications from this work is that significant savings can be delivered, but this will require a significant change to the way in which the police currently work, including a greater emphasis to preventive crime activities.

4.9 Some of the transformational change has already been put into action, such as the review of the police estate and this will continue to be reviewed, downsized where appropriate and increased partnership working with co-location.

4.10 Much of the transformational work and collaborative work will require some pump priming to be provided and these one off costs will be met from reserves.

4.11 The proposed budget report and supporting reports will be presented by the Commissioner to the Police & Crime Panel on 3rd February 2014. The panel will consider these reports when deciding to agree or disagree with the precept proposal.

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5. Financial Implications and Budget Provision

5.1 As detailed within this report there are significant financial pressures that have to be managed and the next CSR period will also require more cuts in public services expenditure.

6.	Human Resources Implications

6.1 None as a direct result of this report. However, workforce planning is a key element of the budget and MTFP planning process.

6.2 Currently, the Commissioner has made promises to increase Police Officer numbers by 150 and PCSO numbers by 100. By March 2015 there will be 2142 Police Officers this is an increase of 120 since 2012-13. There will also be 375 PCSO's an increase of 75 since 2012-13.

7.	Equality Implications

7.1 None as a direct result of this report.

8.	Risk Management

8.1 There remain risks in relation to being able to deliver all of the required savings in 2014-15. It is anticipated that more detailed results from the TOM work will start to deliver further savings in 2014-15 in preparation of the following financial years. This will continue to be monitored and managed through the Strategic Resources and Performance group.

8.2 At the time of writing this report a further risk has emerged relating to the referendum limit. The Minister for Communities & Local Government does not intend to confirm the referendum limit until mid February and this may be as low as 1.5%. This falls outside the statutory timetables that the Commissioner has for setting a precept level and having the Police & Crime Panel endorse that level.

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

9.1 The delivery of a balanced budget which supports the delivery of the police & crime plan is fundamental to the business operation of the OPCC and force.

10.	Changes in Legislation or other Legal Considerations

10.1 None.

11.	Details of outcome of consultation

11.1 A consultation process is in place through various focus groups and an on-line survey. The results of which will be considered in the budget process and in the refresh of the police & crime plan. This will include any suggestions made at this meeting.

12.	Appendices

12.1 None

For Consideration	
Public/Non Public	**Public**
Report to:	**Strategic Resources & Performance**
Date of Meeting:	**22 January 2014**
Report of:	**The Chief Executive**
Report Author:	**Sara Allmond**
E-mail:	**sara.allmond@nottscc.gov.uk**
Other Contacts:	
Agenda Item:	**11**

WORK PLAN AND MEETING SCHEDULE

1. Purpose of the Report

1.1 To provide a programme of work and timetable of meetings for the Strategic Resources and Performance meeting

2. Recommendations

2.1 To consider and make recommendations on items in the work plan and to note the timetable of meetings

3. Reasons for Recommendations

3.1 To enable the meeting to manage its programme of work.

4. Summary of Key Points

4.1 The meeting has a number of responsibilities within its terms of reference. Having a work plan ensures that it carries out its duties whilst managing the level of work at each meeting.

5. Financial Implications and Budget Provision

5.1 None as a direct result of this report

6. Human Resources Implications

6.1 None as a direct result of this report

7. Equality Implications

7.1 None as a direct result of this report

8. Risk Management

8.1   None as a direct result of this report

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

9.1   This report meets the requirements of the Terms of Reference of the meeting and therefore supports the work that ensures that the Police and Crime Plan is delivered.

10. Changes in Legislation or other Legal Considerations

10.1   None as a direct result of this report

11. Details of outcome of consultation

11.1   None as a direct result of this report

12. Appendices

12.1   Work Plan and schedule of meetings

Strategic Resources and Performance Meeting Work Programme

	ITEM	FREQUENCY	LEAD OFFICER
	Wed 19th March 2014 – 10.30am		
1.	Topic based presentation		
2.	**(4)** Complaints and Conduct report	6 monthly	Force
3.	**(55)** Environmental Management performance	Annually	Force?
4.	**(56)** Health and Safety monitoring and legislative compliance	Annually	Force
5.	**(58)** Learning and Development programme	Annually	Force
6.	**(61)** Report on workforce planning, retention, recruitment, leavers and starters, forward planning and performance monitoring	Annually	Force
7.	**(38)** Final Police and Crime Plan Launch	Annually	OPCC
	Standard items:-		
	Performance Scorecard – Executive Summary	Every meeting	Force
	(15) Updates on Medium Term Financial Plan	Every meeting	
	(18) Revenue Budget Monitoring and Forecast (summarising approved virements)	Every meeting	Force CFO
	(19) Capital Budget Monitoring and Forecast (summarising approved virements)	Every meeting	Force CFO
	Wed 14th May 2014 – 10.30am		
1.	Topic based presentation		
2.	Chief Constable's Update Report	Every other meeting	Force
3.	**(29)** Report on the Treasury Out-turn	Annually	OPCC CFO
4.	**(30)** Treasury Update report to show compliance with the Treasury Management Strategy	Annually	OPCC CFO
5.	**(31)** Compliance Assurance Report	Annually	OPCC CFO
6.	**(32)** Insurance Tender Process Reports	Annually	OPCC CFO

	ITEM	FREQUENCY	LEAD OFFICER
7.	**(33)** Insurance Provision Reports	Annually	OPCC CFO
8.	**(38)** Yearly Update of Police and Crime Plan, linked to Annual Statement	Annually	OPCC
	Standard items:-		
	Performance Scorecard – Executive Summary	Every meeting	Force
	(15) Updates on Medium Term Financial Plan	Every meeting	
	(18) Revenue Budget Monitoring and Forecast (summarising approved virements)	Every meeting	Force CFO
	(19) Capital Budget Monitoring and Forecast (summarising approved virements)	Every meeting	Force CFO
Wed 16th July 2014 – 10.30am			
1.	Topic based presentation		
2.	**(37)** Performance of the last years Policing Plan against the Police and Crime Plan	Annually	Force
3.	**(52)** Engagement and Consultation monitoring, analysis and reporting	Annually	OPCC & Force
4.	**(66)** Management Information Reports on contracts, assurance to relevant policy agreements	Annually	OPCC & Force CFOs
5.	**(67)** Public Protection and Safeguarding reports	6 monthly	OPCC & Force
6.	**(38)** Q1 Police and Crime Plan Update	Quarterly	OPCC
	Standard items:-		
	Performance Scorecard – Executive Summary	Every meeting	Force
	(15) Updates on Medium Term Financial Plan	Every meeting	
	(18) Revenue Budget Monitoring and Forecast (summarising approved virements)	Every meeting	Force CFO
	(19) Capital Budget Monitoring and Forecast (summarising approved virements)	Every meeting	Force CFO