

<b>For Information</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources &amp; Performance</b>
<b>Date of Meeting:</b>	<b>4<sup>th</sup> March 2020</b>
<b>Report of:</b>	<b>Kevin Dennis</b>
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<b>Agenda Item:</b>	<b>7</b>

\*If Non Public, please state under which category number from the guidance in the space provided.

## **Update on the OPCC Management Response to the IICSA investigation**

### **1. Purpose of the Report**

- 1.1 To update the Strategic Resources and Performance Meeting on Nottinghamshire OPCC's Management Response following the IICSA investigation into Children in the Care of Nottinghamshire Councils.

### **2. Recommendations**

- 2.1 That the Meeting note the update to the Management Response Plan from the Force and the OPCC.

### **3. Background**

- 3.1 A management response plan was drawn up by the OPCC following publication in July 2019 of the IICSA report into Children in the Care of Nottinghamshire Councils.

### **4. Summary of Key Points**

- 4.1 The Management Response Plan includes both the recommendations and the findings relevant to the OPCC and Nottinghamshire Police. Please refer to Appendix A for more detail.

### **5. Financial Implications and Budget Provision**

- 5.1 There are no financial implications arising from this report.

### **6. Human Resources Implications**

- 6.1 There are no Human Resources implications arising from this report.

## **7. Equality Implications**

7.1 There are no Equality implications arising from this report.

## **8. Risk Management**

8.1 Not applicable.

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

9.1 Not applicable.

## **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 Please see Appendix A.

## IICSA Report into Children in the Care of the Nottinghamshire Councils – Update to the OPCC Management Response Plan

Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
<b>Holding to account</b>	<i>Nottinghamshire Police has shown a lack of urgency and failed to address weaknesses and recommendations made in recent inspections.</i> Page 141 (para 38)	Establish a Force internal governance board to improve the oversight of adult safeguarding. OPCC to attend to maintain oversight.	ACC Meynell	January 2020	The first meeting of the newly formed Safeguarding Scrutiny Board is on the 6 <sup>th</sup> March 2020. The meeting is chaired by the ACC Operations and provides Command oversight of Public Protection matters. It is attended by the OPCC Chief Executive.
	<b>Inspection Findings &amp; Recommendations</b> <i>Ultimately an issue for Chief Constable who is responsible for controlling and directing the force, but also one for the Police and Crime Commissioner whose key role is to hold the Chief Constable to account.</i> Page 24 (para 30.3)	Complete audit of all inspection actions and recommendations relating to safeguarding.	Phil Gilbert, Head of Strategy and Assurance	February 2020	In relation to the HMIC reports referred to by the Inquiry, the OPCC Head of Strategy and Assurance has reviewed all of these reports which are tracked via the Force's 4Action database. All of the recommendations are recorded by the Force as fully completed and signed off by the DCC.
		Seek assurance and evidence through dip testing completed actions and recommendations.	Phil Gilbert, Head of Strategy and Assurance	February 2020	It is recommended that this action remains open until HMICFRS assurance can be obtained by examination of the portal.

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Case Audit	<i>Not undertaken an audit of CSA cases to improve standards</i> <i>Page 24 (para 30.3)</i>	Force to complete annual thematic audits based on identified risks and concerns. Outcome and learning to be reported to PCC.	Det Supt A Gowan Head of PPU	4 <sup>th</sup> March Strategic Resources and Performance (Report)	<p>There is a series of audits processes which include both internal Police and multi-agency audit programmes.</p> <p>The Safeguarding Children's Partnerships, both City and County, conduct audits on various themes throughout the year, on an annual basis. Relevant to this action, the County Children's Partnership conducted an audit with regard to 'Child Sexual Exploitation' in December 2019 and intend an audit for 'Harmful Sexual Behaviour' in June 2020 and 'Child Neglect' in June 2021. The City Partnership conducted a 'Child Neglect' audit in June 2019. These findings are reported to the Safeguarding Partnership.</p> <p>Internally, the Audit and Compliance DCI from Public Protection has commissioned an internal audit regime. In 2020, audits are planned for Rape, Child Abuse, Strategy Meetings, Domestic Abuse and other sexual offences. These will occur twice a year, on a six month rolling programme. Results will be reported to the Child Centred Policing and Adults Safeguarding Scrutiny meetings, both to be chaired by the ACC and attended by the OPCC Chief Executive.</p>

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<b>Resourcing of Investigation</b>	<i>Senior officers in Nottinghamshire Police should have ensured that the investigation was prioritised and adequately resourced</i> Page 29 (para 44).	Seek assurance from CC on the mainstream funding and resourcing of 'non recent child abuse investigation team'.  Monitor staffing levels and vacancies, abstractions, work fix, confirm establishment.	PCC, Paddy Tipping and Kevin Dennis, CEX  Det Supt A Gowan Head of PPU	January 2020 (Budget )  4 <sup>th</sup> March Strategic Resources and Performance (Report)	Next year's budget includes mainstream funding of Operation Equinox, the 'non recent' child abuse investigation team.  There is continual scrutiny of the Public Protection establishment and staffing levels through strategic governance including the yearly ADA (Annual Department Assessment) process chaired by the Chief Constable and the monthly Tactical Workforce Planning (TWP) meeting chaired by the Deputy Chief Constable. Public Protection is well represented in Force staffing decisions and Operation Uplift.
	<i>Nottinghamshire Police has established a dedicated non-recent child abuse investigation team, which will continue beyond the life span of Equinox. It is unclear whether this will continue indefinitely or how it is to be structured.</i> Page 32 (para 51)	Monitor referrals, allocation of investigating officer, timeliness of investigation, progress, etc.	Det Supt A Gowan Head of PPU	4 <sup>th</sup> March Strategic Resources and Performance (Report)	At an operational level, workloads are monitored weekly through management information data and monthly by the Head of Department with responsibility for performance data. This information feeds risk assessment which is then represented at Tactical Workforce Planning (TWP). Risks are well documented.

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<b>Force Response to IICSA</b>	<i>We have not seen any guidance or policy specific to investigations of harmful sexual behaviour by Nottinghamshire Police. page 116 (para 70)</i>	Scrutinise Nottinghamshire Police's policy and practice in relation to investigations of harmful sexual behaviour.	PCC, Paddy Tipping and Kevin Dennis, CEX	4 <sup>th</sup> March Strategic Resources and Performance (Report)	Nottinghamshire Police have compiled the first known Harmful Sexual Behaviour procedure. This procedure is now mainstreamed into the Police response to all sexual offence investigations.  Please see separate report from Det Supt A Gowan.
	<i>Operation Daybreak- there was no specific training on providing support to complainants Page 124 (para 20)</i>	Monitor coverage of training for officers in working with victims and survivors of child sexual abuse. Attend training on working with victim support services to ensure that it is fit for purpose	Sharon Rose, Sexual Violence Engagement Manager	February / March 2020	Meetings have taken place with survivors and Insp Gareth Harding to discuss how to deliver training and issues raised by survivors. Insp Harding to provide dates when officers will be available. Sharon Rose to co-ordinate venue and survivor availability.
	<i>Interim report, we recommend a joint inspection of compliance with code of practice for Victims of Crime Page 124 (Para 24)</i>	Ensure that the Force meets its obligations under the Code of Practice for Victims of Crime 2015. This will be done by: quarterly reporting to Ministry of Justice as per the new reporting framework.	Helen Kane, Executive Support Officer	4 <sup>th</sup> March Strategic Resources and Performance (Report)	First reporting deadline to the Ministry of Justice met and feedback provided on the methodology. Please see separate Victims' Code of Practice Compliance Report from CI James Woolley.

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<b>Force Response to IICSA (continued)</b>	<i>Complainants were dissatisfied with their contact with the Police during operations Daybreak, Xeres, Equinox, initial method, frequency and communication during investigation.</i> Page 124 (para 21)	ISVA service to be requested to report quarterly to the OPCC / Force on cases where they know that victims have had difficulty with officer communication, particularly but not exclusively in relation to NFA decisions.	Nicola Wade, Head of Commissioning	Commence October 2019	This has been raised formally with Nottinghamshire Police. As a result, it has been agreed that Independent Sexual Violence Advisers (ISVAs) will work out of police stations a number of days a week. The arrangement began in early 2020 and has already helped to raise officers' understanding of the need for a victim-centred approach to communication. In addition, from 1 <sup>st</sup> February, the ISVA service will include instances where it is aware of poor officer communication in its quarterly reporting to the OPCC.
	<i>Informing complainants of no further action. Ideally this should be done in person. Evidence from complainants suggests that this does not happen in each case.</i> Page 124 (Para 24)	To be reported in ISVA quarterly report. As above.	Nicola Wade, Head of Commissioning	October 2019	See comments immediately above.
	<i>Operation Daybreak, there was no protocol on approaching potential victims.</i> Page 124 (para 22)	Produce victim contact and 'cold calling' guidance and procedure. Including consultation with victims and survivors.	Supt A Gowan Head of PPU	February 2020	The Harmful Sexual Behaviour procedure includes guidance for staff on supporting victims / survivors. In addition, it is hoped that further training input, involving a group of survivors, will be delivered in the near future. Please see separate report from Det Supt A Gowan.

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<b>Force Response to IICSA (continued)</b>	<i>Nottingham City Council and its Child Protection partners should commission an independent external evaluation of their practice concerning harmful sexual behaviour, including responses, prevention, assessment, interventions and workforce development.</i> Page 142 (recommendation 2)	Commission with safeguarding partners an independent external evaluation of harmful sexual behaviour practice.	Supt A Gowan Head of PPU	Evaluation to commence in October 2019	Nottinghamshire Police have worked jointly with Nottingham City Council and other partners to commission the NSPCC to undertake an audit on Harmful Sexual Behaviour, which took place in November / December 2019. We await the NSPCC's findings.  Please see separate report from Det Supt A Gowan.
	<i>Absconding. In late 1985 and early 1986, there were reports of 400 incidents of absconding in 1985 (including to girls who had fled the home more than once).</i> Page 50 (para 67)	Review Police response to absconding (missing) residential homes and foster care, schools/colleges, etc.	Supt A Gowan Head of PPU	4 <sup>th</sup> November Strategic Resources and Performance Meetings	Information sought from Force Missing Person Lead – Supt Paul Burrows / CI Louise Clarke.



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<b>Force Response to IICSA (continued)</b>	<i>While recognising there was a problem with absconding and the risk of sexual exploitation - other girls sent to us come with a history of being involved in prostitution.</i> <i>Page 51 (para 68)</i>	Monitor and scrutinise Force response to children missing / CSE through attendance at Force Child Centred Police Meeting	Kevin Dennis, CEX	Regular Attendance at Child Centred Force Meetings	Nottinghamshire Office of Police and Crime Commissioner now attends the Force's 'Child Centred' Policing meeting to improve its oversight of Children's Safeguarding. The last meeting attended by the OPCC CEX was on the 7 <sup>th</sup> January this year. At these meetings the Force reviews an impact log, to ensure it fully incorporates the Force's response to CSE, children missing and harmful sexual behaviour.
<b>Support for Victims and Survivors</b>	<i>Complainants have expressed concern about the level and quality of support received during council or police investigations during any criminal trial and after an investigation has concluded. Some complainants become so critical of the support that they no longer want to engage with this mechanism, while others say they received no support and had to find it for themselves.</i> <i>Page 124 (para 16)</i>	The PCC has already co-commissioned, with NHS England, a comprehensive child sexual abuse / sexual violence economic, health and social care needs assessment for Nottinghamshire. Survivors' needs will be at the heart of the needs assessment. It will include recommendations about future support and will report in October 2019.	Nicola Wade, Head of Commissioning	October 2019	The PCC and NHS England published their co-commissioned Sexual Violence Needs Assessment for Nottinghamshire in November 2019. It can be found here: <a href="https://www.nottinghamshire.pcc.police.uk/Our-Work/Supporting-Victims/Consultation-and-Research/Consultation-and-Research.aspx">https://www.nottinghamshire.pcc.police.uk/Our-Work/Supporting-Victims/Consultation-and-Research/Consultation-and-Research.aspx</a> The Needs Assessment was produced by LimeCulture. It includes recommendations to increase the number of police referrals to the Independent Sexual Violence Adviser (ISVA) service; and to increase the size of the ISVA service so that it can meet growing demands for support. Since November, the PCC has led discussions with the local authorities, clinical commissioning groups and NHS England to take forward the LimeCulture recommendations. An action plan is under development and discussions about funding future specialist support services are well

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Support for Victims and Survivors (continued)	<p><i>Page 124 (para 16)</i> <i>(continued)</i></p> <p><i>Dedicated support - funding has now been secured until at least March 2020.</i> <i>Page 124 (para 17)</i></p>	Carry out a review of the Survivor Support Service and Sexual Violence Engagement Manager post to inform future commissioning.	Nicola Wade, Head of Commissioning	October 2019	<p>advanced. These discussions include other public sector organisations funding a greater share of specialist therapeutic support so that the PCC can move more of his funding to ISVA provision.</p> <p>In addition, the ISVA service is now partly co-located with Nottinghamshire police, which will help increase referrals.</p> <p>Finally, the PCC is also actively seeking new national funding for more ISVAs.</p> <p>The OPCC reviewed the Survivor Support Service in September / October 2019, recommending that both continue and that the temporary uplift to the Survivor Support Service in 2019 be sustained.</p> <p>The PCC chaired a meeting with senior representatives of local authorities and clinical commissioning groups in November 2019. Following this meeting it was agreed that:</p> <ul style="list-style-type: none"> <li>the Survivor Support Service would be funded by the PCC and City and County Councils until June 2022; and</li> <li>the Sexual Violence Engagement Manager post would be funded by the PCC and City and County Councils until March 2021.</li> </ul> <p>The funding was agreed at the uplift level – the Survivor Support Service now has 1.6FTE staff in post.</p>

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<b>Support for Victims and Survivors (continued)</b>	<p><i>Waiting lists for counselling and other treatment (particularly crisis teams) are still too long.</i></p> <p>Page 127 (para 26)</p>	Continue to drive forward discussions with survivors and stakeholders to design and fund a new adult support service.	Nicola Wade, Head of Commissioning	On going	<p>The PCC submitted a successful application to NHS England's High Volume Fund in October 2019. This secured funding for:</p> <ul style="list-style-type: none"> <li>• a mental health nurse to be embedded in specialist SVA services;</li> <li>• additional counselling support for survivors on waiting lists for therapy;</li> <li>• a support broker for adult survivors of CSA which took place whilst they were in the care of authorities; and</li> <li>• personal health budgets for adult survivors of CSA which took place whilst they were in the care of authorities.</li> </ul> <p>In December 2019, following a procurement process, the PCC awarded a contract to Notts SVS Services to deliver counselling support to survivors on waiting lists for specialist SVA therapy. The contract will run until March 2021. It will help to reduce (not remove) waiting lists for support.</p> <p>Alongside this, the PCC has been driving forward discussions with local authorities, clinical commissioning groups and NHS England to develop and secure funding for a new model of support. The new model includes a hub, which was recommended by the needs assessment. It also includes specialist SVA therapy. It was co-developed with survivors, facilitated by the Sexual Violence Engagement Manager.</p>

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<b>Support for Victims and Survivors (continued)</b>	<i>Page 127 (para 26) (continued)</i>				The OPCC has costed the model and the PCC is now seeking collective agreement from local authorities and clinical commissioning groups for a joint funding approach.
	<i>Provision and consistency of support and counselling for those who have suffered abuse in care remains an issue. More needs to be done by the Councils and the Police. Need to continue to be receptive to complainant's needs. Page 137 (para 12)</i>	Continue to champion the need for greater investment in counselling and mental therapeutic services to ensure a consistent offer across the city and county.	PCC Paddy Tipping, Kevin Dennis, CEX and Nicola Wade, Head of Commissioning	On going	In October 2019, the PCC successfully secured £545k of new funding for counselling and other mental health support from NHSE's High Volume Fund. In addition, following publication of LimeCulture's needs assessment, the PCC has worked with survivors to co-develop a new model of support; this includes a hub and a bigger specialist therapy service. The OPCC has costed the model and the PCC is now seeking collective agreement from local authorities and clinical commissioning groups for a joint funding approach.
	<i>Since 2015 there have been a number of prosecutions and there now appears to be greater confidence in the Force's commitment amongst complainants. Page 140 (para 37)</i>	Support victims / survivors to play an active role in working with CCGs to put in place a dedicated mental health pathway.	Nicola Wade, Head of Commissioning and Sharon Rose, Sexual Violence Engagement Manager	On going	Survivors' involvement has been embedded in the work to secure specialist services, including access to therapeutic and mental health services. A CSA-SV Task and Finish Group was developed and a SV Needs Assessment commissioned – both involving significant survivor consultation. Survivors' requests for a 'here and now' approach to accessing therapeutic support resulted in the development of a Personal Health Budget pathway, specifically for adult survivors of child sexual abuse which took

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Support for Victims and Survivors (continued)	Page 140 (para 37) (continued)	Invest in a purpose built new adult Sexual Abuse Referral Centre (SARC). Involve victims and survivors in the planning and design process to ensure the new facility meets their needs.	PCC Paddy Tipping and Kevin Dennis, CEX	2019/20 and 2020/21	<p>place in the care of authorities. Trialled initially by a small number of survivors, additional funding secured by the PCC from NHSE's High Volume Fund has now strengthened this pathway and secured a Personal Care Officer to deliver this work. Survivors were involved in the recruitment selection of the successful applicant.</p> <p>The PCC also secured funding for a dedicated mental health nurse to work out of specialist SVA services. Work is on-going to ensure survivor involvement in the recruitment of this post.</p> <p>Survivors were also actively involved in the procurement of the service provider of this additional resource.</p> <p>Finally, as described above, the new model for specialist SVA support arose out of the needs assessment and was co-developed with survivors.</p> <p>Victims and survivors have been actively involved in shaping the concept, location and design of new purpose-built SARC. A feasibility study has been conducted to help inform the final location of the site. Architects will be engaged later this month. A design brief based upon visits to 8 other good examples has been developed. It is hoped the new SARC will be operational within the next 12-18 months.</p>

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<b>Support for Victims and Survivors (continued)</b>		<b>Criminal Justice Support</b> Force to champion and encourage the greater use of court intermediaries to improve communication between court and vulnerable victims	ACC Meynell	2019/20 and 2020/21	Intermediaries are accessed through a national scheme. The Force ensures that if a victim / witness has an intermediary this continues throughout the Criminal justice process. Work is on-going to ensure that officers and staff are aware of the circumstances in which intermediaries can be utilised.
		Champion and support the work of the East Midlands Criminal Justice Service and Regional Criminal Justice Board to seek a solution to the reduction in Crown Court sittings, late cancellations and cases being delayed, which has a negative impact on victims and witnesses.	ACC Meynell	2019/20 and 2020/21	This is predominantly an issue for the Courts. However the police attended a multi-agency meeting designed to identify the contributory factors in the delays in Court proceedings, and further meetings are planned in which the police will be involved.  Work has been undertaken to identify individuals who have cases waiting court which may be processed through different channels (e.g. postal requisitions, charge to court). This will allow for cases to be listed together and will ensure a more effective CJ outcome as well as less demand on court listings.  Work is also underway to develop Out of Court Disposals (OCD), which will reduce the demands on court listings.

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Support for Victims and Survivors (continued)		Ensure adequate provision of both police video interview suites and court live links facilities that are accessible to victims and witnesses across the county.	ACC C Meynell	2019/20 and 2020/21	<p>The current live links are designed purely for police witnesses. A facility was set up for all victims and witnesses, but for the 12 month duration it was available it was not used once. The business case and needs around live links for victims and witnesses for court need to be fully understood and developed. There is a system available to provide the court live links, but to date we have been unable to find an appropriate location to house the facility. Work is on-going to identify a suitable location which is accessible for City and County.</p> <p>A live link is included in the plans for the new Adult SARC, and we are exploring inclusion of a live link facility in the Paediatric SARC. In addition to this, we need to consider a community based option.</p>