

**NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER**  
**Arnot Hill House, Arnot Hill Park, Arnold, Nottingham, NG5 6LU**

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**MINUTES OF THE MEETING OF THE**  
**NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER**  
**STRATEGIC RESOURCES AND PERFORMANCE MEETING**  
**HELD ON TUESDAY 15<sup>TH</sup> MARCH 2016**  
**AT NOTTINGHAMSHIRE COUNTY COUNCIL, WEST BRIDGFORD,**  
**NOTTINGHAMSHIRE NG2 7QP**  
**COMMENCING AT 11.15 AM**

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**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  
Paul Dawkins – Assistant Chief Officer, Finance  
A Chris Eyre – Chief Constable, Nottinghamshire Police  
Sue Fish – Deputy Chief Constable, Nottinghamshire Police

**OTHERS PRESENT**

Sara Allmond – Democratic Services, Notts County Council  
Helen Chamberlain – Superintendent, Nottinghamshire Police  
Simon Firth – DSI, Nottinghamshire Police  
Rob Griffins – DSI, Nottinghamshire Police  
Paul McKay – Service Director, Public Protection, Notts County Council  
David Rhodes - HMIC

**MINUTES OF THE PREVIOUS MEETING HELD ON 16 NOVEMBER 2015**

Agreed

**PERFORMANCE AND INSIGHT REPORT**

DCC Sue Fish introduced the report and reported that there had been a clear focus on victim support. The report showed a very small increase in reported crime. Since the report was published there had been a slight improvement in the figures and it was anticipated that the overall figures may show no increase over the year. This was due to a lot of hard work with partners.

The focus was on crime prevention and if there was a crime to then provide the best outcome for the victim.

During discussions the following points were raised:

- That had been a significant increase in the reporting of sexual offences and in outcomes for victims. Some are historic offences where there is now an increased confidence in reporting. The Force had in place officers and staff with the right skill set to investigate through to successful prosecution.
- In relation to violent crime, the level of violent crime had remained broadly level. The recording of violent crime had changed not the amount. There had been work to encourage reporting and a large amount of partnership working.
- In relation to call response times, there had always been a mixed picture across the county particularly in relation to grade two calls which require attendance within an hour. The response teams had been brought into nine hubs across the county. There was a particular concern regarding the response times for Mansfield and Ashfield and a piece of work had been commissioned to understand this better.
- In relation to cyber-crime the Force were equipping all officers with basic skills to give every officer a broad skill base on how to gather evidence of cyber-crime. There was also regional capacity to investigate cyber-crime along with national plans. The vast majority of cyber-crime related to fraud enabled crime, with approximately 350 reports a month of fraud type offences. 25% targeted towards vulnerable people. Extra resource had been added to the department and a network of volunteers had been developed to offer advice on how to not be a victim/repeat victim. Victims were being targeted in a wide range of ways and the perpetrators were often not based in the county or even the country.
- Following the death of Ivy Atkin, the Force and partners had successfully prosecuted the director of the care home where she died. He was jailed for three years for gross negligence. The company was also fined.
- Burglary was reducing in the city but there was a particular concern in relation to Asian gold theft. Professional gold thieves from around the country were targeting Asian families. There was key prevention work being undertaken, including businesses offering to provide low cost secure storage.

## **RESOLVED 2016/001**

That the contents of the report and the appendix be noted.

## **FINANCE PERFORMANCE AND INSIGHT REPORT**

Paul Dawkins introduced the report and advised that there was an overspend which required a draw down from reserves. This could not be sustained so there would be £12 million of savings to bring the baseline back to an affordable level. The spending plans would include plans for rebuilding the reserve.

During discussion the following points were raised:

- Agency costs would come down. There had been a need to fill some posts but as the strategic alliance is driven forward this should result in a reduction in agency staff.
- In relation to the Venson's PFI contract, this was being managed effectively to ensure that the Force got everything possible from it.
- In relation to Artimis, there had been some teething problems, which had now been resolved meaning results were starting to come through. The results would help to negotiate better insurance premiums.

## **RESOLVED 2016/002**

That the contents of the report and the appendix be noted.

## **HMIC INSPECTION UPDATE – PUBLIC PROTECTION**

Supt Helen Chamberlain introduced the report which provided an update on three inspections undertaken by HMIC. Each of the reports made a number of recommendations and the report provided information on the recommendations the force would be taking forward and managing through the Force 4Action plan.

During discussions the following points were raised:

- One of the main recommendations related to specialist support, which had now been in place for a while. The Force also trained staff to recognise vulnerability. Regional training was also being developed.
- The Force were developing an understanding of how to recognise vulnerability within emerging communities. The Force were working with the FGM (female genital mutilation) Board and working with them on this along with close links to the medical community. There were no powers for the Force to go and seek out FGM, so it was often only identified when a victim was going in for a medical procedure. There was a statutory duty for medical professionals to report.
- Officers were provided with mandatory counselling provided by Occupational Health.
- The reduction in number of cases under DASH risk assessments were due to a re-evaluation of what should be assessed as it was felt that some cases were being dealt with under DASH unnecessarily. How to record those cases not dealt with under DASH was being investigated.
- The number of reported rapes did not match with the number of cases being passed to CPS, this was often because the case might be prosecuted under a different type of sexual offence.
- Nottinghamshire were piloting early investigating advice, with CPS lawyer working with the Force to help determine what evidence to gather at the investigation stage.
- If the Force passed a case to the CPS, who decided not to proceed and the Force didn't agree there was an arbitration process via a meeting with the Head of the CPS. This was rarely required however as there were many checks and balance along the process. The victim also had a right to appeal against the decision not to proceed.

## **RESOLVED 2016/003**

That the report be noted and it be acknowledged that the agreed recommendations Nottinghamshire Police will be taking forward will be managed through the Force 4Action plan.

## **EQUALITY AND DIVERSITY AND HUMAN RIGHTS PERFORMANCE AND MONITORING**

DCC Sue Fish introduced the report and advised that the Force were 64<sup>th</sup> on the Stonewall Index this year, which was a huge achievement. The Force was only 1 of 4 forces recognised by Stonewall. This was really important for the Force and the LGBT (Lesbian, Gay, Bisexual and Transgender) community as it gives the community and staff confidence. It also shows that Nottinghamshire Police is an inclusive employer and delivers services to all communities. Nottinghamshire had seven organisations in the top 100 and they were meeting to discuss how to celebrate this and push forward.

During discussions the following points were raised:

- Nottinghamshire Police did a low number of stop and searches compared to other forces. The Force had carried out a large amount of training regarding fairness, legality and unconscious bias. The focus for stop and search was on weapons rather than drugs. Each stop and search was recorded and there were very rigorous checks to ensure each stop was lawful and fair. The Force had one of the highest positive outcome rate at 30%, either finding what they were looking forward or leading to further action. The stop and search panel reviewed cases and included members of the community.
- Stop and account was not a legal power. The Force were committed to using the power lawfully and fairly, but also wanted to ensure engagement with the community.
- The use of the body worn cameras was at an early stage so it was too early to tell what impact they would have. The recordings where not identified as evidence for a case would broadly be retained for a month then deleted. The Force were working with the Information Commissioners Office and national practice in developing the retention policy.

### **RESOLVED 2016/004**

That the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights be noted

## **CHIEF CONSTABLE'S UPDATE REPORT**

DCC Sue Fish introduced the report and highlighted that the digitalisation had launched four modules which went incredibly well. There had been very good work by the team which implemented the modules. The integrated intelligence database was about a month in, but the implementation had gone well and it was a key enabler for investing in key areas.

During discussions the following points were raised:

- The Force had rolled out a new generation of mobile devices with tools to help officers to do their jobs.
- In relation to Operation Daybreak, there had been significant progress with some cases going to court and other cases due at court soon. The Force were ensuring that lessons were learned from each case. All cases being under one operation has enabled a dedicated team to be put in place. There was one case currently at court and a number of cases were with the CPS. There were 400 perpetrators being/had been investigated and the Goddard Enquiry was just beginning. Anyone who was considering coming forward were encouraged to do so.

**RESOLVED: 2016/005**

That the report be noted

**WORKFORCE PLANNING**

DCC Sue Fish introduced the report which provided an update on the police officer and police staff numbers as at 1<sup>st</sup> February 2016.

During discussions the following points were raised:

- The current estimate of officer reductions was 100 due to retirements. The Force were not currently recruiting to replace officers leaving.
- There were a lower number of officers acting up than previously. The policing model was changing and was putting officers back in their substantive posts. There would be some challenges as there were some officers who had been acting up for a period of time and would mean they would no longer be carrying out the same role. However this was a requirement to keep the front line staffed to the right level.
- There had been a reduction in PCSO numbers and there would not be any recruitment next year to replace anyone leaving.

**RESOLVED: 2016/006**

That the report be noted

**ENVIRONMENTAL MANAGEMENT PERFORMANCE**

DCC Sue Fish introduced the report which provided an update on the Force's environmental strategy, carbon management plan, waste recycling figures and current environmental initiatives.

During discussions the following points were raised:

- Recycling was well above target as a lot of effort had gone into changing the mind set, it also helped that most people recycled at home. This was part of the Force cost savings.

- There had been a drive to ensure that the right documents were put into confidential waste as previously too much that was not confidential was going into the confidential waste.

**RESOLVED: 2016/007**

That the report be noted

**REFRESHED POLICE AND CRIME PLAN (2016-18)**

Kevin Dennis introduced the report which provided a refreshed version of the Police and Crime Plan for 2016-18. The Plan had been through consultation and to the Police and Crime Panel and sign off was requested.

**RESOLVED: 2016/008**

That the report be noted

That the Chief Constable formally agrees to refreshed Police and Crime Plan (2016-18)

**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 2016/009**

That the report be noted.

The meeting closed at 12.50pm

CHAIR