For Information	
Public	
Report to:	**Strategic Resources & Performance**
Date of Meeting:	**14 May 2020**
Report of:	**Chief Constable Guildford**
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Agenda Item:	**03**

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Update report Nottinghamshire Police April 2020

1. Purpose of the Report

1.1 The purpose of the report is to provide the Police and Crime Commissioner with details of Nottinghamshire Police's activities linked to the Police and Crime Plan.

2. Recommendations

2.1 It is recommended that the Police and Crime Commissioner notes the contents of this report and the on-going work undertaken by Nottinghamshire Police.

3. Reasons for Recommendations

3.1 To ensure the Police and Crime Commissioner is aware of the latest activity being undertaken by Nottinghamshire Police in relation to the following areas:

- Performance and Insight
- End of year crime stats
- Officer recruitment/uplift
- COVID 19 and Business continuity
- EMSOU
- EMCJS
- EMSCU
- EMCHRS L&D
- EMLPS
- Rural crime-strategy delivery for 2020/21
- IOM
- HQ build update
- Bridewell build update

4. Summary of Key Points

4.1 Performance and Insight

Details the Performance & Insight report, showing the progress against PCP targets/measures can be found in appendix 1.

4.2 End of year crime stats

Crime in Nottinghamshire has fallen over the past year thanks to hard-working officers and staff as well as a proactive approach to target key areas of threat, which is shown in year-end figures.

Against many regional and national increases reported on in December 2019 and despite changes to crime recording rules, year-end data shows overall crime has decreased by 0.5% between the end of March 2019 and March 2020, alongside significant reductions in several key categories of crime.

Knife Crime is down by -13.6%, Stop Searches are up by over 100% and Prosecutions of Drug Dealers are up by over 100. The force nearly doubled the number of firearms it pro-actively recovered last year with its relentless focus upon organised criminality.

Burglary fell by 2.9%, theft by 10.1%, robbery by -3%, and Vehicle Crime by 4.2% while recorded Rape offences reduced by -12.9%.

Violence with Injury offences fell -13.4% (-1,846 offences) in 2019-20, while all Victim-Based Crime reduced by 2.6% (-2,471 offences).

At the same time, possession of weapons offences increased by 14.4% (150 offences); officers are pro-actively targeting offenders and removing a greater numbers of weapons from our streets.

The introduction of dedicated teams to tackle robbery, burglary and knife crime are having a continued positive impact on the acquisitive crime figures.

4.3 Officer recruitment/uplift

Operation Uplift for phase one has been completed and Nottinghamshire Police have recruited an additional 107 officers, bringing the total number of new recruits to 282 officers in the 2019-2020 financial year. In March 2020, we recruited 72 new officers, of which 13.8% were from visible BAME backgrounds. As a result of Covid-19, we are pressing ahead with student training, which is being conducted in the main, remotely, to ensure safe, social distancing. This has received praise from the college of policing.

We will continue with phase 2 of Operation Uplift. The challenge of Covid-19 and lockdown has caused issues with our desired positive action strategy, and in efforts to overcome this, we have created online 'webinars'.

Phase 3 is our medium to longer term plan, which will involve utilising our more diverse police cadet programme, university and higher education programmes, plus other initiatives such as 'Inspire to Achieve'.

It is important to note, that Operation Uplift equally applies to police staff – and therefore we can jointly tackle issues of disproportionality and improvements of wokrforce skills into the organisation through this approach.

BAME representation for the force increased to 5.73%. The BAME breakdown is Officers 5.58%, PCSO's 4.97%, Staff 5.85% and Specials 7.64%. It is worthy of note acknowledging the gains made in our grassroots structures, namely the police cadet programme, in which BAME representation has risen from 6% to 22% within the last 12 months. It is believed that this improvement is as a result of more bases in diverse areas, together with improved community engagement. This will assist in future recruitment programmes.

We are supporting the College of Policing in the pilot of 'virtual search', and have firmly embedded a local Inspector and Sergeant into core training to ensure the best possible learning experience, whilst maintaining standards. This approach has seen a reduction in Regulation 12 and 13's during the Uplift Programme.

We are now commencing our recruitment of 150 extra officers in 2020/21.

4.4   Covid-19 and Business continuity

Operation Bion is the Nottinghamshire Police response to Coronavirus.

Nottinghamshire Police chair the Local Resilience Forum and the SCG (Strategic Co-ordinating Group)

A full command structure is in place, which is led by ACC Meynell with support from all the Chief Officers 7 days a week.

Daily meetings take place to review activity and plans for the next day, as well as holding twice weekly gold meetings to look at longer term issues involving wider stakeholders.

Staff are updated via regular real time communications and a daily video blog delivered by the Chief Officer Team.

Daily statistics are reviewed via the Operation Bion daily information cell report.

As of 21st April 2020:

- Total absence: (10.3%), Sick (116), isolated up 1(258).
- Covid-19 sick: (16%).
- Testing: 17 yesterday – of note Rota 3 Broxtowe have had 6 positive tests with the first returner yesterday
- EMCJS remains high (Custody 17%, Prosecutions 28%).
- Demand: down 52 at 794 incidents yesterday.
- Crime is down by approximately 20%

Some of the key issues that Nottinghamshire Police have worked on in the last 2 weeks include:

- Establishment of testing for officers using the national testing programme and so far 239 officers, staff and partners have been tested with 13 positive results.
- Enabled a large number of officers to work in an agile way from home (over 300) thus improving social distancing and maintaining business continuity and controlling sickness levels.
- Considerable work has been undertaken to acquire PPE to ensure that our people can work with the recommended levels of PPE; this will remain a challenge going forward, however we remain well placed.
- Operation Bion is our daily response to Covid-19 related issues and this involves all of our Neighbourhood Policing Officers – Nottinghamshire Police have reviewed the work that they normally do and have stopped doing some things to prioritise this work.
- Worked with partners in the LRF to set up a body storage facility in the north of the county. This will provide a contingency should the hospitals and funeral directors run out of capacity.
- All departments have reviewed their business continuity plans and have taken steps to maintain core business.
- Facilitated virtual courts within our two custody suites.
- Mobilised a cohort of 10 student officers early to provide additional resilience on the front line.
- Continue to capture all of the changes made to our operating procedures which will assist to review business benefits and identify opportunities or issues that can be taken forward when restrictions are lifted.
- Our approach to the new legislation initially followed Engage, Explain and Encourage; we were one of the later forces to use the enforcement option. We now have systems in place to issue penalty notices; 41 have been issued to date.
- Plans were put in place to respond to a number of early release prisoners, this is yet to happen but our IOM team is well placed to respond were this to happen.

- Supported a range of LRF activities including those that focus on humanitarian aid and housing for the homeless

The operational approach evolves on a daily basis in response to new data and challenges that are identified.

4.5   Regional collaboration

4.5.1 EMSOU

EMSOU continues to deliver business as usual though at a reduced rate through the current difficulties presented by Covid-19. Working practices have changed dramatically as they have in their constituent forces, however almost all areas of business continue to function at or near the same rate of effectiveness. All SOC syndicates are operational, and significant results have been generated against SOC targets in Nottinghamshire in recent weeks, including the seizure of multi-kilos of Class A drugs and several six figure cash seizures.

The ROCU network is playing an important part in understanding the way in which criminal networks are exploiting the current situation and changing their business practices to adapt. In fraud and cybercrime, EMSOU is coordinating the regional Protect effort, which has been combined across both threat areas.

The ROCU network is also monitoring the status of all ROCUs in the ability to deliver specialist capabilities, particularly those considered to be network critical. Plans are in place to support critical functions, removing anything approaching a single point of failure via pre designed, collaborative mutual assistance.

EMSOU are capturing learning from the current challenges to assist in strengthening business continuity plans for the future. They are also finding examples of how processes can be streamlined and work more efficiently, which might not have been tried without the requirement to minimise social contact and travel.

4.5.2 EMCJS

Compliance with Victims Code of Practice.

During late 2019, Nottinghamshire Criminal Justice Witness Care Unit (WCU) took part in the compliance monitoring process undertaken by the OPCC.

The dip sampling process identified 100% compliance across all areas which covered the work undertaken by WCU. Regular dip samples continue to monitor those same performance criteria and despite the current Covid-19 additional work, the compliance rate continues to sit at 100%. Alternative trial solutions are being reviewed at the moment and the WCU staff continues to keep contact with the victims of crime to ensure that they engage with the process, are updated as

required and available to take part in whatever trial solution is proposed. Each full time member of staff in the unit will be handling between 1500 and 2000 witnesses at any one time, pro rata for those on part time hours.

File Quality and Timeliness

Despite the Covid-19 situation and its impact on the CJS we continue to engage with partners to seek a solution to the current delays in first hearings (other than remands) and the Not Guilty trials in both courts. Despite nearly 40% of the File Prep team being shielded at this present time we are encouraged to hear that technology to allow those individuals to work effectively from home will soon be delivered which will assist them in contributing to the current workload. We continue to address file quality and timeliness and work closely with operational colleagues to improve force performance. This includes the ability to provide remand files via alternative digital solutions and we are adapting to seek solutions which will involve the submission of digital media and third party material rather than providing via discs. Whilst some solutions may initially prove to be crude and rushed, we see this as an opportunity to look for improved and more efficient ways of working in the future. Some processes will no doubt be developed further and remain in place post Covid-19.

4.5.3 EMSCU

EMSCU continue to support the New Custody Build project during this time, ensuring the financial viability of the primary provider is kept under review and there is evidence in payment of its supply chain during lockdown.

EMSCU are supporting the project team for Joint Force HQs in a similar way to the above ensuring current financial assessments of bidding organisations are taking place prior to contract award.

By using the EMSCU ICT VAR Framework forces across the UK have been able to implement Covid-19 technology initiatives at pace with direct access to the supply market availability through the top UK ICT Resellers. This has enabled forces to deliver business continuity plans and overcome the technology supply challenge whilst still achieving best value.

EMSCU have been recognised for collaboration, innovation and market development and have reached the finals for two National Government Opportunities (GO) Excellence in Public Procurement Awards, which celebrate the very best achievements and successes in procurement from all aspects of the Public Sector.

4.5.4 EMCHRS Learning & Development

From 1st April 2020 a revised structure commenced. In order to manage the increase in L&D Delivery, each force has a nominated Learning and Development

Lead. Supt Verma and Insp Foy are performing this role for Nottinghamshire Police and ensuring there is a link in to the Regional Collaboration. EMCHRS Learning and Development continue to provide National and Regional strategic oversight of Learning and Development and are working closely with the National Police Uplift Programme. They provide digital design support, compliance, which is linked to national bodies such as College of Policing and the Skills Funding Agency, and Planning and Administration.

During the Covid-19 response the Learning and Development Teams across Nottinghamshire continue to provide Learning and Development activity. The main priority has been to ensure there is a continued stream of new officer recruits. Slight amendments to the curriculum have been made to ensure that the intakes have been posted operationally, sooner than normal. EMCHRS L&D have worked with delivery teams to ensure virtual classrooms are in place where this is deemed necessary.

4.5.5 EMLPS

Nottinghamshire was the first Force in the East Midlands Region to obtain one of the new Stalking Protection Orders that came in to force in late January 2020. Nottinghamshire has maximised its use of these orders to help protect victims of stalking, including setting up a pioneering multi-agency approach with partners including Nottinghamshire Health Care NHS Trust, Nottinghamshire's Woman's Aid, JUNO/WAIS, Probation Service and MAPPA.

4.6 Rural crime-strategy delivery for 2020/21

Since taking over the lead in October 2019 Chief Inspector Rogers has developed links with key stakeholders from the National Farmers Union, Country Landowners and National Game Keepers Associations as well as some of the larger landowning estates Welbeck, Thoresby and Clumber Park.

Chief Inspector Rogers has also undertaken as series of 'farmhouse kitchen' meetings in both the North and South of Nottinghamshire. Farmers and landowners have talked about what matters to them, and explained directly about the detrimental financial but also emotional impact of rural crime and how this is affecting their lives.

The Rural Crime Partnership Delivery group continues to meet quarterly with the November 2019 meeting being well attended. The group consisting of partners, rural associations and public representatives were given an update on the Neighbourhood Policing Plan, Operation Uplift, and how the introduction of Reacher teams to neighbourhood policing will enable proactive targeting of the crime that matters locally. The group also had a presentation on the new Police & Fire Drone, explaining how deployments would be managed and how we would use the tactic to support the combatting of crime in rural areas. From this group it is acknowledged

that there remain frustrations with the use of 101 to report crimes, and anecdotal evidence that crime is going unreported for this reason. The opportunity was taken to explain and demonstrate the online reporting tool.

Following on from this there has been a further two barn events in December 2019 and January 2020 hosted by farmers where local police officers have demonstrated the capabilities of the drone and discussed local issues. The events have been very well received, with a third planned to take place on 18th March (postponed due to Covid-19). This would have seen Police and FRS in attendance to demonstrate the drone in operation and the support available from the FRS Animal Rescue team. This has been of huge interest due to the severe impact on farming and loss of livestock caused by recent flood events. When normality resumes the event will take place and we will take the opportunity to consult on the joint Rural Intervention Programme plans between Police and FRS.

Local officers continue to attend parish council and community meetings whenever possible, and provide updates through social media, Neighbourhood Policing Inspector blogs, vlogs and stakeholder updates.

Operational activity continues to focus on well-established and embedded operations which target hare coursing and poaching (Operation Bifocal), off-road vehicles (Operation Jericho), angling and riverside crime/ASB (Operation Traverse), and fuel theft (Operation Magna).

Fuel theft on the A1 corridor through Nottinghamshire accounts for a large proportion of the vehicle crime reported in that locality. Whilst on the surface a low harm crime, the associated damage to land and trespass continues to be a huge issue for landowners and is not underestimated. Local officers are applying problem solving methodology in an effort to resolve the issue long term, but have had some excellent results recently through targeted and proactive policing. In February 2020 we worked with the Bassetlaw, Newark and Sherwood CSP to deploy a capture HGV at hot spot locations for this crime. The capture HGV was attacked in a faultless operation and two offenders were caught red handed, arrested and charged. Later that month another team of offenders were caught through proactive response policing and they were also charged, with their equipment being seized and destroyed. These positive outcomes did lead to a marked reduction in offences, but we are not complacent and plan to continue with Operation Magna deployments as business as usual.

The Nottinghamshire Police Horsewatch Facebook page has around 3000 followers with more liveries and stables signing up across Nottinghamshire. The Horsewatch scheme enabled a multi-agency group to be convened to address the prevalence of ill-treated and deceased horses being abandoned at the roadside which has affected the equine community greatly. As a result a cross border operation with Derbyshire Police, Vets and Trading Standards took place on 14th February 2020. The teams

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visited land across Nottinghamshire and Derbyshire to check horse passports and microchips and to advise horse owners of the requirements.

Neighbouring regional forces came together on a weekend in February 2020 to undertake a cross border Operation Jericho to tackle off road bikes and the associated public nuisance. This operation was undertaken with the support of the drone and off road bike team and saw vehicle seizures and warning notices being issued. The cross border support offered additional resource but also prevented the problem simply being displaced elsewhere.

Identified areas of work for the future are summarised below:

- Continue to build and increase awareness of rural crime across the organisation.
- Build trust through transparent and wide reaching communication, as some communities do not feel that rural crime is appropriately prioritised or enough resource allocated.
- Encourage the use of 101 and online crime reporting.
- Set up internal Rural and Wildlife tactical group with the specially trained officers and rural NPT's. This will formalise the governance and assist in coordinating and evaluating activity.
- Maximise the use of current and newly recruited Special Constables.
- Develop a performance monitoring framework to gain an accurate understanding of the scale and scope of rural crime. Working with regional forces to use Niche effectively to flag and report on rural crime.
- Deliver a joint Rural Intervention Programme with Nottinghamshire FRS.
- Undertake rural community engagement events on the engage to recruit agenda.

4.7 IOM Performance and roll out of AAMR

Baseline figures show that the IOM scheme is showing an average 53% reduction in Reoffending Risk Score, across the whole cohort over the past three years and for those offenders who have been successfully managed through IOM and now removed, the reduction is closer to 74%. This represents a statistically significant reduction in both severity and frequency of offending.

The Performance data from the Domestic Violence Integrated Offender Management (DVIOM) is also maintaining 2018/19's positive results with offenders selected using the Priority Perpetrator Identification Tool (PPIT). This is a selection tool for high risk DV perpetrators and is the leading academic model for selection of this type of cohort. We also use it as an additional performance indicator across this particular group. The data drawn by comparing the PPIT score at selection and then removal shows that those offenders successfully managed and removed from the DVIOM

cohort, displaying a reduction in PPIT risk of 41%. Further details are shown in appendix 2.

Alcohol Abstinence and Monitoring Requirements (AAMR) are due to go live before the end of 2020, subject to review due to Covid-19. It is planned that initial roll out will be for community sentences only.

A specific tag is being procured for offenders to wear and they may be used for IOM offenders but the impact on policing will be minimal.

4.8 HQ Build update

The development of the Shared HQ continues to go to plan. Tree and root removal work has successfully avoided creating delays to the project through completing the required tree felling prior to the start of the bird nesting season. This work will be concluded by the end of April, 2020.

Six companies have submitted tenders for the contractor work; these are presently being evaluated. At this time it is still considered realistic that the work will commence in July 2020 and that the new build will be handed over in October 2021

Work will commence in January 2022, for the refurbishment of the existing control room, it is expected that it will be complete and occupied as the new shared HQ by March 2022.

Work on the Memorial Garden is almost complete; a decision has been made to delay opening until September 2020 whilst the issues associated with Covid-19 are dealt with.

The present financial assessment is that the project will be on budget. An agreement has been drafted in relation to theLLP.

4.9 Bridewell Build update

Despite the present situation in regard to Covid-19 good progress is being made on site.

After only one month, the project is approximately 2 weeks ahead of schedule, although there are potential delays ahead if the present Covid-19 measures continue or are escalated. The progress in the programme is due to the ground workers and equipment from other sites being reallocated to Radford Road after those other sites shut down. The foundations are largely complete, the service road has been laid in hardcore, kerbs are being set out and the boundary wall with Network Rail has been demolished. There have been no issues with the works, such as unexpected obstructions or services in the ground.

The next stage of the works involves the delivery and erection of the steelwork for the front offices/interview facility and access block.

The duration and severity of the current pandemic may have an impact on the delivery of the suite which may be delayed. The project remains on budget.

There has been no adverse public reaction to the work taking place as has been the case at other sites in Nottingham and elsewhere. The contractors are avoiding public transport and are not leaving the site/service road area during working hours. The site is complying with current Covid-19 guidance and regulations.

5. Financial Implications and Budget Provision

5.1 There are no immediate financial implications relating to this report that the Commissioner is not sighted upon.

6. Human Resources Implications

6.1 There are no immediate Human Resource implications arising from this report that the Commissioner is not sighted upon.

7. Equality Implications

7.1 There are no equality implications arising from this report that the Commissioner is not sighted upon.

8. Risk Management

8.1 There are no risk management implications arising from this report that the Commissioner is not sighted upon.

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

9.1 There are no policy implications arising from this report that the Commissioner is not sighted upon.

10. Changes in Legislation or other Legal Considerations

10.1 The Chief Constable provides regular weekly updates to the Police & Crime Commissioner on Covid-19.

11. Details of outcome of consultation

11.1 Consultation is not required for this report.

12. Appendices

12.1 Appendix 1 – Performance & Insight report

12.2 Appendix 2 – IOM Performance document

NOTTINGHAMSHIRE POLICE AND CRIME PLAN

PERFORMANCE AND INSIGHT REPORT 2019/20

QUARTER 4: PERFORMANCE TO MARCH 2020

Guidance notes:

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2018-21. The information is structured according to the four strategic priority themes in the plan.

2. Wherever possible, performance information is provided for a 12 month rolling period compared to the equivalent 12 months of the previous year, in order to provide an indication of trend. Where information provided is for an alternative period this is stated.

3. Additional insight is included in the report in order to provide context in relation to performance exceptions only.

4. Data sources for each indicator are specified at Appendix 1, including any information supplied outside of the Nottinghamshire Police Management Information team.

5. Amendments and additions have been added to this edition of the P&I report, in line with the revised Police and Crime Plan Strategic Framework (2018-21)

Performance exceptions:

Performance exceptions, both positive and negative, are indicated within the report by the following markers:-

- Positive exception: Significant improvement in latest quarter, or improving trend over three successive quarters

- Negative exception: Significant deterioration in latest quarter, or deteriorating trend over three successive quarters

Summary of Key Headlines and Notable Exceptions

- Nottinghamshire Police was assessed by HMICFRS as 'GOOD' at Protecting Vulnerable People as part of the 2019 PEEL inspections.
- Safeguarding referrals continue to increase each yearly quarter, largely due to improved training and better Partnership working. There were 1,523 additional referrals in the year to March 2020.
- Missing Persons Reports have seen progressive reductions each yearly quarter (see Appendix A, points 1A.2 and 1A.3 for insight).
- Recorded Modern Slavery offences have seen a marked increase (+146.8%); a positive increase due to a dedicated team and on-going training.
- CSE offences have seen progressive reductions over the last two years.

- The proportion of domestic abuse-related crimes that are repeats has increased by 1.0% points from 2019 to 2020. This should be viewed in the context of a 6.0% increase in recorded offences over the same period.
- Positive outcomes rates for SSO continue to decline following increases in disclosure and third party reporting. Absolute volume of positive outcomes remains stable.
- The overall satisfaction rate among domestic abuse victims has seen a month on month decline, with 'being kept informed' the main issue; the latest year to end of March 2020 has seen a slight upturn with an increase of 0.4%.

- Victim-based crime has continually fallen over the two year period, although, victim-based rural crime has increased over the period with reductions being seen in urban areas.
- Average severity scores have continued to reduce Forcewide progressively over the two year period.
- Knife crime has continued to reduce, by 13.6%, in the year to March 2020.
- Alcohol related violence and ASB have seen progressive reductions over the two year period.
- Offenders successfully removed from the IOM scheme since January 2016 achieved an average reduction in reoffending risk of 73.9%

- Overall positive perception of the police has continued to improve in the latest 12 months to March 2020.
- PSD has continued to see an increase in the timeliness of complaint resolution, driven in part by staff abstractions the effect of data cleansing.
- Police Officer sickness rates have increased by 8% in the 12 months to March 2020. Stress/Mental Health issues remain the main category for Officer sickness.

Theme 1: Protecting Vulnerable People from Harm

	Theme 1A: More Vulnerable People Safeguarded and Protected						

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Actual
1A.1	Adult and Child Safeguarding Referrals	Increase	5,533	5,837	6,401	6,739	● 7,056	+27.5%	+1,523
1A.2	Missing persons	Monitor	3,426	3,242	3,153	2,964	● 2,895	-15.5%	-531
1A.3	Missing: No apparent risk	Monitor	3,038	3,094	3,016	3,008	3,103	+2.2%	+65
1A.4	Mental health-related incidents	Monitor	18,718	18,708	18,456	18,416	18,818	+0.5%	+100

Safeguarding Referrals

Overall, there is a continuing upward trend in recording with a new peak in referrals in January 2020. The aim to increase referrals has been achieved over the last 12 months comparison, showing a 27.5% increase.

This increase provides the force and partner agencies with confidence that improvements are being made in the identification and recording of safeguarding concerns, enabling agencies to take appropriate safeguarding actions to minimise the risk of harm. Improved training and better Partnership working in relation to CSE, PPNs and Knife crime are believed to have impacted upon this positive trend.

Missing Person Reports

Missing Person reports have been in decline since May 2018, with overall reports having fallen by 15.5% (531 fewer) this year when compared to the previous year.
The monthly average is currently 241 reports compared to 286 the previous year.
Missing – No Apparent Risk reports (formerly Absent Persons Reports) saw a sharp upturn during February and March 2020; with March levels of 302 being the highest since July 2018.
Please see **Appendix A, points 1A.2 and 1A.3** for a comprehensive response to the above.

Mental Health-Related Incidents

The last 12 months have seen a monthly average of 1,568 police recorded mental health reports, which is comparable to the previous year monthly average of 1,560.
Mental Health incidents have seen an increase of 0.5% in the current 12 month period to March 2020 compared to the previous 12 month period to March 2019.

Theme 1: Protecting Vulnerable People from Harm

	Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Actual
Theme 1B: Improved Response to Serious and Emerging Threats to Vulnerable People								
1B.1 Fraud Offences	Monitor	**3,076**	3,076	3,049	3,006	**3,013**	-2.1%	-63
1B.2 Online Crime	Monitor	**3,589**	3,551	3,469	3,556	**3,641**	+1.5%	+52
1B.3 Drug Trafficking and Supply Offences	Monitor	**807**	848	897	947	**908**	+12.5%	+101
1B.4 Police recorded Child Sexual Exploitation	Monitor	**659**	588	575	560	🟢 **525**	-20.3%	-134
1B.5 Police recorded Modern Slavery offences	Monitor	**47**	53	73	102	🟢 **116**	+146.8%	+69

Information Sharing / ECINS Update

The force-wide ECINS Programme supports information sharing in relation to vulnerable and complex people among over 40 stakeholder agencies. This helps to integrate processes, and remove silo working and duplication. The internal delivery board for system implementation and operational realisation continues to function well.

Please see **Appendix A, point 1B.6** for a comprehensive update.

Modern Slavery

The last 12 months has seen a significant increase in the recording of offences, with an increase of over 146%. The increase is positive and reflects the on-going training to Officers, who now have more awareness around this offence and the legislation, with an increased ability to spot signs of Modern Slavery.
There is a dedicated Modern Slavery and County Lines Team who are more interfaced within the organisation

Drug Trafficking and Supply Offences

The continued increase in drug trafficking and supply offences is largely attributed to various on-going operations, such as Op Reacher.
From January to March 2020, there have been 13 individual drugs seizures and 40 vehicles seized for no insurance/licence. The continued upturn in levels is particularly positive in light of there being only 1 x PC and 1 x PCSO on the Bestwood Reacher Team for a three week period.
The Op Reacher Teams are reporting that even with lockdown being implemented mid-March, they are still busy with Fail to Stops, Vehicle Seizures, Drugs and Weapons.
The teams have also helped to maintain good community relationships with the setting up of 'ReacherRoo' and ReacherEats', helping to deliver hot meals and food care packages via the church and to NHS staff at the City Hospital.

Online Crime

Online crime has seen a marginal increase of 52 offences in the year period up to March 2020 when compared to the year up to March 2019. Offences are mostly committed in full or in part through a computer, computer network or other computer-enabled device. These do not include fraud offences, which are captured separately. The majority of recorded online crimes are harassment offences, specifically malicious communications offences which have taken place online on forums such as Facebook and Twitter.

Fraud

Fraud offences have remained constant this quarter, compared to previous quarters. Fraud offences continue to represent a significant challenge to the police and represent a growing demand on police resources.

and able to offer advice and assistance to frontline officers.

The force continues to take a proactive approach to identifying and tackling modern slavery - seeking out offences in order to ensure that survivors are protected and offenders are brought to justice.

Child Sexual Exploitation

There are no definitive factors that can be evidenced to explain the reduction in CSE. However, a number of considerations can be given to provide possible context for the reduction:-

- Previously, CSE was a force priority area and heavily advertised; more recently CCE (Child Criminal Exploitation) has become the priority and some crimes may now be recorded as this.
- Notts has recently seen an uplift in the recruitment of new officers; there may be issues with their training and understanding of crimes linked to CSE and the use of the correct flags.
- There has been increased education and advertisement about CSE in the public domain; this could have had the potential to put some offenders off or, has made them smarter in their offending so that crimes are becoming better hidden.

Theme 2: Helping and Supporting Victims

		Theme 2A: Improved Reporting and Response to Domestic and Sexual Violence and Abuse							
		Aim	**12 months to Mar 2019**	**12 months to Jun 2019**	**12 months to Sep 2019**	**12 months to Dec 2019**	**12 months to Mar 2020**	**Change over last year %**	**Actual**
2A.1	**Police recorded domestic abuse crimes**	Monitor	**14,259**	14,552	14,860	15,124	**15,119**	**+6.0%**	**+860**
2A.2	**Domestic abuse repeat victimisation rate**	Monitor	**33.1%**	33.5%	34.4%	34.5%	**34.1%**	**+1.0% pts**	**n/a**
2A.3	**Domestic abuse: Positive Outcome Rate**	Monitor	**14.6%**	14.6%	13.8%	13.4%	**13.7%**	**-0.9% pts**	**n/a**
2A.4	**% Domestic abuse victims satisfied (overall)**	Monitor	**90.9%**	90.0%	88.0%	88.4%	*****	**n/a**	**n/a**
2A.5	**Serious sexual offences: Adult**	Monitor	**1,489**	1,504	1,447	1,466	**1,431**	**-3.9%**	**-58**
2A.6	**Serious sexual offences: Child**	Monitor	**1,401**	1,392	1,406	1,387	**1,408**	**+0.5%**	**+7**
2A.7	**Sexual Offences: Positive Outcome Rate**	Monitor	**9.2%**	9.4%	8.6%	8.6%	**7.8%**	**-1.4% pts**	**n/a**

Domestic Abuse

The force has seen an increasing trend in reported Domestic Abuse crime over the last two years due, in part, to improvements in recording and a likely increase in survivor confidence to come forward and seek support from the force and partner agencies. Domestic Abuse crimes have seen an increase of 6% in the year ending March 2020 when compared to the year ending March 2019.

The proportion of victims that are repeats has seen a small increase over the last year.

*NB: Please note that Domestic Abuse survey results are 2-3 months behind real time.

Levels of satisfaction with the police among survivors of domestic abuse had seen progressive decreases from April 2018 to October 2019. The main factor for dissatisfaction is being Kept Informed.

The Force devised an audit looking at staff keeping victims informed, this audit reviews numerous crimes for VCOP compliance and deals with non-compliance through a series of emails and later personal interventions from managers. Latest audited VCOP data for Rape and Serious Sexual offences saw marked improvements with compliance and the most recent survey results saw a 0.4% increase in satisfaction.

Sexual Abuse

Adult Serious Sexual Offences saw a small decrease in the year ending March 2020 when compared to the previous 12 months. Child offences saw a small increase of 7 during the same period.

The positive outcome rate has fallen by 1.4 percentage points.

	OCTOBER	NOVEMEBER	DECEMBER	JANUARY	FEBRUARY	MARCH
NORTH	44%	52%	36%	59%	72%	90%
SOUTH	73%	55%	60%	75%	75%	90%

Theme 2: Helping and Supporting Victims

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Actual
	Theme 2B: Victims Receive High Quality and Effective Support								
2B.1	**Victims Code of Practice Compliance**	Monitor	**91.2%**	90.4%	90.0%	90.0%	**90.4%**	**-0.8%**	n/a
2B.2	**Victim Services: Closed Cases**	Monitor	**2,386**	-	3,526	-	TBC May 20	TBC	TBC
2B.3	**Improved cope and recover outcomes (all)**	Monitor	**78.7%**	-	80.6%	-	TBC May 20	TBC	TBC
2B.4	**% crimes resolved via community resolution**	Monitor	**10.7%**	10.5%	10.7%	10.4%	**10.0%**	**-0.7% pts**	n/a

Victims Code of Practice

The Victims Code Of Practice (VCOP) requires that a VCOP assessment be made and recorded for every victim of a crime, and that victim services should be offered as part of this assessment. In order to be VCOP compliant, every victim-based crime should have a completed VCOP recorded on the crime and the officer should record that victim services have been offered. There has been a slight downturn in compliance over the past 12 months when compared to the previous 12 months. This is likely to be associated with additional offences which are now required to be recorded in addition to the primary offence in cases such as harassment and stalking. In these cases, there would not be an expectation for an additional VCOP assessment to be undertaken for these linked offences.

Victim Services

Outcome data relating to PCC commissioned victim services is formally reported to the Ministry of Justice on a six monthly basis.
Closed cases and 'cope and recover' outcomes will be updated in May 2020.

Community Resolution

The proportion of crimes resulting in community resolution has remained relatively stable over the previous year.

Theme 3: Tackling Crime and Anti-social Behaviour

	Theme 3A: People and communities are safer and feel safer								

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Actual
3A.1	**Victim-based crime: Total**	Monitor	**93,262**	92,582	92,432	92,076	🟢 **90,797**	-2.6%	-2,465
3A.2	**Victim-based crime: Rural areas**	Monitor	**10,766**	10,768	10,983	11,388	🔴 **11,406**	+6.0%	+640
3A.3	**Victim-based crime: Urban areas**	Monitor	**81,321**	80,915	80,463	79,532	🟢 **78,351**	-3.7%	-2,970
3A.4	**Average Crime Severity: Force-wide**	Monitor	**170.33**	167.99	163.34	163.01	🟢 **159.06**	-6.6%	-11.27
3A.5	**Average Crime Severity: Priority areas**	Monitor	**173.49**	170.03	165.87	164.22	**174.67**	+0.7%	+1.18
3A.6	**Residents reporting experience of crime**	Monitor	**19.4%**	18.9%	18.1%	18.9%	🟢 **18.0%**	-1.4% pts	n/a
3A.7	**% residents feeling safe in area by day**	Monitor	**89.0%**	89.1%	89.2%	88.7%	**89.2%**	+0.2% pts	n/a
3A.8	**% residents feeling safe in area after dark**	Monitor	**59.6%**	60.5%	61.1%	61.0%	**61.5%**	+1.9% pts	n/a
3A.9	**% reporting drug use / dealing as an issue**	Reduce	**47.8**	48.1%	48.9%%	43.3%	🟢 **42.8%**	-5.0% pts	n/a

Police recorded crime

Police recorded crime decreased by 2,465 (-2.6%) offences in the 12 months up to March 2020 when compared to the 12 months to March 2019. The decrease is attributed to the reduction in crime during March 2020; correlating to the impact of Covid-19 on social interaction and lockdown measures. Self-reported experience of crime as per the Police and Crime Survey also reported a 1.4% point reduction during 2019/20, with crime prevalence in the City, in particular falling by 3.7% points. Reductions were largely observed in experience of criminal damage, burglary and vehicle crime. Police recorded crime in rural areas however, increased by 6% during 2019/20, while prevalence of crime in Bassetlaw Newark and Sherwood (as captured by the Police and Crime Survey), increased from 16.4% to 18.8%

Crime Severity

The average severity score of crimes recorded Forcewide (based on weightings via the ONS Crime Harm Index) has reduced.
Average severity scores have reduced over the Quarterly twelve month comparisons and from the last 12 months compared to the current 12 month period; this indicates a higher volume of offences being committed that have a lower severity value and likewise, an overall reduction in the more severely coded offences.
The 23 Priority Areas have seen small reductions in the year on year quarterly comparisons with a slight increase in the latest 12 month period to March 2020 when compared to the previous period to March 2019.
The area of Bilsthorpe, Lowdham and Villages has seen the highest severity score (222.81) over the past 12 months.

Resident concerns regarding drug use and dealing

Following long term increases, the proportion of residents stating that they would like to see the police and local authorities do more to tackle drug use and dealing in their area began to fall in October 2019. This follows extensive proactive work in communities to tackle drug dealing and serious organised criminality as part of Operation Reacher - which received positive feedback from communities. Despite these improvements, drug use and dealing remains the most significant crime and community safety related concern among respondents to the Police and Crime Survey.

Theme 3: Tackling Crime and Anti-social Behaviour

	Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate								

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Actual
3B.1	Violent knife crime	Monitor	882	838	806	812	● 762	-13.6%	-120
3B.2	Violent knife crime: Positive outcomes	Monitor	31.0%	26.6%	24.7%	22.7%	16.7%	-14.3% pts	n/a
3B.3	Gun crime	Monitor	139	163	153	175	163	+17.3%	+24
3B.4	Possession of weapons offences	Monitor	1,055	1,162	1,221	1,263	1,205	+14.2%	+150
3B.5	Stop and Searches	Monitor	3,070	3,933	4,608	5,405	● 5,487	+78.7%	+2,417
3B.6	Stop and Search: Positive outcomes	Monitor	41.3%	41.8%	42.5%	42.5%	40.4%	-0.9% pts	n/a
3B.7	Alcohol-related violence	Monitor	17.7%	17.4%	16.9%	16.4%	●16.0%	-1.7% pts	n/a
3B.8	Alcohol-related ASB	Monitor	9.9%	9.5%	9.5%	9.4%	● 8.9%	-1.0% pts	n/a

Violent Knife Crime

There has been a steady reduction in the number of violent Knife Crimes recorded between 2018 and 2020; a reduction of 13.6% year ending March 2020 compared to year ending March 2019.
The proportion resulting in a positive outcome has decreased by 14.3% pts in the year ending March 2020 compared to year ending March 2019; this is largely due to recent Knife Crimes remaining unresolved with no final outcome.

Gun Crime

Recorded gun crime rose by just over 17% in the year to March 2020 when compared to the year ending March 2019. This increase is driven in part by a series of incidents and discharges linked to two feuding groups in May/June 2019. The majority of significant

Stop Searches

There has been a significant increase in the number of stop searches conducted since January 2018, largely attributable to Operation Reacher. This trend is likely to continue in view of new community teams that were formed in January 2020.

Positive Outcomes improved steadily in 2019, although, the latest year end to March 2020 has seen a small reduction.
The increase in activity and upward trend of positive outcomes is primarily associated with targeted intelligence led operations which derive from local commanders identifying a specific crime issue in a given location that can be addressed through on-street proactive policing activity. The force continues to work with communities in our use of these powers.

Possession of Weapons

Police recorded possession of weapons offences increased by 14.2% to March 2020 compared to year ending March 2019; this reflects the continued positive proactive work of Op Reacher and the newly formed community teams in taking more weapons taken off the streets.

Alcohol-related violence and ASB

The force is working to develop an accurate picture of alcohol-related crime via use of an alcohol marker on the Niche crime recording system. The monthly rate has remained stable with Alcohol related violence seeing a steady reduction over the previous two years and Alcohol related ASB also seeing a steady downward trend over the previous two years.

discharges were linked to known nominals involved in drugs and /or organised crime. Firearms discharges increased by 5% nationally in 2018/19 to the highest levels since NABIS was formed. NABIS notes that medium sized forces are seeing an increase in recorded offences and new guns identified when compared to the traditional 'big five' forces.

Theme 3: Tackling Crime and Anti-social Behaviour

| | | Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate | | | | | | | | |

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Actual
3B.9	IOM: Offenders subject to monitoring	Monitor	282	286	281	302	317	+12.4%	+35
3B.10	IOM: Offenders successfully removed*	Monitor	221	236	271	278	297	+34.4%	+76
3B.11	IOM: Reduction in average re-offending risk*	Monitor	75.1%	74.2%	74.0%	73.7%	73.9%	-1.2 pts	n/a
3B.12	Youth Justice First Time Entrants: City	Monitor	159	156	154	146	140	-12.0%	-19
3B.13	Youth Justice First Time Entrants: County	Monitor	178	158	137	122	XXX		
3B.14	Crimes with an identified suspect (average)	Monitor	2,703	2,787	2,836	2,897	● 3,048	+12.8%	+345
3B.15	Positive outcomes: All crime	Monitor	14.9%	15.4%	15.5%	15.4%	15.4%	+0.5%	+402
3B.16	Positive outcomes: Victim-based crime	Monitor	11.8%	12.0%	12.0%	11.8%	11.7%	-0.1%	-356

Integrated Offender Management (IOM) *since Jan 2016 to March 2020

Nottinghamshire is the first scheme to have developed a dynamic monitoring tool capable of measuring the long-term impact of IOM at cohort and individual offender level. The scheme has recorded 578 unique nominals on the Performance Tool since Jan 2016 and has an active managed cohort (in community or on short term sentence) of 317.

Those that have been removed from the scheme since January 2016 have seen an average reduction in reoffending risk of 73.9%. Across the whole cohort, there was an average reduction in reoffending risk of 52.9% after 12 months on the scheme.

In addition to daily management of the cohort, the scheme scores every offender who receives two years+ in Notts for IOM consideration and every member of the Knife Crime Risk cohort every three months. The scheme continues to respond to the changing profile of risk, including work with Operation Reacher to identify offenders for IOM and inclusion and to utilise IOM tactics within current covert and overt activities.

Youth Justice – First Time Entrants

For the City, the yearly comparisons (12 months to Mar 19/20) show a 12% reduction in FTE's.
The County XXX awaiting data from Jackie Pickett*
The downward trajectory is in line with national trends. The Youth Justice Board highlight these reductions as positive, with more young people being diverted away from the criminal justice system by early intervention and crime prevention projects.

Identified Suspects

The number of Niche crime outcomes with a named suspect has been increasing steadily since April 2018.

DVIOM Scheme

This DVIOM scheme was launched in October 2017 with PCC funding for IDVA's, ensuring that the needs of the DV survivor are threaded through the management tactics used with the perpetrator.

The managed offenders within this scheme represent the absolute highest risk and prolific serial DV perpetrators.

Performance data from the DVIOM show offenders removed from the cohort displaying a reduction of PPIT risk of 41%.

The DV cohort has also seen a 42% drop in Risk of Reoffending Score across the scheme.

Positive Outcomes: All Crime & Victim Based Crime

Positive outcome rates for both All Crime and Victim Based Crime have remained constant over the yearly comparisons.

Theme 3: Tackling Crime and Anti-social Behaviour

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Actual
Theme 3C: Build Stronger and More Cohesive Communities									
3C.1	Police recorded hate occurrences	Monitor	**2,366**	2,352	2,346	2,320	**2,351**	-0.6%	-15
3C.2	Hate crime repeat victimisation rate	Monitor	**16.0%**	15.8%	15.3%	14.7%	● **14.4%**	-1.6% pts	n/a
3C.3	% Hate crime victims satisfied (overall)	Monitor	**83.0%**	84.2%	85.4%	84.0%	*	n/a	n/a
3C.4	% feeling there is a sense of community	Monitor	**50.7%**	50.8%	51.1%	52.6%	**54.0%**	-3.3% pts	n/a
3C.5	% feeling different backgrounds get in well	Monitor	**53.7%**	53.8%	53.1%	53.4%	**54.7%**	+1% pts	n/a
3C.6	Anti-social Behaviour Incidents	Monitor	**32,078**	31,870	31,647	31,455	**32,137**	+0.2%	+59
3C.7	Anti-social Behaviour Incidents: % Repeats	Monitor	**28.3%**	28.4%	28.4%	28.4%	**28.4%**	+0.1% pts	n/a
3C.8	Alcohol-related ASB	Monitor	**9.9%**	9.5%	9.5%	9.4%	**8.9%**	+1.0 pts	n/a

Hate Crime

Recorded Hate Crime has remained steady over the previous two years.
Repeat victims of Hate Crime have seen a gradual decline over the two year period.
Victim Satisfaction has remained at around 84% with being 'Kept Informed' the main area for improvement.
*NB: Please note that Hate Crime survey results are 2-3 months behind real time.

Community Cohesion

Findings from the Police and Crime Survey indicate that the proportion of residents feeling that there is a sense of community in the area where they live (54%) and that people from different backgrounds get on well (55%) has continued to increase steadily over the previous two years.

Anti-social Behaviour

Performance in relation to ASB remains stable, as does the number of repeat victims.
Alcohol related ASB has also seen a slight downward trend over the previous year, reducing by 308 incidents in the 12 months to March 2020, when compared with the 12 months to March 2019.
New questions introduced into the PCC's Police and Crime Survey in 2019 will continue to provide a consistent measure of self-reported experience of ASB and its impact in 2020.

Theme 4: Transforming Services and Delivering High Quality Policing

	Theme 4A: Further Improve Public Confidence in Policing							

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Actual
4A.1	Police are dealing with the issues that matter	Monitor	40.3%	40.3%	40.9%	42.0%	41.7%	+1.4% pts	n/a
4A.2	Residents feeling the Police do a good job	Monitor	46.9%	47.7%	47.9%	49.3%	● 50.0%	+3.1% pts	n/a
4A.3	Residence reporting confidence in the police	Monitor	53.5%	53.4%	53.6%	54.9%	55.4%	+1.9% pts	n/a
4A.4	% residents satisfied with the police	Monitor	60.5%	59.2%	60.4%	59.2%	58.4%	-2.1% pts	n/a
4A.5	PSD Recorded Complaints	Monitor	1,004	989	988	989	896	+10.5%	+105
4A.6	PSD Recorded Complaints: Timeliness (days)	Monitor	55	55	60	68	73	+32.7%	+18

Public Confidence in the Police

Indicators of public confidence in the police saw steady improvements during 2019/20, with the proportion of residents feeling that they had confidence in the police rising from 53% to 55% and the proportion feeling that the police were 'doing a good job' rising from 47% to 50%. These trends have been largely driven by improvements in Nottingham City, where around 59% reported having confidence in the police and 56% felt that the police were 'doing a good job'. Furthermore, of the 26% of survey respondents that had contact with the police over the previous year, 58% said that they were very or fairly satisfied with the service they received, compared to 25% that were dissatisfied.

PSD Recorded Complaints: Timeliness

The average timeliness for the resolution of PSD complaints has risen from 55 days in the year to March 2019 to 73 days in the year to March 2020. Several factors have contributed to this increase, which include:-
- Data cleansing of information recorded on Centurion - with outstanding complaints being chased for completion. This has skewing the data.
- Rotation and abstraction of the dedicated staff who deal with complaints by way of local resolution. This has also contributed to deteriorations in timeliness.

Theme 4: Transforming Services and Delivering High Quality Policing

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Actual
	Theme 4B: Achieving Value for Money – Budget and Workforce								
4B.1	**Spend vs Budget: Revenue**	+/-0	**+£0.8m** overspend	-	-	+£0.5m overspend	**No Data**	-	-
4B.2	**Spend vs Budget: Capital**	+/-0	**-£8.4m** underspend	-	-£0.3m underspend	-£0.2m underspend	**No Data**	-	-
4B.3	**Revenue Efficiencies Against Plan**	£3.3m	**£2.4m**	-	-	£2.2m	**No Data**	-	-
4B.4	**Staffing vs Establishment: Officers**	Monitor	**99.8%** 1,936/1,940	99.7% 1,943/1,950	98.9% 1,939/1,960	98.2% 1,935/1,970	🟢 **101.34%** 2,006/1,980	**+1.54% pts**	n/a
4B.5	**Staffing vs Establishment: Staff**	Monitor	**97.5%** 1,108/1,150	97.0% 1,115/1,151	96.9% 1,157/1,123	97.0% 1,166/1,131	**98.35%** 1,118.93/1,137.67	**+0.85% pts**	n/a
4B.6	**Staffing vs Establishment: PCSOs**	Monitor	**91.6%** 183/200	90.3% 181/200	87.7% 175/200	84.6% 169/200	🔴 **75.53%** 151.06/200	**-16.07% pts**	n/a
4B.7	**Days lost to Sickness: Officers**	Monitor	**19,176**	19,710	20,311	20,733	**20,718**	**+8.0%**	**+1,542**
4B.8	**Days lost to Sickness: Staff & PCSOs**	Monitor	**14,552**	14,384	14,521	14,225	**14,426**	**-0.9%**	**-126**

Budget vs Spend: Revenue/Capital

Quarter 4 figures to end of March 2020 will be available after presentation at Force Executive Board on 4th May 2020.

Staffing: Officers/Staff/PCSOs

Police Officer staffing levels have seen a positive increase against target in the year end to March 2020.
Police staffing levels versus establishment have remained relatively stable this period.
PCSOs staffing levels have continued to fall this period against the establishment target of 200.

Sickness: Officers/Staff & PCSOs

Police Officers have seen a steady increase in the number of sickness days over the past two years, with an 8.0% increase in the 12 months to March 2020 when compared to the previous year. The primary reasons for sickness are 'psychological disorders' which account for between 25%-38% of sickness. Police Staff (inc PCSOs) have seen a small reduction of 0.9% for the same comparable period.

Theme 4: Transforming Services and Delivering High Quality Policing

		Aim	12 months to Mar 2019	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	Change over last year %	Actual
	Theme 4C: Achieving Value for Money – Demand Management								
4C.1	**Calls for Service: 999**	Monitor	**185,979**	186,229	189,325	190,968	🔴 **195,050**	**+4.9%**	**+9,071**
4C.2	**Abandoned Call rate: 999**	Monitor	**0.109%**	0.076%	0.057%	0.111%	**0.515%**	**+406% pts**	**n/a**
4C.3	**Calls for Service: 101**	Monitor	**432,323**	417,705	406,989	400,047	**388,671**	**-10.1%**	**-43,652**
4C.4	**Abandoned Call rate: 101**	Monitor	**5.1%**	3.5%	2.0%	2.1%	**5.1%**	**0% pts**	**n/a**
4C.5	**Response times: Grade 1 Urban**	Monitor	**77.5%**	77.9%	78.7%	79.3%	**-**	**-**	**-**
4C.6	**Response times: Grade 1 Rural**	Monitor	**74.9%**	74.6%	74.6%	74.2%	**-**	**-**	**-**
4C.7	**Response times: Grade 2**	Monitor	**50.4%**	50.9%	52.1%	52.5%	**-**	**-**	**-**
4C.8	**Compliance with NCRS**	Monitor	**94.0%**	94.0%	94.0%	94.0%	**94%-96%***	**0**	**0**

Calls for Service: 999 and 101

999 calls have seen successive increases over the last two years; while this has been flagged as a negative exception, this has been a Nationwide trend. Abandoned call rates for 999 calls are extremely low. 101 calls have seen successive decreases over the last two years, mainly attributable to the cost of using the service and the Public reluctance to incur a charge. However, the last yearly quarter figure to the end of March 2020 has seen an increase in the number of 101 abandoned calls.

Of note, the increase in volume of abandoned 999 and 101 calls is predominantly from January to March 2020; this could be reflective of the new SAFE system introduced and Control Room learning and usage.

Response Times within Target

Response times for the latest full year to March 2020 have been affected by the introduction of SAFE and are not available at this time.

Compliance with NCRS

*An estimated compliance range has been given for this period due to on-going issues with the Forces new Command and Control system.

This was introduced in January 2020 and is still not fully embedded, causing impact upon NCRS and Business Objects processes.

The issues above have been further compounded by the Covid-19 crisis, and it is unsure when reliable NCRS compliance reporting will resume.

APPENDIX A

1A.2 Missing Persons Reports
Demand has reduced in recent years due to Force investment in a dedicated Missing Team and that team being in place to work on all aspects of safeguarding which inevitably affects demand as a result.
Overall demand reduction has been seen over the last two years, whilst other forces report continued increases. National statistics show a medium risk investigation costs on average £2500. This shows a demand estimated budgetary saving of £1.3 million pounds.

Taking into account the overall demand reductions seen in previous financial years, together with the work achieved internally and externally to ensure reporting compliance with agreed procedures; demand is forecast to likely stabilise over the next four years with possible realistic reductions closer to 10% by 2023/24.

The external factors that may affect the team's ability to realise continued reductions are;

- Political – Policy decisions in local government affecting children, such as preventing children moving to different counties when taken into local authority care could increase missing cases in particular repeat missing reports for the same individuals.
- Economic - A potential recession will affect families and agencies support mechanisms that result in increased poverty and neglect which directly affect missing numbers.
- Societal – Brexts' potential effect on society and services who still feel the pressures of the austerity measures and the potential for people to move/hide to avoid perceived risk of deportation. Changes in the way people interact and contact each other is changing due to increased technology and as a result we need to prepare to develop the ways in which we communicate and contact people. Policies need to evolve to track the changes in how the public interact with each other and agencies operate.
- Technological – Other Forces in the East Midlands region are suggesting a move from COMPACT to recording missing's on Niche. This would be impactive for the team as Niche does not offer the same functionality and would increase the time taken to resolve missing's.
- Organisational - The College of Policing regularly review processes nationally and although no alterations are imminently expected, any future changes to guidelines or missing definitions could have a significant impact.
  In January 2020 internal partners set up processes to discuss those at risk of county lines. As a result 54 additional individuals were added to the 'always missing list', which is an indicator of how demand could be affected moving forwards.

Increased awareness and problem solving in areas of vulnerability around CSE, Self-harm, mental health, dementia related illnesses, criminal exploitation, county lines and modern day slavery via the NRM, will have an impact on future demand over the next four years.

The team is split into 2 areas of responsibility – Locate and Safeguarding.; the locate team works on current missing reports; up to the point the person is located. The substantive Locate team works a varied shift pattern to provide daily coverage. Since September 2019, the team is supplemented by officers on attachment from response teams/ restricted duties. The number of attachment officers can fluctuate, but the team operates on days, afternoons and evening shifts in line with demand, which generally peaks in the evenings. This provides greater expertise and resilience throughout the day, which has enhanced our ability to deal with spikes in demand. There would be challenges in terms of dealing with demand outside of office hours, if officers were not seconded to the team this would impact on performance and safeguarding. The seconded officers also cover shifts on the Street Triage Team when required, due to abstraction.

The Safeguard and Prevention team has increased in establishment to meet responsibilities in this area of growth. This team works with partners to reduce the risks associated with missing persons to create a cycle of safeguarding, up to the point the person moves out of the Force area or stops going missing. The team is strengthened by good working relationships with local authorities.

The Missing team is at full establishment, which has increased the team's resilience and enhanced the ability to assist with demand and safeguarding in Force.

The substantive members of the missing team are experienced and have a vast knowledge of vulnerability factors and indicators of risk. Having permanent, trained and dedicated staff provides higher performance and reliability as is evidenced with the demand figures listed.

At strength the team are able to meet current demand and have the capability and capacity to do so for the foreseeable 12 months with a workforce mix of Police Officers and Civilian staff.

Whilst continuing current working practices; we do not foresee being unable to meet future demand. We will continue to provide a high level of service to internal and external partners, whilst servicing the needs of the missing person.

1A.3 Missing No Apparent Risk
The sharp upturn in February and March 2020 is difficult to provide a conclusive answer to as monthly figures fluctuate and overall demand in this area is reduced on the previous financial year and seems to be generally stabilised. One factor considered, was the public panic caused in the build-up of COVID19. Uncertainty was experienced in Notts as this pandemic started to spread, and it is thought that reports increased slightly due to this given increased public anxiety.

There is no evidence to support this theory and it may have just been a coincidence. There were a number of reports from care placements who had changed their care plans to report children missing sooner due to the pandemic (report missing after not returned from the 1 hour exercise etc). The college of policing sent out guidance which puts the onus back on care placements and advised they should stick to their normal reporting procedures. We have sent this out where required and challenged misreporting. The numbers of such reports were not significant but did add to the demand.

1B.6 Information Sharing / ECINS Update

A training plan has been created to ensure that there is clear guidance on basic ECINS use as well as how to maintain the knife crime cohort, how to create a problem solving plan and how to make a referral to a Complex Case Panel (or local equivalent). NFRS agreed to provide training to each County NPI as well as two super-users per NPI area. This would be 'train the trainer' delivery to enable them to cascade the training to their teams. The training package addressed the issues identified from the ECINS audit and was scheduled for delivery April to June 2020 – this unfortunately, has had to be cancelled.

The creation of short 'how to' videos has also been implemented, these will be stored on the Neighbourhood portals. Any that are relevant to partners will also be shared with them to bring about corporate usage.

In relation to building confidence in the system among users and potential users, Notts has the most successful year since the start of the project.

The primary driver for this being the city MARAC process moving onto E-CINS, this has necessitated many additional agencies meaningfully interacting with the system successfully for a purpose that already existed and had a need for a system such as E-CINS to host it. This project caused partners, such as those in the health sector, who had previously been reluctant to engage with E-CINS, to adopt the system, see the benefits and then envisage further uses. Work is underway to share that process across the county.

Nottinghamshire County Council is also now making moves to engage which will likely see a significant change in the County as the many processes to which they contribute to that were previously in the queue to transition to ECINs (pending County Council movement) can now start to transfer.

ECINs was recently used to build a case for a recent successful Murder prosecution and a publicity piece for press release is in the pipeline.

Appendix 2 - IOM Performance

Performance for the Nottinghamshire IOM is particularly positive, not merely in terms of the operational quantifiable success but also from the internally developed performance product which can track in detail over time the impact and long term effect of the IOM programme down to individual offender levels. The last year has also seen the IOM team evolve that product to encompass wider agency data, and a greater level of detail around geographical spread, and more around the holistic impact of the IOM embedded Independent Domestic Violence Advisors.

FIGURE ONE:IOM PERFORMANCE TOOL DASHBOARD

Total volume of Unique Nominals recorded	565
Process	
Vol of Nominals recorded currently still on IOM	311
Volume of exited Nominals	289
Successful exit proportion	**48.2%**
Recidivism	
Volume of Nominals who have already been in IOM since January 2016 *	34
Percentage of Nominals who have already been in IOM since January 2016*	5.8%
Entry Scores	
Average (Mean) Entry Score	337.7
Most frequently occurring (Mode) Entry Group	0-100
Mid Scores (January 2016 - March 2020 cohorts)	
Total Cohort - 2016	133
Total Cohort - 2017	156
Total Cohort - 2018	176
Average (Mean) Mid Score - 2016	149.8
Average (Mean) Mid Score - 2017	175.5
Average (Mean) Mid Score - 2018	137.4
Average (Mean) Entry Score - 2016	347
Average (Mean) Entry Score - 2017	379
Average (Mean) Entry Score - 2018	265
Variance from Entry Score (Binary) - 2016	-197
Variance from Entry Score (Binary) - 2017	-204
Variance from Entry Score (Binary) - 2018	-128
Variance from Entry Score (Proportional %) - 2016	-56.8%
Variance from Entry Score (Proportional %) - 2017	-53.7%
Variance from Entry Score (Proportional %) - 2018	-48.2%
Most frequently occurring (Mode) Mid Group - 2016	0-100 (87)
Most frequently occurring (Mode) Mid Group - 2017	0-100 (97)
Most frequently occurring (Mode) Mid Group - 2018	0-100 (126)
Exit Scores	
Average (Mean) Exit Score	88.3
Variance from Entry Score (Binary)	-249
Variance from Entry Score (Proportional %)	-73.9%
Most frequently occurring (Mode) Exit Group	0-100
Volume of nominals recorded as DVIOM	39
Volume recorded as Washout from DV	14
Operational Statistics	
Reduction Scores**	
Average (Mean) Reduction between Entry & Exit scores	-199.3

The above table clearly shows the macro breakdowns of the IOM cohort in that we see that the performance dataset is now mapping 565 individuals, representing every single offender taken onto the IOM cohort since January 2016. In raw numbers the dataset has encompassed some 565 offenders over a four year period, with 311 taken on and removed in that time period.

Performance is tracked for the IOM main cohort using a Reoffending Risk Score (RRS) which is calculated by using the IOM offence scores (Robbery =7, Burglary =5 etc.) to assess firstly Convictions over the previous five years and secondly arrests over the previous 12 month period. Those two values are then multiplied together to produce the RRS. Reducing the severity and frequency of offending and arrests is the only way this score can drop.

Baseline figures show that the IOM scheme is showing **an average 53%** reduction in Reoffending Risk Score across the whole cohort over the past three years and for those offenders who have been removed from the IOM the reduction is closer to **74%. This represents a statistically significant reduction in both severity and frequency of offending.**

IOM has also expanded with the funding of two Probation Support Officers to develop an early intervention cohort focussed on non-statutory adults at risk of being drawn into or perpetrating violence and exploitation. A need to destigmatise that particular cohort has seen it entitled 'NGThrive' and currently contains approximately 34 individuals with a 'Prevent and Deter' offer being developed.

Figure Two: Live Cohort Breakdown

	2019/2020	SEPT	OCT	NOV	DEC	JAN	FEB
LIVE IOM COHORT TOTALS	IOM GENERIC	240	208	216	220	218	232
	IOM DV	44	39	40	37	35	35
	IOM TOTAL COHORT	284	247	256	257	253	267

	2019/2020	SEPT	OCT	NOV	DEC	JAN	FEB
IOM OFFENDERS IN CUSTODY	IOM GENERIC	130	90	93	94	87	96
	IOM DV	18	20	19	21	21	21
	TOTAL NUMBER OF IOM OFFENDERS IN CUSTODY	148	110	112	115	108	117
	*Releases to the City		73	77	74	74	81
	*Releases to the County North		37	35	39	33	35
	NG THRIVE				2	1	1

	2019/2020	SEP-NOV	OCT-DEC	NOV-JAN	DEC-FEB	JAN-MAR	FEB-APR
*** CONDITIONAL RELEASES OVER THE NEXT 90 DAYS**	IOM GENERIC	31	21	19	22	21	20
	IOM DV	3	6	3	6	3	3
	TOTAL BEING RELEASED IN NEXT 90 DAYS	34	27	22	28	24	23
	*Releases to the City	22	18	18	18	17	17
	*Releases to the County North	12	9	4	10	7	6
	NG THRIVE						
	*Not including Sudden Releases under Parole as an unknown quantity.						

	2019/2020	SEPT	OCT	NOV	DEC	JAN	FEB
WATCHLIST FIGURE	LIVE WATCHLIST FIGURE	180	190	190	183	182	171

	2018/2019	SEPT					
OVERALL TOTAL FIGURE	TOTAL NUMBER OF OFFENDERS ON IOM AND WATCHLIST	464	437	444	440	435	438

The above figures *(Fig 2 above)* do need some explanation. IOM manage offenders both inside and outside the prison estate, and providing they are have a custodial sentence of four years or less – they remain on the ACTIVE cohort. That is to say – they are case conferenced every week and aspects of their sentence, rehabilitation and release planning are the subject of daily activity. If they receive four years or more, they are held on a 'WATCHLIST' and are re-entered onto the ACTIVE cohort within six months of their earliest release date.

DVIOM

The DVIOM scheme was launched in October 2017 with the PCC funding of embedded IOM Independent Domestic Violence Advisors (IDVA's). This ensures that the needs of the DV survivor are threaded through the management tactics used with the perpetrator.

The offenders being managed within this scheme represent the absolute highest risk and prolific serial DV perpetrators in the County.

The Performance data from the DVIOM is displaying very encouraging results with offenders selected and baselined using the Priority Perpetrator Identification Tool (PPIT). This shows those removed from the DVIOM cohort as displaying a reduction in PPIT risk of **41%.**

As a checking mechanism - The DVIOM cohort is also scored using the 'traditional' IOM RRS method and if we examine those who have come onto the DVIOM cohort since October 2017 and have then been removed we see that those 86 individuals came onto the cohort with an average RRS of 163. The average RRS at removal was 94 – representing a mean reduction in frequency and severity of offending (per DV offender) of **42%.**

It is logical to assume then, that this parity between the PPIT reduction and the RRS reduction cannot be random and the parity between the two figures may be regarded as a positive performance output.

There is also a really good qualitative performance feedback from the embedded IOM IDVA services. Data is collected through referrals, number of affected children etc., but upon closing a case an exit interview gather whether or not the DV Survivor feels safer and at less risk.

Juno Women's Aid who cover the City and Ashfield reported that in 2019 they closed 67 cases whereby the survivor had progressed to a level where they could move to a more generic level of support. In 55 of those cases the survivor reported that they felt safer and were at lower risk than when they were referred – this represents 82% of their closed cases.

<u>IDVA CASE STUDY</u>

Case study –'Survivor A'

IOM IDVA team received a referral for Survivor A. Survivor A is grandma of the offender – Joe

Survivor A raised Joe as her own son as both his parents were not able to look after him.

Survivor A described Joe from being a teenager was difficult to look after. Joe regularly financially, emotionally and psychologically abused Joe. Survivor A said the financial abuse got worse when he started taking drugs and was forcing her to give him money or pawn her jewellery for money.

Survivor A said she was isolated from other family members as they didn't like how Joe was treating her. Survivor A said she was living on eggshells and Joe was putting her down. Survivor A said her mental and physical health deteriorated and she was hardly going anywhere.

Survivor A said sometimes Joe would also bring his friends round to stay at Survivor A's house for a few days. The final straw was that Joe stole her charm bracelet and pawned it. Survivor A said out of all the jewellery, possessions and thousands of pounds Joe had taken, this was too far as loved ones who has died gave her some of the charms, which was irreplaceable.

Survivor A then reported this to the police and threw Joe out of her home.

I regularly gave emotional support over the phone and liaised with the IOM police officer – who also contacted Survivor A from time to time. Survivor A and I talked about safety planning, healthy relationships, her right to live free from fear, Joe choosing to do his domestic abuse behaviour – and other crimes and she deserved her own life to be happy and enjoy her retirement years.

IDVA assessed Survivor A as high risk as there was a time where Joe was escalating harassment to Survivor A.

Survivor A also supported prosecution and made a police statement for harassment. Joe has attempted to return back to Survivor A's but she has refused to let him in and reported this to IOM police officer.