

For Information	
Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	10th March 2021
Report of:	Chief Constable Craig Guildford
Report Author:	Insp Styles-Jones
E-mail:	Amy.styles-jones@nottinghamshire.pnn.police.uk
Other Contacts:	Rachel Richardson
Agenda Item:	11

Chief Constable's Update Report March 2021

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner of significant events and work that has taken place since the previous update in November 2020.

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 Office of the Police and Crime Commissioner (OPCC) is aware of significant and notable events since the previous update report in November 2020 and receives appropriate assurance regarding the work being undertaken by the Force.

4. Summary of Key Points

- 4.1 Please see Appendix 1 for the full report.

5. Financial Implications and Budget Provision

- 5.1 Any financial implications and/or budget provision for the work outlined in the attached appendix have been accounted for through the Force financial governance process, led by the Head of Finance.

6. Human Resources Implications

- 6.1 Any staffing implications relating to the areas outlined in the main report will have been considered by the People Services Department.

7. Equality Implications

- 7.1 Nottinghamshire Police is working hard to become even more representative of the communities we serve and with our staff to ensure they have the

opportunity to progress and develop to make sure that this representation is reflected at all levels within the organisation.

- 7.2 Our equality objectives are engrained throughout all areas of our policing whether that be operational policing, engaging with local and diverse communities, and working closely with our partners.

8. Risk Management

8.1 This is an opportunity to make the OPCC aware of the significant events for Nottinghamshire Police, the majority of which are already in the public domain.

8.2 Organisational risk management takes place as part of the Force's core business and is governed through the Chief Officer Team and senior managers using a robust and transparent process.

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

9.1 There are no policy implications arising from this report.

9.2 The attached appendix provides updates on areas of business set out against each of the four Police and Crime priorities.

10. Changes in Legislation or other Legal Considerations

10.1 There are no legal considerations relating to this report.

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 March 2021.

Appendix 1



Chief Constable's Update Report

Strategic Resources and Performance Board

March 2021

Version 1

1.0 Introduction

- 1.1 Since my previous report in November 2020, a significant amount of work has taken place within Force, which must be taken in context with the emergence of COVID-19 and the impact that this has had on daily business. We have successfully shifted our focus to allow us to maintain our highly professional approach and core business whilst also dealing with changing and increasing demands on the front line. Despite the challenges that COVID-19 has presented, our officers and staff have risen to the challenge. I want to take this opportunity to thank everyone for their continued dedication during such an uncertain time and for continuing to work hard to make the communities in Nottingham and Nottinghamshire feel safe and reassured.
- 1.2 There has been a significant reduction in all crime, which is great news for the people of Nottinghamshire and looking further ahead using our own internal figures we know this picture has improved even further since November 2020. We have had significant reductions in all crime and almost every key crime type – including sexual offences, robbery, burglary and knife crime. Each of these types of crime now have teams of officers who are dedicated to investigating these crime types. Overall Nottinghamshire has had a -21.5% reduction in crime which is double the national estimate.
- 1.3 Our first virtual annual awards event was held in the form of an hour-long documentary entitled 'Notts Police: Operation 2020' which aired on Saturday 28th November 2020. The show highlighted the excellent work of our officers and staff and we opted to televise the documentary in collaboration with local company Notts TV after cancelling the annual awards ceremony we usually hold. The show was a great success, allowing our entire workforce the opportunity to view the stories that were promoted and share in the joy of the award winners. The reach of the show via the social media outlets also meant thousands of people from our local communities could also watch and learn about some of the work that goes on behind the scenes within our organisation.
- 1.4 We have had a number of excellent results from policing operations recently and I will go into more detail about some of these later in this report.
- 1.5 The information in these update reports should be taken in the context of our heavily scrutinised budgets to ensure that we are continuing to spend public money wisely.
- 1.6 This update report provides information on just some of the work that has been taking place recently and is set out by each of the Police and Crime Commissioner's four strategic priority themes:
 - Protecting people from harm
 - Helping and supporting victims
 - Tackling crime and antisocial behaviour
 - Transforming services and delivering quality policing.

2.0 Strategic Theme 1: Protecting People from Harm

- 2.1 As I have outlined in my introduction, we have had to alter the way in which we carry out our business as a result of COVID-19 so that we can continue to protect people from harm. This remains a key objective for Nottinghamshire Police as well as our partners and we continue to work with our communities to ensure that neighbourhoods in the City and County remain safe places for people to live, work and visit.
- 2.2 Since the pandemic we have had increasingly challenging times in terms of policing and maintaining our core business. Officers and staff have had to police public compliance with the rules set by the Government and Public Health England as well as facing changes in standard policing practices for things such as taking telephone statements to ensure social distancing from a custody perspective, wearing of personal protective equipment and the wearing of face coverings. Policing does not stop. Our officers and staff have worked tirelessly to continue to protect people from harm as well as having additional responsibilities during the lockdowns to ensure that people were adhering to the evolving guidance.
- 2.3 As a force we have had to deal with a significant number of COVID breaches and have issued over 200 Fixed Penalty Notices (FPNs). Of these, 17-20 have been for gatherings over 30 people and none of those have yet come to trial however a number are proceeding to trial date.

Fines can and will be issued to those who break the rules and put other people's lives in danger. We are all aware of the risks presented by the pandemic and everyone has a personal responsibility to know the rules about social gatherings and social distancing. Wherever possible Nottinghamshire Police will try to engage with people, explain what the legislation is and encourage them not to break the rules in the first instance. Where people do not comply with this, the legislation is clear and it is our job to help protect communities and slow the spread of the virus where possible through enforcement. We have received additional funding from Government and spending will include increasing our Operation Bion patrols.

- 2.4 I remain pleased with and fully supportive of the recent announcement from the Government that they plan to bring forward legislation to double the maximum sentence for those convicted of assaults on frontline staff, including police officers, firefighters and paramedics. We not only need to protect our communities from harm, but we also need to protect our officers and staff. Everyone has a right to feel safe in their job but sadly, all too often, emergency workers continue to face abuse and assaults while carrying out their duties. The change in law is absolutely the right thing to do and I am pleased that the maximum prison sentences for assaults on emergency workers will be increased to two years. This sends out the right message that this kind of abuse to officers and staff will not be tolerated and I hope that it makes people feel more secure in carrying out their duties.
- 2.5 I mentioned in my previous update report that we were taking part in the national week of action for Operation Sceptre in November 2020 and our effort to tackle knife crime was

singled out nationally as a success, with our approach being subsequently identified as best practice. We received front page and lead story coverage in Nottingham Post and on BBC East Midlands Today with a reach of almost 500,000 people viewing via Facebook during the week. Over 150 children attended online knife crime workshops hosted by the Schools and Early Intervention Officers (SEIO's). Stats below show some of the great work done during action week:

- 5 people arrested for Fail to Appear (FTA) for knife offences
- 45 weapon sweeps, with 6 knives recovered
- 121 stop searches, with 12 knives seized
- 20 people arrested for knife crime offences
- 60 weapons deposited in the amnesty bins
- 19 visits conducted under Operation Uchee with 6 people visited voluntarily handing knives over for destruction
- 39 knife crime cohort visits by Integrated Offender Managers (IOM)

2.6 In Nottinghamshire, all knife crime is showing a year to date reduction of -7.3% with a -21.8% reduction in possession offences.

We have invested over 1000 hours of overtime monthly in specific knife-crime policing activity. This is shared between our two Knife Crime Teams, Operational Support team, Integrated Offender Management as well as City and County Neighbourhoods. This is yielding good results in arrests, stop searches and weapon seizures, assisting to take items off the streets and protect people from harm. In January 2021 alone we have seized 25 drug packages, over 10 knives and 2 offensive weapons.

As well as a knife amnesty and dedicated policing operations in support of the week of action, we are working with the Violence Reduction Unit (VRU) to engage the community to an even greater extent. City and County Youth Justice Services will also be engaged in promoting and supporting the national effort. A film is being made, promoting desistance messages with a local theme, being produced in Nottingham. This film will be released to coincide with the week of action and will be run on, the already successful, #NG social media site.

Some further positive work from a proactive point of view is the recent refresh to the knife crime guidance for officers, which emphasised the need to engage the Youth Justice System in disposal decisions for offenders 15 years and under. This will ensure that disposals are proportionate and appropriate and that diversion opportunities are maximised in the first instance

2.7 Our Operational Support Department had an uplift in the Tactical Support Group (TSG) unit at the beginning of September growing from 3 to 5 teams. This uplift has now been going for some time and is working well. During COVID restrictions demand from events such as Football matches and the Night Time Economy has reduced significantly which has enabled the teams to engage in proactive work to support force priorities.

2.8 We have continued to welcome new police officers to the force despite the impact of COVID-19 as part of Operation Uplift. We are on track to recruit 227 officers in 2020/21 and plan to take on a further 218 by March 2022. We are recruiting new officers from a diverse range of cultural backgrounds to ensure that Nottinghamshire Police is more representative of the communities we serve. I was really pleased to see the force congratulated recently by the Police minister for our recruitment and the diversity of our candidate pool. The uplift posts are 110 for 2020/21 and 100 for 2021/22.

2.9 Protecting the public is at the heart of what we do. The Public Protection Department continue to use proactive and innovative approaches to manage those individuals who pose a risk to our local communities as well as undertaking effective investigations.

During 2020 and the pandemic, the force was proactive in utilising social media regarding domestic abuse with supermarket campaigns, silent 999 55 and online safety. To gain vital reassurance on the fluctuating reported crimes levels and to assure ourselves that victims of domestic abuse were able to seek help across the Partnership and voluntary sectors, we sought expert advice from our Women's Aid Partners. This advice helped us forge a restructure of how we support medium risk domestic abuse survivors, moving away from neighbourhood revisits and towards a more professional 'Safe and Support' provision though increased resources into our Research and Insight team. The Local Policing resources realised from this restructure were refocused on perpetrator enforcement for Domestic Violence Prevention Notice (DVPN), court bail conditions and stalking orders.

In addition, the recording of the 'voice of the child' has recently become a mandatory part of the domestic abuse risk assessment tool (DAPPN) and compliance is routinely monitored through risk assessment, investigative practice and is subject to audit scrutiny on an annual basis.

A newly introduced system now provides systematic consideration of Clare's Law for every domestic abuse incident. This has led to an increase in disclosures , 498 processed in 2019 and 605 processed in 2020. The process is delivered by two newly appointed staff members, who work alongside independent domestic violence advisors (IDVA) support.

2.10 Our Stalking Officer has increased awareness and performance in terms of the investigations of stalking obtaining 13 Stalking Protection Orders (SPO) since the introduction of the new legislation on 20th January 2020. One indefinite SPO was granted in relation to a domestic case and there are a number of SPO's pending court outcomes.

2.11 Nottinghamshire Police continue to react positively to Online Child Activist Groups (OCAG) (otherwise known as paedophile hunters). The following are examples OCAG incidents resulting in prison sentences for three men:

- Kevin Brandwood pleaded guilty to three counts of making indecent images of a child and a further count of possessing prohibited images of a child. Brandwood was a primary school caretaker and found in possession of more than 2,000 indecent images during the police investigation. None of the images related to children at the

school and as soon as offending was highlighted the school took immediate action to suspend him. Appearing at Nottingham Crown Court in February 2021 Brandwood was given an 18-month community order and made subject of a five-year Sexual Harm Prevention Order (SHPO). He must complete 30 rehabilitation requirement days and must sign the Sex Offenders' Register for five years.

- Alexander Hitch was sentenced to six months imprisonment, suspended for 18 months after Nottinghamshire Police were alerted when his IP address was used to download close to 1,000 child sexual abuse images and videos. He was arrested and his devices were seized. Officers found numerous images and videos and at court he pleaded guilty to three counts of making indecent images.
- Ryan Nahirny was sentenced in December 2020 after his home address was searched with multiple media devices seized. Thousands of indecent images of children were found on them and when being interviewed Nahirny made admissions to a number of offences. Nahirny was sentenced to 7 years imprisonment, 3 years on licence, sex offender notification for an indefinite period, SHPO for an indefinite period and a restraining order in respect of named victims and their parents.

Behind every one of these images are vulnerable children in various parts of the world who are being abused by adults. By downloading this kind of material offenders like the above are directly contributing to a cycle of abuse that can have a devastating impact on the lives of victims. Nottinghamshire Police is committed to tackling this type of crime and we will do everything we can to find those who download indecent images of children.

2.12 Detective Chief Inspector Rob Routledge recently worked as Senior Investigating Officer on Operation Marigold; the investigation into the tragic death of young Gracie Crowder. The case had a profound effect on everyone involved in the investigation due to the distressing details.

Nottinghamshire Police were called to Wharmby Avenue in Mansfield at around 6.30am on 6 March 2020 after Gracie's mother had taken Gracie to her parents' house. Gracie had suffered horrific burns whilst home with her mum. Gracie was unfortunately pronounced dead at hospital with burns covering 65% of her body. It was later revealed that Gracie's injuries were not immediately life-threatening and had she received help straight away she could very well have lived. Experts said Gracie's death would not have been immediate and Police believe that Gracie's mother used the time to clean up after herself before getting help.

Gracie's mother had told Police that she had filled a bucket of hot water to clean up after the family dog, but she left the bucket on the bathroom floor and went to put on some washing. She claimed that when she returned, Gracie was on the bathroom floor with the bucket tipped over and the floor flooded with water however Police found very little water on the floor when they arrived, growing inconsistencies when being interviewed raised concerns with Gracie's mother's story from the outset for our officers.

The case posed huge challenges because unlike other cases, there are opportunities that we can use to assist us investigate and solve crimes, like witnesses, CCTV, intelligence, passive data opportunities but in this case there was none available. There is only one person who knows exactly what happened inside that house and it was the prosecution's case that Gracie's mother was not telling the truth. DCI Routledge explained that from day one it became apparent that it was going to be an investigation where we would have to rely on a number of experts. We knew there were inconsistencies in the story, but we had to prove that what Gracie's mother said had happened couldn't possibly have happened. We employed a number of different professionals to explore the mechanics of what took place. As well as the forensic pathologist, we employed the services of a paediatric pathologist, a consultant burns specialist, a consultant paediatrician and a consultant forensic toxicologist. We put questions to a number of those experts about the version of events. The injuries pattern and the feasibility of Gracie being able to lift a bucket of water which was of equal weight if not heavier than she was. Their answers helped us to understand that this could not have been an accident. These cases are rare and gave everyone determination to find out the truth. This case meant a lot to people.

On the 8th December 2020 Following a 3 week trial at Nottingham Crown Court, Gracies' mother was found unanimously guilty and on 16th December was sentenced to life imprisonment with a minimum of 21 years to serve.

- 2.13 During the Pandemic the mental health and wellbeing of our community continues to be a challenge along with the impact of restrictions on people's lives. The Street Triage Team are made up of community psychiatric nurses working with Police Constables covering the hours of 8am until 1am every day. They provide a secondary response to local response teams to provide specialist support. The Street Triage Team also review incidents as they come into the Police, research police and health systems to provide advice or attendance as well as referrals to a more appropriate service.

Recently we have an additional psychiatric nurse funded by winter resilience money who has been looking at improving partnership working for frequent repeat presenters to assist in collaborative problem solving. The nurse has also been taking mental health related referrals received in the Multi-Agency Safeguarding Hub (MASH) and signposting appropriately to alternative services, which is an additional pathway and of great benefit to the MASH.

This new provision is vital in protecting vulnerable people from harm and gives us invaluable expertise in an area of business that naturally involves high threat, risk and harm.

- 2.14 A Digital Media Investigator post was applied for under the force's Annual Departmental Assessment –the requisite equipment and training was subsequently funded by the ATOM project. This MOSOVO post is a pilot 12 month contract to be converted into an established post if successful (as per the Sexual Exploitation Investigation Unit DMI post). The DMI attend visits and provides real time digital forensic information to guide the offender manager and triage/download product seized from the scene. They ensure compliance with SHOPO's (Sexual Harm Prevention Orders) and notification requirements,

monitor social media/contacts, locate and categorise images, assist/advise on searches/investigations and provide router downloads.

The results of this, are that the DMO has completed over 200 visits with 70 positive outcomes (which includes any breaches as well as further offending). This represents a 31% success rate for the new DMO role.

- 2.15 The MOSOVO/CSE and POLIT departments increasingly apply for Sexual Harm Prevention Orders on relevant offenders. This includes a cohort of online offenders. The force has linked in with Cumbria Police who are currently using ESAFE and report it as a success.

ESAFE is software that is installed on the offender's digital devices. Nottinghamshire Police will be promptly notified when images/content of concern is found. If the offender looks at an IIOC on the screen it will be identified by ESAFE and the force will receive an alert to that effect allowing the Offender Manager to take action with a criminal justice outcome.

Nottinghamshire Police have identified 204 nominal where risk monitoring software would assist their management. The first installation was on 5th January. Of those 204 nominals, 61 have an existing SHPO condition enabling the installation of software on their devices. To date 50 plus devices have been covered by this software. MOSOVO are working with legal services to amend the conditions on further SHPO's.

These offenders are being prioritised and currently Notts police have ESAFE installed in over 50 devices.

Due to delays with the contract the first ESAFE instalment was January 21 so the impact cannot be determined at this stage. It is anticipated that the Home Office outcomes for the next Quarter will be positive (based on results from Avon and Somerset).

On 1st March saw the first breach of SHOPO identified by the offender manager following notification from ESAFE. This will result in a positive CJ outcome.

- 2.16 Polygraph examination is used widely in the USA for intelligence and risk management purposes. It is a new technology to the UK, currently only 14 HO forces use Polygraph in managing their Registered Sex Offenders (RSO's) however this number is growing.

Although still in the early stages (funding only just received Dec 20) the project has the rooms/staff identified and training booked with a view to a go live date as soon as the training is completed (COVID dependent).

Importantly 77% (108) of RSO's examined (figures from GMP the lead force in this area) made disclosures relevant to their management not previously known to their offender managers. 25% (26) of those disclosures identified breaches their SHPO/SOPO (Orders made by the court which contain numerous bespoke prohibitions) and 38% (41) involved examinees who disclosed child contact which was previously not known to the Offender Manager. In GMP, the number of children safeguarded by means of polygraph examinations to date is conservatively estimated at 200.

Implementing this management technique within Nottinghamshire can only improve safeguarding for the most vulnerable (adults/children) in our communities.

Although Polygraph is in the early stages and the success cannot yet be reported on, it should be noted that by embracing this method of offender management, the force will be well placed to adopt High Risk DA perpetrators into the cohort of offenders following the implementation of the DA bill and the successful conclusion of the national DA Polygraph Pilot (approx. two years away).

3.0 Strategic Theme 2: Helping and Supporting Victims

- 3.1 Helping and supporting victims of crime remains central to our core aims and objectives. We work tirelessly to bring those responsible for criminal acts to justice and to provide appropriate support to victims and witnesses throughout our investigations.
- 3.2 COVID has affected cases being heard in the Courts. In an attempt to reduce footfall and aid COVID security in the Justice Centre since December 2020, HMCTS advised that we will see a reduction in Guilty Anticipated Pleas slots (GAP) and Not Guilty Anticipated Plea slots (NGAP). At the same time, we have been advised of a reduction in crime trial courts.

Since September 2020, the Magistrates Courts have offered and maintained an increased number of slots to facilitate Guilty Plea Courts. These did reduce at Christmas and we were able to significantly clear our backlog of cases however we continue to work with courts to ensure cases are heard in the appropriate court slots. A recent request from HMCTS has been to surrender GAP court slots in favour of the Not Guilty Court slots, which would improve our NGAP backlog reduction. We continue to review our GAP and NGAP cases ahead of demand when the COVID restrictions are lifted.

Both Magistrates and Crown Courts have seen significant increases in cases due to be heard however as ever there may be late guilty pleas, releasing trial slots.

The CJ pre-charge team continue to roll out their support to the wider force and we have now extended to almost all units including CID, Public Protection and the City Prisoner Handling Teams (PHT). This has been an excellent achievement and the improvements in performance are plain to see. When this pathway commenced, we had a CPS initial rejection rate of around 82% however over the past 12 months and since our business case received support, we have improved significantly, with our most recent quarter being just 25%, compared to a national average of 46%. Nottinghamshire are now in 5th position nationally and 2nd in the region.

- 3.3 In 2020 the Cyber Tools app was introduced in Nottinghamshire to assist front line and operational staff with cyber and digital related matters and has now been upgraded to 'CyberDigiTools', available since 3rd February 2021. The app is a collaboration between the College's Digital Intelligence and Investigation (DII) project, NPCC Cyber and Police ICT Company and enables all officers and staff to access up-to-date information from force-approved mobile devices, helping them provide a consistent and competent response to digital crime from any location at the point of need.

CyberDigiTools includes practical information and advice on dealing with digital intelligence and investigation opportunities, as well as all of the existing information on cybercrime. The enhanced app offers new guidance on legislation and topics such as online fraud, digital scene management, and general digital investigative advice to help all front-line officers and staff. The digital information in the app compliments the other learning products issued by the College of Policing in collaboration with Nottinghamshire Police and other forces.

Through our internal communications we have promoted and encouraged our frontline investigators to use CyberDigiTools.

- 3.4 As I reported previously, the Public Protection Department has engaged in collaborative provision of services with the co-location of specialist support services at both of our Public Protection hubs. Independent Sexual Violence Advocates (ISVAs) and the same service for children and young people (CHISVAs) work closely with officers to ensure service provision in relevant cases.
- 3.5 I am proud of our commitment to working in partnership to tackle stalking. In addition to the update around Stalking Protection Orders mentioned in the previous section our Public Protection staff continue to work in collaboration with partner agencies to deliver a monthly multi-agency stalking clinic, assessing, and acting on the risks posed by perpetrators in order to improve the lives of victims.
- 3.6 Following some excellent partnership working in 2019/20, Nottinghamshire Police and both Local Authorities share information of children who are subject to Child Protection Plans (CPP). The new safeguarding arrangements for children are also now in place, both in the City and County, following the introduction of Working Together 2018. Now known as the Safeguarding Children Partnerships, we are fully embedded in these arrangements, both at a strategic and tactical level. These arrangements mean that we can provide additional help and support to child who are victims of abuse.
- 3.7 I regularly receive thank you letters from local groups and individuals who we have supported as victims and from members of the community.

My officers continue to conduct themselves with great assurance and professionalism whilst dealing with some shocking and emotionally challenging incidents. They continue to provide support to victims and their affected families.

- 3.8 Supporting people who need our help and upholding the victim code of practice is at the heart of what we do. The following are just a couple of recent outcomes, which highlight this ongoing commitment.

Praise has been showered on the efforts of the Police divers involved in the recent tragedy in February 2021 involving a car and two occupants in the River Trent. The divers worked tirelessly in hazardous conditions and collaborated with the local boating club Newark Marina and with the Environment agency in order to recover the car and persons inside it. A note was left on one of the police vehicles for the Police, NFRS and EMAS which read "To the Multi agency teams who risked your lives – thankyou. For the victims and their families this tragedy will change their life's and you all responded with such commitment and professionalism. As a member of the public to see what you do is awe-inspiring especially in the context of COVID-19 and the stretched energy and resources you are operating in. Thankyou for your service and all that you do".

In December 2020 a member of the public decided to try and attempt to take her own life but due to the efforts of the local police was found, spoken to with care and taken to a psychiatric hospital, where she in her own words received the help she needed. She highlighted, through an email to the Chief Officer team that she believed if it wasn't for the actions of Nottingham Police that night she would not be here today and wanted to express how much she appreciated their help and that she will be forever grateful to the officers who assisted her.

In January 2021 The Chief Constable of Kent Police CC Pughsley sent a note of thanks for the magnificent support shown by Nottinghamshire Police in helping to mitigate the potentially significant impacts at the end of the EU Exit transition period. The disruption over the Christmas period as a result of the short notice closure of the French borders due to concerns over the variant of COVID 19 meant rapid and early activation of traffic management plans, and the short notice deployments of a significant number of Police and MOD personnel. Nottinghamshire police officers were praised for their commitment and professionalism in coming together to support the Kent deployment.

- 3.9 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. 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. The event considered the findings of the audit collectively as a partnership, identifying areas of strength and areas for development in our local response. An action plan was subsequently drawn up.

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

Our investigative lead of Operation Equinox has met with Operation Hydrant to identify good practice across the country in relation to HSB. Although some areas 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 and survivors. The procedure is now mainstreamed into our response to all sexual offence investigations.

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 survivors and although this has been delayed due to the pandemic, will hopefully be delivered in the future.

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. 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.

4.0 Strategic Theme 3: Tackling Crime and Anti-Social Behaviour

4.1 As mentioned earlier in this report Nottinghamshire Police recorded all crime has decreased by -21.5% and knife crime by -7.3%. We continue to outperform the national and regional average following a sustained period of reduction and our knife crime team was the first dedicated knife crime team outside of London. I'm pleased to have recently announced that we are due to introduce a second knife crime team with additionality coming from the Uplift.

Drug related crime is down by -10.4%, however trafficking offences have increased, which is positive as it reflects our proactive policing of drug dealers, which has been further boosted by the introduction of Reacher teams in all 12 neighbourhood areas across Nottinghamshire.

Robbery offences are down by -37% with Nottinghamshire ahead of the national average. Our dedicated robbery teams have played a huge part in bringing this figure down, targeting repeat offenders. Whilst the COVID-19 pandemic has had an impact on figures, many of the reductions were already happening before then and we know from our own statistics that they are set to continue further.

4.2 Since October 2020 the Reacher teams performance has continued to increase with over £180,000 of criminal cash recovered and over 1300 people being stop-searched, leading to the identification of offending and intelligence gathering. The teams have submitted over 650 pieces of intelligence and have recovered over 100 weapons. We have seen a mixture of PACE searches and court warrants leading to over 360 searches, yielding over 260 drug seizures. The teams have interviewed over 600 people for offences committed and recovered over 200 motor vehicles for traffic related offences, some of which have been identified as stolen.

In addition, the teams have applied creativity and innovation in communicating and engaging with our communities particularly by using the digital platforms and the local Police Facebook accounts. This has shown an average increase of up to 450% in our engagement, assisting us to reach out to our communities.

4.3 Previously I outlined how our innovative policing tactic with regards to the use of a Police Drone, introduced in January, this is helping us to tackle crime and anti-social behaviour and has been used in the follow instances:

- 35 Deployments in the last 4 weeks = 293.39 hours
- Deployed in the water rescue with NFRS following two children falling through the ice. There was positive media circulated in relation to this
- Involved in the search for a high risk wanted offender – the caravan was located by the use of the thermal camera and officers directed to where he had been staying.
- During reduced service due to the primary drone being out of service, the lower spec drone was utilised to identify a cannabis factory in Top Valley, the conditions below on the ground perfect to allow the lower spec thermal to identify it.
- Used in Modern Slavery investigation to obtain vehicle registration numbers (VRN's) in a gated premises with no other access.

- 4.4 I can give an interim update on the attempted murder case from Halam near Newark from January 2021, which was efficiently investigated by a local CID team. Nottinghamshire Police were alerted by EMAS of an injured man and after a short period of time we were also told of a second man who was missing and later found with injuries linking him to the initial assault. The second man was arrested on suspicion of the attempt murder of the victim. He has been remanded into custody and will appear at a court hearing on 28th May, prior to a trial listed for the end of September. The case involves two professionals involved in a dispute regarding their work.
- 4.5 As a result of lockdown and the closure of the Night-Time Economy we have seen new hot spot areas develop in neighbourhood areas. As a result we have instigated 'Operation Fossil' which is the umbrella name for the ongoing work between the Nottinghamshire Police Hate Crime Team and the City Council Cohesion Team. The aim of the collaboration is to reduce the number of Hate Crime repeat cases across the City by 10%. The focus is around problem solving neighbourhood disputes that impact negatively on the individuals involved and result in repeat calls for service to our partner agencies. This is achieved via warning letters, joint visits and days of action targeting perpetrators and supporting victims. The work is supported by a detailed communications plan feeding positive and preventative messaging, which aims to bring civil action where appropriate. Conviction rate has increased this year by 6%, from 83% to 89.9%. The hate crime team are anticipating the lifting of the pandemic restrictions and the impact on trends and hotspots this will have. As such plans are being formulated to reinvigorate the good work accomplished under the 'no place for hate' campaign delivered in the city center. Hate crime champion training and work with businesses and partners is already planned with this being the focus for Spring 2021.
- 4.6 The Modern Slavery, Human Trafficking and County Lines (MSHT&CL) team was embedded into the force's Serious and Organised Crime Unit (SOCU) in March 2020, with investment in both capacity and capability since that time. The addition of a further Detective Sergeant has allowed for creation of a Modern Slavery and Human Trafficking Unit (MSHTU) separate from the County Lines (CC) team and as such Nottinghamshire Police's approach to tackling these two distinct crime types now fully aligns with the national and regional policing frameworks governing the vulnerability strand of SOC. With additional resource investment, the MSHTU is now at establishment, staffed by fully accredited detectives. The CL team is presently recruiting to establishment but with investment resource to date, it now consists of officers accredited to both level 1 and 2 of the professionalising investigation programme (PIP) and a dedicated Local Intelligence Officer (LIO). The force is also recruiting two Child Criminal Exploitation (CCE) Coordinators, representative of the City and County divisions, who will be intrinsic to CL safeguarding activity, working with Children's Social Care (CSC) and representing the department's Protect work at the multi-agency CCE Panels (CCEPs). Since October 2020 when the two separate teams were created, the MSHTU has instigated 9 large scale operations tackling criminal (drugs trafficking), labour, domestic servitude and sexual exploitation, where the combined victim and offender footprint indexes to the UK, Eastern Europe, Balkans, Middle East and Far East. Furthermore the MSHTU is now working closely with the force's

Prostitution Task Force in developing a MSHT response to 'kerb crawling,' has strengthened its partnership links with the Gangmaster and Labour Abuse Authority (GLAA), has taken the lead for investigating Organised Immigration Crime (OIC) and is now managed a number of preventative Slavery and Trafficking Risk Orders (STROs). In the same period, the CL team has undertaken disruption against a number of exporting lines and has safeguarded 14 children.

- 4.7 I hear of many good news stories every day where officers and staff continue to tackle crime and anti-social behavior. I have outlined a number of these in section 6 below to give just a sample of some of the exceptionally good work that we are doing to reduce crime and continue to keep people safe.

5.0 Strategic Theme 4: Transforming Services and Delivering Quality Policing

- 5.1 As part of Operation Uplift we are continuing to recruit new officers to the force. We are on track to recruit 227 officers in 2020/21 and plan to take on a further 218 by March 2022. This will take us to a total of 2,237 police officers at the year end.

Despite the pandemic, we have continued to lead the way in respect of Operation Uplift and have welcomed further cohorts throughout the year. Many other forces have halted their recruitment and training programmes but Nottinghamshire Police has pushed on. We have adapted our attestation ceremonies, holding these outdoors as well as virtually and having them filmed so that the new officers' family and friends don't miss out on the occasion.

- 5.2 The new joint Police and Fire HQ building at Sherwood Lodge is coming along nicely, the outside features of the building are now developing giving the building some real character and the internal structures are ongoing. It remains on time and under budget.
- 5.3 Work on the new, state-of-art custody Radford Road custody suite remains on time and on budget, with the first prisoners due to arrive from July 2021. The new purpose-built 50 cell facility will replace the current custody suite at the Bridewell. Once complete the new building will contain a modern, ground floor prisoner processing area leading to individual cells and interview rooms. Extensive national research has been conducted to ensure these facilities meet the needs of every potential prisoner, including those with additional requirements such as those who are deaf, disabled or living with autism. Upstairs the building will contain extensive office space for members of the Prisoner Handling Team, police officers and civilians in a number of roles from investigations to reviewing the processes and cases of each arrested person.
- 5.4 Programme Regain continues to make progress with bringing the support services back to the force which were previously outsourced via Multi-Force Shared Services (MFSS). A procurement exercise has been concluded for the replacement of the IS systems and two suppliers have been selected in respect of Finance and HR, which also include payroll, health and safety, recruitment and learning and development. Contracts with suppliers are to be completed and approved during February. The implementation work will then commence so that the force remains on target for a go live date of April 2022. Service areas continue with data cleansing activities and focus is also on planning the migration of data from the existing MFSS Oracle system. Recruitment activities for staff to run the services locally are being progressed and a selection process is underway for the small transition team. Engagement continues with IS to replace the service module provided by MFSS for areas such as reporting estates related issues.
- 5.5 The memorial garden at Police Headquarters constructed to remember officers and staff from both Police and Fire has now been open since October. As spring approaches it will be an area for staff and officers to visit in their free time or will be a place for them to visit for quiet reflection.

- 5.6 Citizens in Policing Department (CiPD) have continued with their youth engagement despite COVID-19 in a more socially distanced format. The 14 Police cadet bases are now aligned with Operation Reacher to ensure that community policing teams are embedded firmly within the youth strategy. The aim is for this to yield better relationships between Police and youths, particularly in areas where this has historically been a challenge. We are currently undertaking a recruitment drive for cadet leaders after a full audit and have had applications from all areas of the force and externally from police volunteers. Our cadet numbers stand at 215. Representation is also healthy, with over 20% of participants coming from BAME backgrounds.

The forces Mini Police programme goes from strength to strength, and 1,750 pupils are benefitting from the offering, which is an increase from 1,560 in the last financial year. Expansion has been hampered this year, due to COVID-19 restriction. Virtual technology is being used by the delivery team to support key messages and updates to participants. Representation currently stands at 48% of participants being from BAME backgrounds. Nottinghamshire currently has one of the largest number of bases and is currently working with several forces, who wish to replicate our programme within their own force areas. Work is ongoing with the Learning and Development department to develop an online Mini Police programme, allowing schools to access this from our website creating the opportunity for the scheme to be rolled out further to more schools within Nottinghamshire.

- 5.7 The city centre continues to retain its Purple Flag status through effective working with the Nottingham Business Improvement District (BID) and local authority partners. Purple Flag is an Association of Town and City Management (ATCM) accreditation scheme that recognises excellence in the management of town and city centres at night.
- 5.8 I am pleased to report that the planning and design stage of the new Sexual Assault Referral Centre (SARC) is now complete and we are on track for the construction of the building to commence as projected in May 2021. The new SARC will provide forensic examinations and enhanced support for those victims of horrendous crimes at the first opportunity. Key partners including survivor groups remain positively involved with the project.
- 5.9 I am excited to see us reap the efficiency benefits of the Microsoft 365 functions following the National Enabling Programme (NEP) rollout which is on track for the four phase 2 trial use cases. The Chief Officer Team will lead the way with the Force Executive Board monthly meeting from February 15th. This will be followed at two weekly intervals with CSI followed by OS for home football matches and finally Corporate Development with the Projects initiation team. Technical rollout is nearly completed to the 250 users involved, with the few that are left being part of the latter use cases.

A new Digital Learning Portal has been commissioned and will be ready for the full force rollout to support the wider organisation. Our Information Management team have begun what will be a large piece of work to look at the overall data management and cleansing

that needs to take place as we begin to look at moving from on premises storage to the cloud.

Police ICT are happy with our overall progress and we expect to get through this trial with the required permission to move towards the full force rollout later this year. An options paper with plans relating to this is being prepared for consideration by the NEP board.

5.10 We have successfully concluded from the Venson PFI contract bringing all vehicle services back in-house. Following a six week negotiation period the project is progressing with a new IT system and staffing structure to imbed and things are working well to date. We now own all our vehicles and have the staff and resources to service and maintain them ourselves. Efficiencies have already been realised as a result of this change.

6.0 Some further key results

- 6.1 Force Intelligence regularly monitor illicit items that are being imported into the County from overseas. In January 2021 this work identified a long running supply network that led to two suspects being charged and remanded for importation of Class A and B drugs over a number of years. As the world becomes more connected, we see more and more of this type of offending and work closely with UK Border Force to prevent items arriving into Nottinghamshire.

Force intelligence also liaise with other forces and partner organisations and in February 2021 we were made aware of a report of a child being abducted. Our strengthened partnerships identified the child had been taken onto a flight to leave the UK and we worked together to cause the aeroplane to be turned back from the runway and returned to the Heathrow terminal where the child was safely recovered and suspect arrested.

The foreign national offender team has seen their daily work and processes change with the challenges of Brexit. They have found ways to adapt and have managed to pursue and arrest eight individuals who were wanted by overseas law enforcement agencies. This includes a Polish male who had been on the run and living under an alias in the UK for 8 years and an American wanted for fraud worth hundreds of thousands of pounds and impacting on victims worldwide.

As well as close partnership working, the department develop information received from a variety of sources to take proactive action and aim to disrupt criminal activities as expeditiously as possible. In the last three months the department obtained and executed 23 search warrants and located over 16 people who were wanted for serious offences including kidnap, firearms offences and serious assault.

- 6.2 At the beginning of 2020 a Serious Organised crime investigation resulted in the successful recovery of a loaded handgun, a half kilo of cocaine and a similar amount of cutting agent in Bestwood. Two subjects were charged with possession of a firearm, possession of ammunition and possession with intent to supply cocaine. Following a thorough investigation and presentation of the case the main perpetrator pleaded guilty to all indictments and remains remanded in custody awaiting sentence.

Later in the year Serious and Organised Crime officers conducted an investigation into one his closest criminal associates culminating in the execution of three warrants in Bestwood and Broxtowe. This saw the seizure of 1 kilo of high purity cocaine with a street value of £100,000. In addition a large amount of cash and almost a kilo of adulterant was seized.

- 6.3 In April 2020 under Operation Firmitude the Serious and Organised Crime team disrupted a criminal gang from Albania who had set up several substantial cannabis grows across the Nottingham City. In total 12 subjects were charged with conspiracy to produce and supply significant quantities of Class B cannabis. The majority pleaded guilty at an early stage of proceedings and the remainder were convicted following a Crown Court trial in February 2021. We await their sentences in March.

- 6.4 Over summer 2020 there were a spate of violent robbery and weapon offences and the subsequent investigation was Operation Jettystone. Three key individuals were arrested, two of which were remanded into custody pending trial and the third, a juvenile remains on court bail pending trial in July 2021.
- 6.5 In October 2020 when supporting a local CID operation into the widespread theft of Mercedes Sprinter vans from the City and County areas, the SOC team identified a probable deposition site in the Newark area. Officers identified that a number of potentially stolen vans were about to be moved in HGV's from this location so a number of SOC officers flooded the area with response and operational support colleagues. This resulted in the successful recovery of a number of stolen vans destined to be transported abroad. Five persons were arrested and subsequently charged with conspiracy to steal over £100,000 worth of vehicles. Seven were charged with conspiracy to conceal, disguise, convert, transfer or remove criminal property. All seven men appeared at Nottingham Crown Court 30th October 2020 and were placed in custody. They continue to await their trial date.
- 6.6 In December 2020 a joint Serious and Organised Crime and Modern Slavery investigation targeted several prolific county lines. Intelligence indicated they were involved in the exploitation of vulnerable children furthering the typical county lines model of moving Class A commodity from Nottingham City and County areas to Banbury. The subsequent investigation supported by our partners led to the arrests of nine people and we are currently awaiting charge decisions. This case successfully safeguarded ten vulnerable adults and children in conjunction with Nottinghamshire and Banbury authorities.