

NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER

Arnot Hill House, Arnot Hill Park, Arnold, Nottingham NG5 6LU

**MINUTES OF THE MEETING OF THE NOTTINGHAMSHIRE POLICE AND CRIME
COMMISSIONER STRATEGIC RESOURCES AND PERFORMANCE MEETING
HELD ON THURSDAY 8TH NOVEMBER 2018**

**AT NOTTINGHAMSHIRE COUNTY COUNCIL, WEST BRIDGFORD,
NOTTINGHAM NG2 7QP**

COMMENCING AT 11.15 AM

MEMBERSHIP

(A – denotes absence)

Paddy Tipping - Police and Crime Commissioner

Kevin Dennis - Chief Executive, OPCC

Charlie Radford - Chief Finance Officer, OPCC

A Craig Guildford - Chief Constable, Nottinghamshire Police

Rachel Barber - Deputy Chief Constable, Nottinghamshire Police

Mark Kimberley - Head of Finance, Nottinghamshire Police

OTHERS PRESENT

Sara Allmond – Democratic Services, Nottinghamshire County Council

Clare Preston-Davies –Inspector, Nottinghamshire Police

1. APOLOGIES FOR ABSENCE

Apologies were received from CC Craig Guildford.

2. MINUTES OF THE PREVIOUS MEETING HELD ON 6 SEPTEMBER 2018

Agreed.

3. FORCE PUBLIC PROTECTION AND SAFEGUARDING REPORT

DCC Rachel Barber introduced the report which provided an update on force activities in relation to domestic abuse; rape and serious sexual offences; vulnerability and safeguarding; force activity and progress following the IICSA enquiry and histology of HMIC recommendations. The report also informed the meeting of the formal recognition of staff including nine Force awards and three shortlisted for national awards including Special Sergeant Neil Healey for Special Constable of the Year relating to his excellent work within the Sexual Exploitation Investigation Unit around Child Exploitation disruption.

During discussions the following points were raised:

- A PEEL inspection had been carried out recently, and the Force were expecting some positive feedback on public protection and safeguarding.
- There had been a high level of vacancies in public protection so staff had been moved into this department from other areas.

- Victim satisfaction with policing appeared to be improving and very positive for domestic abuse and rape victims. 9 out of 10 rape victims surveyed were satisfied with the service they received.
- An update on Operation Equinox and court cases were provided by the Force on pending trials and successful prosecutions.

RESOLVED 2018/036

To note the report

4. WORKFORCE PLANNING UPDATE

DCC Rachel Barber introduced the report which provided an update on the Police Officer and Police Staff establishment as at 31st August 2018.

During discussions the following points were raised:

- There had been less officers leaving than anticipated which was positive and had resulted in the Force delaying new recruitment for a couple of cohorts.
- The roles and responsibilities of PCSOs was being reviewed to ensure that they are used to their full potential. Many PCSOs go on to become regular officers. A new cohort of PCSOs in March had been budgeted for, subject to the outcome of the review.
- Staff had been through a lot of changes recently. There were just two areas still to be reviewed with some support and enabling required. The review was being done in a way to try and future proof the Force.

RESOLVED 2018/037

To note the report

5. FORCE REPORT ON STOP AND SEARCH

DCC Rachel Barber introduced the report which provided an update on the use of stop and search powers in Nottinghamshire Police.

During discussions the following points were raised:

- The number of stop and searches were increasing, the same as nationally, linked to knife crime and drugs. Body worn cameras were not always worn due to availability at shift change and this was being reviewed.
- Positive outcome and arrest rates for stop and search had improved over the last few years.
- There was an increased focus on stop and search to respond to knife 'crime; with outcome rate and arrest for these searches being at 65%

RESOLVED 2018/038

To note the report

6. STAFF HEALTH AND WELLBEING

DCC Rachel Barber introduced the report which provided an update summary of the work being undertaken in relation to 'Health and Wellbeing' since the last report in September 2017.

During discussions the following points were raised:

- The Force were working to bring together processes and policies and were in a good position to complete this work. The annual staff survey would take place in March / April.
- Positive action such as benches to allow staff to have a break outside were small but helpful steps the Force had taken.
- The Force were also looking to refresh the Personal Development Reviews (PDRs) process.
- The Occupational Health contraction had been extended to December. It was a regional contract and it was not clear it was currently delivering what the Force needed as staff could not self-refer. This was being looked at by the Chief Constable.

RESOLVED 2018/039

To note the report.

7. EQUALITY, DIVERSITY AND HUMAN RIGHTS PERFORMANCE AND MONITORING 2017/18

Inspector Clare Preston-Davies introduced the report which provided an update on the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

During discussions the following points were raised:

- A lot of work had been undertaken around retention as well as recruitment.
- A journey into the Force had been created; mini police, cadets, specials, apprenticeships and so on. This was all developed to try and give children a positive image of the police from an early age.

RESOLVED 2018/040

To note the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights

8. ANNUAL DEPARTMENTAL ASSESSMENT OUTCOMES

DCC Rachel Barber introduced the report which detailed the outcomes of the 2018 Annual Departmental Assessment (ADA) process.

During discussions the following point was raised:

- A lot of the work was around setting the priorities and governance arrangements and required time resource rather than finance to achieve.

RESOLVED 2018/041

To note the report

9. SPECIALS, VOLUNTEERS AND CADETS

DCC Rachel Barber introduced the report which provided an update on the work that the Citizens in Policing Department (CiPD) activity in relation to the Nottinghamshire Police Volunteers.

During discussions the following points were raised:

- A lot of Specials had moved on to become regular officers, and some backfilling was required.
- The specialist skills that a volunteer or special could bring to the Force beyond an additional person on the beat was being considered.

RESOLVED 2018/042

To note the report

10. PERFORMANCE AND INSIGHT REPORT – UPDATE TO SEPTEMBER 2018

DCC Rachel Barber introduced the report which provided the key performance headlines for Nottinghamshire Police in the 12 months to September 2018.

During discussions the following point was raised:

- Domestic Violence figures were increasing including the number of repeats and this was the same for hate crime. The Deputy Chief Constable had asked for some work around this to understand why this was increasing.

RESOLVED 2018/043

To note the report

11. CAPITAL REPORT FOR PERIOD 5 – AUGUST 2018-19

Mark Kimberley introduced the report which provided an update on the projected financial outturn position for capital as at 31st August 2018 (Period 5, Quarter 2).

During discussions the following points were raised:

- The perimeter fencing listed as a priority had now been merged with the headquarters project.
- There had been a higher level of spend against the capital programme compared to recent years which meant that whilst there would still be carry over, it would be less than the previous year.
- A project management tracker was being developed by finance to track the budget side of capital projects to better plan expenditure.

RESOLVED 2018/044

To note the projected outturn position as set out in Appendix A of the report.

12. FINANCE REVENUE BUDGET OUTTURN FOR 2018/19 AS AT AUGUST 2018

Mark Kimberley introduced the report which provided an update on the projected financial outturn position for revenue against the key financial performance headlines for Nottinghamshire Police as at 31st August 2018 (Period 5).

During discussions the following points were raised:

- There were projected overspends due to MFSS and the leave attrition rate. This was just over £1 million overspend, which was within 1% of the net spend and less than 1% of gross spend.
- There were pressures on overtime budgets, due to incidents which required additional resource.

RESOLVED 2018/045

- 1) That the contents of appendix A of the report and virements approved under delegated arrangements for August 2018 as show in appendix B of the report be noted.
- 2) That the forecast movements of less than £100,000 requiring Chief Constable approval as set out in appendix C be noted.
- 3) That the forecast movements greater than £100,000 requiring Chief Constable recommendation as set out in appendix D of the report be approved.

13. REGIONAL COLLABORATION UPDATE (VERBAL)

PCC Paddy Tipping advised that the regional PCCs were having a telephone discussion regarding EMSOU the following day. He would raise how the underspends from EMSOU were used, and recommend that EMSOU bring their practices into line with how the local Forces were now working.

RESOLVED 2018/046

To note the update

14. WORK PROGRAMME

RESOLVED 2018/047

That the contents of the work programme be noted.

The meeting closed at 12.18pm

CHAIR

