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| For Information | |
| Public/Non Public | Public |
| Report to: | Strategic Resources and Performance Meeting |
| Date of Meeting: | 10th March 2021 |
| Report of: | Chief Constable Guildford |
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| Agenda Item: | 08 |

Force & Police response to IICSA Response Plans

1. Purpose of the Report

- 1.1 To update the Strategic Resources and Performance meeting on Nottinghamshire Police's response to the IICSA report, Force and OPCC IICSA response plans.

2. Recommendations

- 2.1 It is recommended that members note the update of the IICSA response.

3. Reasons for Recommendations

- 3.1 To ensure that members of the meeting are fully sighted on the Police's response to the IICSA report.

4. Summary of Key Points

- 4.1 The IICSA report only made 2 recommendations, neither of which were for the Police, explicitly requiring the councils to respond to the inquiry.

Recommendation 1. Both councils (Nottingham City/County Council) should assess potential risks posed by current and former foster carers directly provided by the council in relation to the sexual abuse of children.

Recommendation 2. Nottingham City and child protection partners should commission an independent external evaluation of their practice concerning harmful sexual behaviour including responses, prevention, assessment, intervention and workforce development.

- 4.2 In respect to recommendation two, Nottinghamshire Police has worked jointly with Nottingham City Council and other partners on the NSPCC commissioned audit on Harmful Sexual Behaviour (HSB). This was commenced at the HSB partnership event on 26th November 2019.

- 4.3 The output from this commissioning was delayed due to the pandemic but was presented on 4th November 2020 at the 'HSB Audit Dissemination Event'

attended by many key Partners including Nottinghamshire Police. This event considered the findings of this audit collectively as a Partnership, identifying areas of strength and areas for development in our local response. An action plan was subsequently drawn up.

4.4 This action plan, owned by Nottingham City Council, has internal Local Authority governance and cross authority Partnership governance via the joint City and County Safeguarding Children Partnership Strategic Leadership Group (SLG). This group last received an update report on the delivery of this plan on 4th November 2020.

4.5 In addition to the IICSA report recommendations, Nottinghamshire Police and the OPCC adopted a learning culture from the inquiry and action plans were drawn up in response to matters arising from the IICSA hearing and report.

4.6 Nottinghamshire Police's action plan included

Action 1. The Head of Public Protection to link into Hydrant and the College of Policing to consider the development of a policy for the management of harmful sexual behaviour.

Action 2. Police (and recommend PCC) continue to lobby LA's to fund support for survivors.

Action 3. The Head of Public Protection to link in with Hydrant and nationally to consider the development of a "best practice" for contact with victims during these investigations.

Action 4. The Head of Public Protection will secure the support of victims/survivors to continue to develop training for officers working in this area.

Action 5. The Head of Public Protection will work with Nottingham City Council to assist in the delivery of IICSA report recommendation 2 (update provided in 4.2-4.4).

4.7 Our investigative lead of Operation Equinox has met with Hydrant to identify good practice across the country in relation to HSB. Although some pockets of practice were found, Nottinghamshire subsequently compiled the first known HSB procedure. This provides guidance to staff on identifying and investigating HSB, the use of the Brooks Traffic Light tool (as recommended by IICSA witness Professor Simon Hackett) and guidance to staff on supporting victims/survivors. This procedure is now mainstreamed into our response to all sexual offence investigations (action 1 and 3).

4.8 Operation Equinox staff, in addition to this new HSB procedure, have been trained on the awareness of and response to adverse childhood experiences

(ACEs) and trauma informed practice. The Violence Reduction Unit is also working across the county to embed these themes, amongst others. We continue to strive to receive further training input from survivors themselves. With the assistance of the OPCC, an agreement has been reached with a group of survivor and although this has been delayed due to the pandemic, will hopefully be delivered in the near future (action 4).

- 4.9 Nottinghamshire Police continue to work closely with the OPCC's drive to fund support for survivors and have recently co-located ISVAs into the Public Protection department, designed to ease the pathway of support (action 2)
- 4.10 The newly formed Safeguarding Adults Scrutiny Board, chaired by the ACC Operations, provides command oversight of public protection matters, including the delivery of this plan.
- 4.11 The OPCC action plan, alongside updates, is shown in appendix A for ease of the report.

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 HR implications arising from this report.

7 Equality Implications

- 7.1 There are no equality implications for this report

8 Risk Management

- 8.1 N/A

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

- 9.1 N/A

10 Changes in Legislation or other Legal Considerations

- 10.1 N/A

11 Details of outcome of consultation

- 11.1 N/A

12. Appendices

- 12.1 Appendix A. OPCC IICSA action plan

Appendix 1 - OPCC IICSA action plan

| Strategic Theme | Finding or Recommendations | Response Action | Responsibility | Timescales | Update |
|-------------------------------------|--|---|---|---|---|
| Case Audit | <p><i>Not undertaken an audit of CSA cases to improve standards</i></p> <p>Page 24 (para 30.3)</p> | <p>Force to complete annual thematic audits based on identified risks and concerns. Outcome and learning to be reported to PCC.</p> | Head of Public Protection | <p>4th March 2020 Strategic Resources and Performance</p> <p>(Report)</p> | <p>There is a series of audits processes which include both internal Police and multi-agency audit programs.</p> <p>The Safeguarding Children's Partnerships, both City and County, conduct audits on various themes throughout the year on an annual basis. Audits in 2019 included child sexual exploitation, child neglect and harmful sexual behaviour in 2020. The findings are reported to the Safeguarding Partnership.</p> <p>In 2020 a large audit was conducted by Nottinghamshire Police alongside CREST Advisory on child abuse, rape and domestic abuse. This audit analysed demand, investigation standards and the victim journey. A number of recommendations are managed by the Head of Public Protection.</p> <p>The Head of Crime has commissioned a systematic audit regime which includes audits of vulnerability, sexual offences, harassment and domestic abuse.</p> |
| Resourcing of Investigation | <p><i>Senior officers in Nottinghamshire Police should have ensured that the investigation was prioritised and adequately resourced</i></p> <p>Page 29 (para 44).</p> <p><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></p> <p>Page 32 (para 51)</p> | <p>Monitor staffing levels and vacancies, abstractions, work fix, confirm establishment.</p> <p>Monitor referrals, allocation of investigating officer, timeliness of investigation, progress, etc.</p> | <p>Head of Public Protection</p> <p>Head of Public Protection</p> | <p>4th March 2020 Strategic Resources and Performance</p> <p>(Report)</p> <p>4th March 2020 Strategic Resources and Performance</p> <p>(Report)</p> | <p>There is continual scrutiny of 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 Deputy Chief Constable. Public Protection is well represented in force staffing decisions and Operation Uplift.</p> <p>At an operational level, workloads are monitored weekly through management information data and monthly by the Head of Department performance data. Any risks are well documented.</p> <p>A newly introduced performance pack for timeliness, workloads and victim codes of practice compliance is presented at the force operational performance meeting (OPR).</p> |
| Force Response to IICSA (continued) | <p><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></p> <p>Page 50 (para 67)</p> | <p>Review Police response to absconding (missing) residential homes and foster care, schools/colleges etc.</p> | Head of Public Protection | 4 th November 2020 Strategic Resources and Performance Meetings | <p>The force missing team provide a wide range of prevention activity which is seen as a leading light nationally.</p> <p>Three staff are now dedicated to children in care (CIC). These posts are jointly funded by the Local Authorities. Together with agencies these officers are involved in trying to prevent CIC going missing. They work closely with the missing team to disrupt activities that may put our vulnerable children in care at risk and work jointly to problem solve. These officers act as the link to all agencies surrounding the young person and work creatively to keep young people safe.</p> |
| Holding to account | <p><i>Nottinghamshire Police has shown a lack of urgency and failed to address weaknesses and recommendations made in recent inspections.</i></p> <p>Page 141 (para 38)</p> | <p>Establish a Force internal governance board to improve the oversight of adult safeguarding. OPCC to attend to maintain oversight.</p> | ACC Operations | January 2020 | The Safeguarding Adults Scrutiny Board meeting was first held on 6 th March 2020. It is now held quarterly and is attended by the OPCC. |
| Support for Victims and Survivors | <p><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</i></p> <p>Page 140 (para 37)</p> | <p>Criminal Justice Support</p> <p>Force to champion and encourage the greater use of court intermediaries to improve communication between court and vulnerable victims</p> <p>Champion and support the work of the East Midlands Criminal Justice</p> | ACC Operations | 2019/20 and 2020/21 | <p>Intermediaries are accessed through a national scheme. We ensure that if a victim/witness has an intermediary this continues throughout the criminal justice process. Work continues to ensure that officers and staff maximise the use of intermediaries.</p> <p>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. The COVID pandemic has placed a heavy strain on court listings in 2020.</p> |

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| | | <p>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.</p> | ACC Operations | 2019/20 and 2020/21 | <p>Work is also underway to develop out of court disposals (OCD), which will reduce the demands on court listings.</p> |
| | | <p>Ensure adequate provision of both police video interview suites and court live links facilities that are accessible to victims and witnesses across the county.</p> | ACC Operations | 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 is not used heavily. Agencies that support victims are of the opinion that most victims wish to attend court and as such do not advocate the systematic use of live links.</p> |