

STRATEGIC RESOURCES & PERFORMANCE MEETING

Monday, 16 November 2015 AT 12noon

**GEDLING BOROUGH COUNCIL
ARNOT HILL PARK, ARNOLD
NOTTINGHAM NG5 6LU**

Membership

Paddy Tipping – Police and Crime Commissioner
Chris Cutland – Deputy Police and Crime Commissioner
Kevin Dennis – Chief Executive, OPCC
Charlie Radford – Chief Finance Officer, OPCC
Chris Eyre – Chief Constable, Notts Police
Sue Fish – Deputy Chief Constable, Notts Police
Simon Torr – Assistant Chief Constable, Notts Police
Assistant Chief Constable, Notts Police
ACO Resources, Notts Police

A G E N D A

1. Apologies for absence
2. Declarations of Interest
3. Minutes of the previous meeting held on 11 September 2015
4. Stop and search – the journey since 2012
5. Police and Crime Plan (2015-18) – 6 month monitoring report
6. Performance and Insight Report
7. Finance Performance and Insight report
8. Work Programme

NOTES

- Members of the **public are welcome to attend** to observe this meeting
- For **further information** on this agenda, please contact the Office of the Police and Crime Commissioner on 0115 9670999 extension 801 2005 or email nopcc@nottinghamshire.pnn.police.uk
- A **declaration of interest** could involve a private or financial matter which could be seen as having an influence on the decision being taken, such as having a family member who would be directly affected by the decision being taken, or being involved with the organisation the decision relates to. Contact the Democratic Services Officer: alison.fawley@nottsc.gov.uk for clarification or advice prior to the meeting.

NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER
Arnot Hill House, Arnot Hill Park, Arnold, Nottingham, NG5 6LU

MINUTES OF THE MEETING OF THE
NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER
STRATEGIC RESOURCES AND PERFORMANCE MEETING
HELD ON FRIDAY 11 SEPTEMBER 2015
AT COUNTY HALL, WEST BRIDGFORD, NOTTINGHAM
NG24 3BD
COMMENCING AT 10.45 AM

MEMBERSHIP

(A – denotes absence)

- Paddy Tipping – Police and Crime Commissioner
Chris Cutland – Deputy Police and Crime Commissioner
Kevin Dennis – Chief Executive, OPCC
Charlie Radford – Chief Finance Officer, OPCC
Chris Eyre – Chief Constable, Nottinghamshire Police
A Sue Fish – Deputy Chief Constable, Nottinghamshire Police
A Gary Jones – T/Head of Finance
A Simon Torr – Assistant Chief Constable, Nottinghamshire Police

OTHERS PRESENT

Alison Fawley – Democratic Services, Notts County Council
Matt McFarlane – Nottinghamshire Police

MINUTES OF THE PREVIOUS MEETING HELD ON 29 JULY 2015

Agreed

CODE OF ETHICS

Superintendent Matt McFarlane introduced the report which informed the Police and Crime Commissioner of the progress in embedding the Police Code of Ethics within Nottinghamshire Police. He explained that the strategic direction taken had been to embed the code within the PROUD values and that the code was always part of every decision. Key work in the implementation plan included communicating the code individually to all members of staff, identifying business lead areas to embed the code within the activity of each area, incorporating the code into training and management development and using interactive sessions with management teams which included sessions on how to practically apply it to decision making within

situations, Contact had also been maintained with the College of Policing and regional forces to share best practice.

During discussion the following points were raised:

- Nationally there were several different approaches being taken regarding Ethics Committees and there was debate around their role, membership and best practice.
- In Nottinghamshire consideration of specific ethical issues was now included in the remit of the Force Professional Standards, Integrity & Ethics Board.

RESOLVED 2015/020

That the report be noted.

THE CHIEF CONSTABLE'S UPDATE REPORT

The Chief Constable introduced the report which updated members of the Strategic Resources and Performance meeting of significant events and work that has taken place since May 2015.

Since May 2015 a significant amount of work had been undertaken to move the Force forward in terms of crime reduction, prevention and changes to structures to make the organisation as efficient and effective for the future as possible.

As a response to the announcement of further public sector funding cuts, discussions had been held with Leicestershire and Northamptonshire to explore possible ways of working more closely together which may protect frontline jobs. No decisions had been made and work was on going.

The Force change programme, Delivering the Future (DtF), continued to focus on reviewing ways to reduce demand, create a more flexible workforce and how to embrace new ways of working to ensure that the Force was forward facing.

Significant progress in working with other Forces in the East Midlands region had been made particularly in the areas of Police Business Services, Multi-Force Shared Services, Niche and Crime and Justice.

During discussions the following point was raised:

- Concern was expressed over the proposed redundancies of a number of PCSOs. The Chief Constable endorsed the concerns and said that he had pride in the PCSOs and the value and benefits they brought to Nottinghamshire. However deep budget cuts were the reason for the redundancies.

RESOLVED 2015/021

That the report be noted.

UPDATE ON STATEMENT OF ACCOUNTS

Charlie Radford gave a verbal update on the statement of accounts and was pleased to inform the Board that an unqualified opinion had been given.

Significant systems changes indicated that the preparation of next year's accounts would require close monitoring.

RESOLVED 2015/022

That the report be noted.

ENGAGEMENT AND CONSULTATION MONITORING, ANALYSIS AND REPORTING

The Chief Constable introduced the report which informed the OPCC how his statutory duties under section 34 of the Police Reform and Responsibility Act 2011 were being discharged. This included how the Force consulted and engaged with the public, the views of victims and the public about services, victim and public satisfaction and what is being done to improve it. The report informed the meeting about the review of the Community Engagement Strategy under the Neighbourhood Policing work stream of the Delivering the Future project.

The OPCC was provided with performance information in relation to confidence and satisfaction and other related data.

During discussion the following points were raised:

- The expected budget cuts would impact greatly on service delivery and work was already being done to see how different percentage cuts might be managed.
- It was important to make the impact of budget cuts clear to the public so that they understand that policing was being reshaped. It was noted that this would be the first time that the more general public would be affected.

RESOLVED 2015/023

- 1) That the contents of the report and appendix be noted.
- 2) That the work of the Chief Constable in discharging the responsibility to engage under section 34 of the Police Reform and Responsibility Act 2011 be noted.
- 3) That the information regarding how performance is governed, monitored and driven through the various force level and business area level performance meetings be noted.
- 4) That community engagement was being reviewed under the Neighbourhood Policing work stream of the Delivering the Future (DtF) and that this was linked to several other key areas that were developing community engagement approaches be noted.

PERFORMANCE AND INSIGHT REPORT

The Chief Constable introduced the report which informed the OPCC of the key performance headlines for Nottinghamshire police.

During discussions the following points were noted:

- Victim satisfaction was lower when compared to the same period last year.
- The Force recorded a 6.4% increase in crime compared to the previous year.
- Changes to how crimes were classified and recorded were felt to be contributory to the increase.

RESOLVED 2015/024

That the report be noted.

PERIOD 3 CAPITAL MONITORING AND FORECAST REPORT 2015-16

Charlie Radford introduced the report which provided the OPCC with information on the actual expenditure against the 2015-16 Capital Programme to the end of June 2015. Information was also provided on the anticipated expenditure for the remainder of the year, on updates on the progress of schemes and on the proposal to restrict the capital programme to avoid the requirement to borrow during 2015-16 or 2016-17.

RESOLVED 2015/025

- 1) That the Period 3 forecast of £20.2m be noted.
- 2) That the requirement to rationalise the capital programme to include only schemes that deliver relatively significant savings or where non delivery is a risk to business continuity or a legal requirement be approved.
- 3) That the requested variations described in paragraph 4.2 of the report be noted but be subject to the same criteria as described in paragraph 2.1 of the report.

FINANCE PERFORMANCE AND INSIGHT REPORT

Charlie Radford introduced the report which informed the OPCC of the key financial performance headlines for Nottinghamshire Police.

RESOLVED 2015/26

That the report be noted.

WORK PROGRAMME

Kevin Dennis introduced the report which provided a programme of work and timetable of meetings for the Strategic Resources and Performance meeting.

RESOLVED 2015/027

That the report be noted.

The meeting closed at 12.10 pm

CHAIR

For Information	
Public/Non Public*	Public
Report to:	PCC Briefing note
Date of Meeting:	16th November 2015
Report of:	ACC Torr
Report Author:	Supt Paul Burrows
E-mail:	Paul.burrows@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	***

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

Stop and Search the Journey Since 2012

1. Purpose of the Report

- 1.1 To provide a briefing to the Nottinghamshire Police and Crime Commissioner on activity relating to stop and search since 2012.

2. Recommendations

- 2.1 It is recommended that the Commissioner notes the content of the briefing note attached at Appendix A – ‘Nottinghamshire Police’s Use of Stop and Search’.

3. Reasons for Recommendations

- 3.1 To ensure that the Commissioner is brought up-to-date on the significant amount of work undertaken in relation to stop and search in Nottinghamshire since August 2012.

4. Summary of Key Points

- 4.1 Please refer to the attached document at appendix A for full details.
- 4.2 The report outlines the journey that the force has undertaken to improve its service provision in this area.
- 4.2 Areas covered include:
- Data quality and auditing
 - Training
 - Volume of searches and impact on proportionality
 - The outcome of stop and search
 - Scrutiny
 - Strip search
 - The future

5. Financial Implications and Budget Provision

5.1 There are no financial implications relating to this paper.

6. Human Resources Implications

6.1 There are no HR implications identified.

7. Equality Implications

7.1 None as a result of this report.

8. Risk Management

8.1 There are no risks associated with this report.

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

9.1 Briefing note (appendix A) linked to Police and Crime Plan Priorities as pertaining to stop and search.

10. Changes in Legislation or other Legal Considerations

10.1 There are no changes in legislation or other legal considerations relating to this item.

11. Details of outcome of consultation

11.1 This report is being presented to the Strategic Resources and Performance Panel for information only.

12. Appendices

12.1 Appendix A - 'Nottinghamshire Police's Use of Stop and Search'.

Freedom of Information Act Document

Title:

Report Nottinghamshire Police's use of Stop and Search 2012/15

Background

There has been a significant amount of work undertaken covering service delivery around the use of stop and search within Nottinghamshire since August 2012.

There have been a number of points of focus for this work. In particular we have sought to ensure that:

- Every use of a stop and search power is necessary, proportionate and carried out with dignity and respect
- That stops are intelligence driven and targeted against those who our intelligence systems tell us are committing crime
- That our positive outcome rate increases; this is the number of times where criminality is detected and dealt with appropriately

Whilst the direction of travel has been noted by the HMIC and our stop and search scrutiny board as being positive; we are keen to continually improve our activity, both as an organisation and as individual officers.

This briefing note outlines the journey the force has undertaken to improve its service provision.

Data quality and auditing

In 2012 we launched a mobile data 'app' for officers to use on the street to record stop and searches. In support of this initiative we focused our officer training both on how to use this 'app' and the effective recording of the grounds for a stop and search.

By adopting this mobile data solution to record stop and search encounters, performance data becomes immediately available internally for scrutiny to ensure activity is necessary and proportionate. The app has also meant that Nottinghamshire Police has become a national leader for monitoring the use of stop and search powers, not least through the mapping of these public encounters.

To ensure officer accountability, comprehensive monthly stop and search data is now published internally and discussed at operational performance meetings. Equally as importantly, monthly audits of the use of these powers are conducted to ensure the requirements of the Police and Criminal Evidence Act (PACE) are complied with. The first of these audits was conducted in April 2014 when 70% of the grounds recorded passed audit. The last months' audit saw 91% pass, which whilst being a significant improvement still indicates the distance to travel in getting 100% compliance.

Training

In addition to the phase one training on how to use the stop and search app and reminding officers of the law governing their conduct and recording of stop and search powers, we have run two further training 'phases' and are about to deliver a fourth.

The second phase of training created an understanding of the experiences of young people from our black and minority ethnic communities (BME) and how they perceive stop and searches; this work was commissioned through Catch 22. The third phase covered 'Behavioural Detection', an internationally recognised concept that focuses officers' attention and activity around 'suspicious' and 'out of the ordinary' activity. This training was delivered to help reduce the number of searches where no arrest is made or positive outcome delivered. The performance data below would indicate the success of this training.

We are about to start rolling out our fourth phase of training, commissioned by the PCC, to create an awareness of 'unconscious bias'; this training is being run by an external training company. The aim of this training phase is to ensure that officers are focussing their activity objectively rather than subjectively.

The volumes of searches and the impact on proportionality

- In 2011/12, 3215 stop and searches were recorded or 2.95 per 1,000 population
- In 2012/13, 3395 stop and searches were recorded or 3.11 per 1,000 population
- In 2013/14, 5166 stop and searches were recorded or 4.73 per 1,000 population
- In 2014/15, 3864 stop and searches were recorded or 3.54 per 1,000 population
- In 2015/16 year to date (27/09/15) 1146 stop and searches have been recorded (annualised this would be 2323) or 2.13 per 1,000 population

There is a disparity in the use of stop and searches when focussing on gender, age and race. The reasons for this disparity are complex and include the use of the power to tackle specific crimes.

All measures of disproportionality are slanted to the population base used; and no population base will ever accurately capture a street population in a given area, at a given time. It is for this reason that the force has volunteered to become the national pilot force for mapping stop and search encounters to a 'ward' level. By doing this it will enable communities to view and gauge police activity in areas they know and understand.

The number of stop and searches undertaken illustrates the force's journey from a low base of use nationally (compared to other forces), rising to a peak as officers were trained again in the use of these powers; to a then steady decline in use. There is no comparative data for use per 1,000 population at this time. The more recent reduction is attributed to the focus being placed on knowledge and tasking and the effect of audits to ensure that searches are properly conducted.

The table below details the proportionality trend for the searching of 'Black, Asian and minority ethnic' (BME) individuals in **Nottinghamshire** over the last four years. Figures are specifically produced for Nottingham City due to the BME population being so much higher.

Use of s.1 PACE & s.23 MDA stop and search in Nottinghamshire (numbers in brackets = number of searches)

Ethnicity	White	Black	Mixed	Asian or other	BME
2011/12	1.0 (2500)	4.2 (296)	2.0 (157)	1.6 (262)	2.3 (715)
2012/13	1.0 (2667)	4.3 (323)	1.6 (139)	1.5 (266)	2.2 (728)
2013/14	1.0 (4188)	4.1 (486)	1.4 (181)	1.1 (311)	1.9 (978)
2014/15	1.0 (3159)	3.9 (347)	1.2 (122)	1.1 (236)	1.8 (705)

The table below details the reduction in proportionality for the use of stop and search in **Nottingham City** over the last four years.

Use of s.1 PACE & s.23 MDA stop and search in Nottingham City

Ethnicity	White	Black	Mixed	Asian or other	BME
2011/12	1.0 (1308)	1.9 (248)	1.1 (128)	0.8 (204)	1.1 (580)
2012/13	1.0 (1132)	2.4 (274)	0.9 (98)	1.0 (227)	1.3 (599)
2013/14	1.0 (1713)	2.3 (398)	0.9 (139)	0.7 (247)	1.2 (784)
2014/15	1.0 (1469)	1.9 (282)	0.7 (93)	0.6 (182)	1.0 (557)

The headline proportionality rate identified under the column 'BME' continued to reduce at the force level and was proportionate within the city; the rate for 'Black' continued to reduce slowly at the force level with a quicker change within the city.

Year to date the proportionality figures have shown a reverse, the present force-wide proportionality for the searching of those from the black community has risen to 4.4 based upon 105 searches (annualised this would be 212) with a 14.3% arrest rate and 35.2% positive outcome rate compared to 13.7% and 29.0% for 'white'.

The outcome of stop and searches – arrest and positive outcome rates

- The arrest rate for 2011/12 was 12.2%
- The arrest rate for 2012/13 was 9.3%

The force started to record 'other' outcomes, for example cannabis warnings or the issuing of a fixed penalty notice on 27 March 2013.

- The arrest and positive outcome rates for the 2013/14 financial year were 9.9% and 21.2% respectively.
- The arrest and positive outcome rates for the 2014/15 financial year were 12.4% and 25.3% respectively.
- Year to date in 2015/16, the arrest rate is 14.7% and the positive outcome rate is 30.1%

The increase in arrest and positive outcome rate is an extremely positive direction of travel, taking Nottinghamshire Police into a position of being within the top performing forces for arrest and positive outcome rate. It could be concluded that in 2011/12 officers were using arrest rather than other means of 'disposal' to achieve this higher arrest rate.

Scrutiny

The level of scrutiny of the use of stop and searches has increased year on year. This scrutiny is seen to be important as it helps the force gauge the impact stop and search has on both communities and individuals.

The Police and Crime Commissioner (PCC), Paddy Tipping, established a BME experience monitoring group, which scrutinises the force's stop and search performance and practice. Similarly the Independent Advisory Group (IAG) undertakes scrutiny of use. Representatives of both the BME experience group and the IAG sit on the force's stop and search scrutiny board. This board assists the force in developing practice in line with community needs; most recently the board has assisted the force to develop its practice and procedure over the use of body-worn video. The minutes and data presentations to this Board can be found on the force website.

The force is particularly keen to ensure the voices of those who are most likely to be stopped and searched (the young), and/or those most likely to have a view over the use of stop and search within their community, are heard. As a direct consequence of this work, the PCC has commissioned Chat'bout to set up young people's groups, to discuss and feedback to the police their views on what could be done better.

Conscious of the need to make ourselves open to broader scrutiny in detail, the mobile data 'app' was developed to enable the mapping of the location of the stop and search encounters. Doing this enables local communities to better understand any disparity in searching patterns that may exist. The availability of this data has enabled the force to become one of a handful of pilot forces for mapping stop and search data on to police.uk; it has also meant we have become the pilot force for mapping this data across local communities, as a ward level, so that the proportionality of searching can be put into better context.

The force's Professional Standards Department (PSD) continues to work to increase awareness and community confidence in those communities most likely to be stopped and searched to report their concerns and complaints, if someone believes a stop and search encounter has not been carried out as it should be. Our current complaint levels are low and we feel this may reflect a lack of confidence that complaints will be dealt with and be taken seriously. While we would clearly prefer that people don't feel the need to complain, we recognise that complaints demonstrate confidence in the belief that the matter will be taken seriously and a resolution or redress will be sought. As required under the Best Use of Stop and Search Scheme, the force has developed a 'Community Trigger' which is available to view on the force website. In short because of the low numbers of complaints, all stop and search complaints are reviewed for organisational learning.

The force has an extensive range of national and local reports, position statements and local context on its website. All of these documents seek to demonstrate the openness and transparency that Nottinghamshire Police seeks to be associated with. A number of web chats have been held where senior officers have been on-line to address pre-submitted or live questions from the public, these web chats are all available on the force website. We have engaged the public through social media, namely facebook and twitter, explaining people's rights and how to feedback negative experiences.

There have also been a number of public meetings held, from those within local communities, to force level meetings organised by the police or by the community with invited police attendance where the activity undertaken is explained. Further work to promote the use of body worn video to support stop and search is also to be carried out.

Representatives from Nottinghamshire attend the national Police and Public Encounters Board (PPEB), which influences and monitors national stop and search procedure and practice. This group includes the Equality and Human Rights Commission.

Like the majority of forces, we do not record stop and accounts; a stance supported by the Home Secretary. Chief Constable Chris Eyre believes that to record all such encounters, which are not a legal requirement, would increase unnecessary bureaucracy, with officers keeping members of the public longer than would otherwise be necessary. Instead we focus our efforts to improve the tasking of our activity and communication about how stop and search powers are and will be used.

Fair and Effective use - the national picture

One of the recommendations of the HMIC reports into stop and search is that there needs to be a national definition for what a 'fair' and 'effective' stop and search is. A suggested definition has now been tabled by the College of Policing, however this remains under discussion. Nottinghamshire Police through its membership of the executive group of the PPEB have been central to this discussion

Whilst Nottinghamshire is continuously looking to reduce victim-based crime, there is no individual numeric stop and search targets set for officers. The only requirements are that every stop and search encounter will be recorded and then reviewed by a supervisor. The force aims for 25% of all stop and searches to result in an arrest or positive outcome; year to date we are at 30.1% with 6.8% of these being for cannabis warnings. The force doesn't seek to actively target street level possession of cannabis but it will deal appropriately with drugs that are found during the course of normal policing activity. By targeting our stop and searches through intelligence based tasking, the number of arrests has increased.

Having listened to community representatives and advisory groups, the position has been taken that stop and search powers should be used when tackling key crimes such as burglary, robbery, violent crime and carrying weapons. We expect 20% of all stops and searches should target the carrying of weapons and 40% should target issues that communities see as a priority. This approach also provides flexibility to address specific local concerns.

By way of illustration during 2014/15, 506 arrests were made as a result of the use of stop and search powers; this included 68 arrests for possessing weapons. This represents 13% of all stop and search arrests made by the force and displays what a vital crime fighting tool stop and search powers are and how they, when used properly, protect the public by taking weapons off the streets. We do not underestimate the impact stop and searches have on communities and individuals and we know that to maintain public confidence in its use, the power must be used in a fair and effective manner. We will continue to work with our communities and stakeholders to deliver fair and effective encounters and ensure that the use of stop and search continues to protect the public.

Strip Search

The force captures data on the number of strip searches that are undertaken; however it was identified during this monitoring that greater clarity is required over the nature of searches being undertaken. This is because 'more thorough' searches where, for example, a shoe is removed are being recorded as strip searches; this is not because the force has or is doing anything wrong but because data recording requirements have developed.

The 2015 the HMIC published a report entitled "*Stop and search powers 2: are the police using them effectively and fairly?*", outlined that there are, in effect, three levels of search characterised by their increasing level of intrusiveness; the last two of these are referred to as 'strip search' within the recommendations.

1. A 'standard' stop and search where no more than outer coat, jacket and/or gloves are removed
2. A 'more thorough search' where other items of clothing are removed but intimate body parts are NOT exposed e.g. shoes or a T-shirt for a male.
3. A search where intimate body parts ARE exposed usually referred to as a 'strip search'.

The issue we have in force, at this time, is that our stop and search app only enables the officer to identify a search as 'standard' or 'strip search'. Consequently we are recording searches which do not involve the exposure of intimate body parts (more thorough searches) as strip searches. This has the effect of skewing the data and potentially creating concerns about the level of particularly intrusive searching when this is not in fact the case. We are presently working to develop the app so the difference in search types can be more accurately recorded.

- In 2013/14, 235 'strip searches' were undertaken, with 86% of these being to find drugs – there was a 40.9% positive outcome rate
- In 2014/15 there were 105 'strip searches' conducted, with 68% of these being for drugs – there was a 48.8% positive outcome rate.

These numbers include both 'more thorough' as well as those searches where intimate body parts are exposed.

The force is working on a new data capture process that will enable the identification of the difference between these two types of search. From the audits however it is apparent that the majority are 'more thorough' searches, though it is not possible to quantify this yet.

It is also apparent from the scrutiny process that the searching is not proportionate, with proportionately more from the Black, Asian and minority ethnic communities being searched. Whilst the search volumes are very low, this is clearly a matter of concern that is being reviewed. The understanding of 'more thorough' vs 'intimate body part exposure' is one key part of this.

Strip searches are regularly audited to ensure compliance with the data recording requirements; within this audit process individual officers' use of these powers are also reviewed to ensure that they are not being inappropriately used or targeted.

The future

Nottinghamshire Police has made significant steps in addressing community issues over its use of stop and search powers. The processes that are run are being welcomed by the HMIC and community scrutinisers. The use of these powers is falling and the arrest and positive outcome rate is rising; which are seen to be positive indicators. There are, however, two issues that need to be better understood:

- 1. There is disparity in the use of stop and searches based upon gender, age and race.**

The reasons for this disparity are complex and include the use of the power to tackle gangs and specific crimes. Any measure of proportionality is subjective and dependent upon which population base is employed to measure encounters and outcomes against. No population base will ever accurately capture a street population in a given area, at a given time.

The force has rejected the idea of having a target for proportional searching because every search, in isolation, needs to be lawful, necessary and proportionate. It is for this reason that the processes developed focus on this.

2. Reductions in the use of stop and search powers around the country are being linked to an increase in violent crime where weapons are used.

When it is reported that the use of stop and search powers has reduced, the response is frequently that this is a “positive”. This response needs to be considered. The targeting of the use of stop and search powers against those who intelligence systems indicate habitually carry knives is critical to ensuring community safety. The force seeks to deliver this intelligence-based tasking to an even higher standard.

One concern is that officers around the country are reporting that they are reticent about using these powers because of the criticism that they believe will be levelled at them if and when they don’t record data properly – some officers may take the view that it is easier not to use these powers. This is not a positive development. Community safety is best achieved when officers know their powers and are prepared to use them with discretion; when it is necessary and proportionate to do so whilst being aware of their unconscious bias.

The numbers of stop and searches in Nottinghamshire are now so low that the proportionality of searching is changing significantly based upon a handful of searches. We have also started to evidence a slight increase in knife crime where the victim is aged under 25. The Commissioner of the Metropolitan Police Service is linking a similar increase to a reduction in the use of these stop and search powers. There is no advocating for a return to the previous working practices where stop and search powers were used inappropriately. There is, however, a need to consider that reducing the levels of searching yet further may have unintended consequences in the nature and gravity of criminality taking place in Nottinghamshire. It is consequently recommended that consideration therefore needs to be given to amending the message when talking about stop and search to necessity and proportionality not volume.

For Consideration	
Public/Non Public*	Public
Report to:	Strategic Resources & Performance Meeting
Date of Meeting:	16th November 2015
Report of:	Paddy Tipping Police Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	5

POLICE AND CRIME PLAN (2015-18) – 6 MONTH MONITORING REPORT

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to provide the Strategic Resources & Performance meeting with a progress report on how the Commissioner is delivering the refreshed Police and Crime Plan for 2015-18.
- 1.2 The report identifies success measures and an outline of the activities that have been progressing across policing and community safety. This report covers the time period 1 April to 30th September 2015.

2. RECOMMENDATIONS

- 2.1 That the Meeting discuss and note the progress made.
- 2.2 That the Meeting scrutinises performance against the strategic priority themes and activities set out in the Police and Crime Plan.
- 2.3 That members identify issues for the Commissioner to take forward during the refresh of the Police and Crime Delivery Plan for 2016-18.

3. REASONS FOR RECOMMENDATIONS

- 3.1 The Police Reform and Social Responsibility (PR&SR) Act 2011 places a statutory duty on the Commissioner to publish a Police and Crime Plan for their policing area. Section 5(1) of the PR&SR Act 2011 requires the Commissioner to 'issue a Police and Crime Plan within the financial year in which each ordinary election is held'.
- 3.2 This six monthly monitoring report provides an overview of the delivery of the actions against the Commissioner's pledges, seven strategic priority themes, activities, performance and commissioning of grants. It incorporates agreed

activities identified following the joint Strategic Police and Crime Needs Assessment of 2014-15.

4. Summary of Key Points

- 4.1 Since taking up the new role of Commissioner on the 22 November 2012, the Commissioner and his Deputy Commissioner have worked closely with the Force, partners, stakeholders and the public to create a Police and Crime Plan (the Plan) which reflects the views and interests of everyone living and working in Nottingham and Nottinghamshire.
- 4.2 In February 2015 Police and Crime Panel members were presented with the Commissioner's draft Police and Crime Plan refreshed for 2015-18.^a
- 4.3 The 2015-18 Plan came into effect on the 1 April 2015 and set out the strategic priority themes and activities of the Commissioner for policing and community safety across Nottingham and Nottinghamshire. The Plan took forward the Commissioner's Manifesto pledges and seven strategic priority themes underpinned by activities, performance measures and commissioned grants.
- 4.4 **Appendix A** provides a Table summarising the progress and achievements of the Commissioner's pledges and success toward his seven strategic themes. The activities have been graded in terms of completion and it will be seen that 83% of activity has been achieved or adequate progress made.

5. Financial Implications and Budget Provision

- 5.1 None - this is an information report.

6. Human Resources Implications

- 6.1 None - this is an information report.

7. Equality Implications

- 7.1 None

8. Risk Management

- 8.1 Risks to performance are identified in other reports.

^a

<http://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Police-and-Crime-Plan/Refreshed-Plan-2015-2018/Police-and-Crime-Plan-2015-2018.pdf>

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

9.1 This report provides Members with an update on progress in respect of the Police and Crime Plan for 2015-18.

10. Changes in Legislation or other Legal Considerations

10.1 None which affects the content of this report.

11. Details of outcome of consultation

11.1 None.

12. Appendices

A. Table detailing the progress and achievements of the Commissioner's pledges and success toward his seven strategic themes.

13. Background Papers (relevant for Police and Crime Panel Only)

- Refreshed Police and Crime Plan 2015-2018 (published)

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APPENDIX A

POLICE AND CRIME PLAN (2015-18)

**COMMISSIONER'S PLEDGES AND
STRATEGIC THEMES UPDATE**

Final

6 MONTH UPDATE (Apr 2015 to Sept 2015)

NB: For more detailed information please refer to previous reports

STATUS KEY and Results: The overall rating is therefore very good

Green	Achieved or Adequate Progress being Made
Number & %	83, 76%

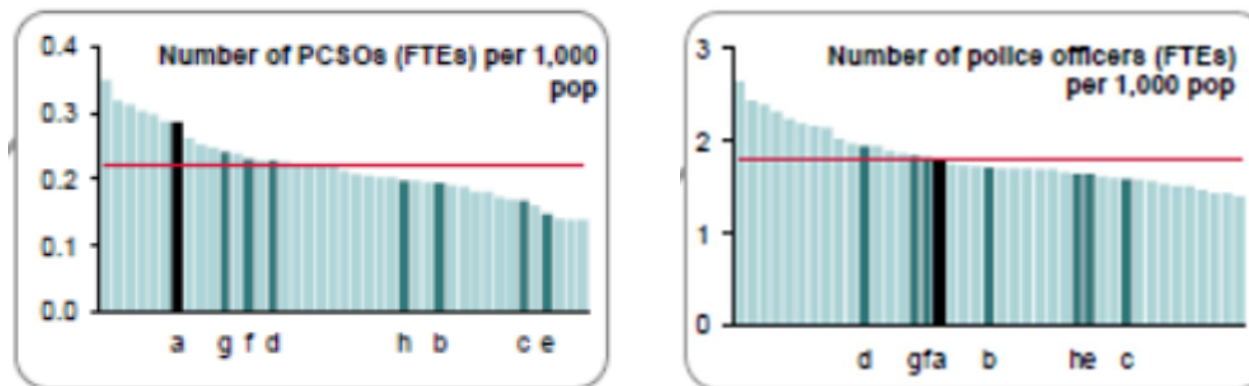
Amber	Started but Inadequate Progress or Risk that it won't be achieved
Number & %	21, 19%

Red	Unachieved or likely that it won't be achieved
Number & %	2, 2%

White (NS)	Not Started but Planned to take place during later Qrt
	3, 3%

Ref	COMMISSIONER'S PLEDGES	STATUS (RAG)
PL1-C01	Campaign against Government funding cuts to Nottinghamshire's Police and Crime Budget	
CR	<ul style="list-style-type: none"> • A review of the current funding formula is in process and both the Commissioner and the CFO are part of the national working groups in relation to this. In the meantime, all possibilities to change the way we work and reduce costs are being considered and actioned. • Funding is identified as red in the risk register as it continues to be a major challenge despite mitigation. In 2014/15 reserves have been used to offset under achievement in efficiencies. • The Commissioner continues to represent Nottinghamshire at national and regional meetings. He is Chair on the national APCC Standing group for Resources, Efficiency and Strategic Finance and attends HO Silver and Gold Groups for Police Finance and Resources. This has meant that he is at the heart of the decision making process around the change to funding and can influence to ensure the Notts does not lose out the way it has in the past and has overseen the drafting of a comprehensive written submission to the Home Office in relation to the forthcoming 2015 Comprehensive Spending Review (CSR) which will conclude on 25 November 2015. • The Commissioner also attends other national meetings with the HMIC and National Retail Crime Steering Group and has chaired the regional PCC Collaboration board since 2014. • All of this ensures that Nottinghamshire has a key influencing role in ensuring a better deal for policing. • In July 2015 the Government announced that there will be a Government review of the funding formula that determines policing grants 'Consultation on reform of police funding arrangements in England and Wales' which closes at 5pm on 15 September 2015; clearly, the Commissioner's appeals to the Home Office had not gone unheard. The proposal is out for consultation which is based more on population size. • Nottinghamshire Police has been disadvantaged by the current funding formula, which has never been properly implemented, but any change was likely to see 'winners and losers'. 	A
PL2-F01	Improve Community Policing across Nottinghamshire by taking on 150 extra Police Officers and 100 Police Community Support Officers (PCSOs)	
AB+SA	<ul style="list-style-type: none"> • After a period of sustained recruitment activity 150 Officers were recruited by February 2014 and 100 PCSOs by July 2014. • Since then due to the severe austerity measures (both current and forthcoming), there has been a recruitment freeze and where officers and police staff have left or retired they have not been replaced. The staffing levels below show the substantive staff (FTE) as at 1st September 2015: 	R

- PCSOs 295.3
- Police Officers 2055.8
- Staff 1219 (excludes PCSOs)
- Grand Total 3570.1
- Draft HMIC Value for Money Profiles for 2015 show that Nottinghamshire (denoted at **a** in charts below) currently is 8th highest for PCSOs per 1000 population and police officers (FTE) is in line with the national average.



○

PL3-F02	Work in partnership to reduce anti-social behaviour by 50%	
AB	<ul style="list-style-type: none"> Year to-date ASB is down 7.1% (April to August 2015). In respect of the Commissioner's target to reduce ASB by 50% by 2016-17, performance is currently -38.1%. In the County it's -48.1% and in the City it's -23.2%. Previous Panel reports explained an increase in noise related incidents in 2014 predominantly in the City which offset the reductions elsewhere. Had this not occurred the Commissioner's -50% target would have been more on track. 	A
PL4-C02	Give extra priority and resources to domestic violence and crimes against girls and women	
NW	<ul style="list-style-type: none"> The Commissioner prioritised support for domestic violence survivors including girls and women in 2013-4, by investing in new services. New services included support for teenagers, additional support for women at medium risk and complex needs and a McKenzies Friend project. He also secured additional MoJ funding to support delivery of healthy relationship programmes to female survivors of all ages and to pilot group therapeutic work. 	G

	<ul style="list-style-type: none"> • During 2014-5 the Commissioner maintained his 2013-4 investment into support services. • In addition, the Deputy Commissioner oversaw the implementation of the County Domestic Abuse review, working with Nottinghamshire County Council to co-commission new integrated domestic support services. An invitation to tender was published in March 2015 and contracts were awarded in July 2015. New services will begin on 1 October. • During 2014-5 the Deputy Commissioner chaired the Joint Commissioning Group in Nottingham City which includes the City Council and Nottingham Clinical Commissioning Group. The Joint Commissioning Group has begun work on developing an outcomes framework for providers. It will co-commission new integrated domestic and sexual violence support services to be in place from April 2016. • The Commissioner's academic research into the type of support required for repeat survivors of medium risk domestic abuse identified interim findings suggesting that medium risk repeat survivors require on-going long term support from a consistent key worker. The findings were incorporated into the specification for the County Domestic Abuse tender and will also be incorporated into the city's new services. 	
PL5-C03	Ensure that victims of crime are treated as people, not cases, and Victim Support is properly funded	
NW	<ul style="list-style-type: none"> • During 2014-5 the Commissioner consulted with victims and the people who work with victims about what future support services should look like. A report was published summarising the results of the consultation and making recommendations for future services. These recommendations were incorporated into the Commissioner's specification for a new integrated victims' support service. In addition, the Commissioner consulted on and published his Victims' Strategy. • As an "early adopter" of commissioning victims' support services, the Commissioner funded Victim Support to support victims of crime from October 2014. He provided also provided additional funding to Victim Support to support victims of anti-social behaviour in the city and county. All support is victim-centred, meeting the needs of victims to cope and recover. Needs updating by N.W. • In January 2015 the PCC part-awarded a contract to Victim Support to deliver an integrated victim support service to support all victims of crime and anti-social behaviour, identity theft, road traffic collisions and hate incidents. The new service is fully delivered within Nottinghamshire. In addition, the PCC has awarded a contract to Remedi to deliver victim-initiated restorative justice support and grant funded other services to support specific groups of very vulnerable victims such as victims with mental ill health and complex needs and elderly repeat victims of scams and fraud. • The PCC has awarded a contract to Baker Tilly to conduct an independent review of victims' services. The review will report in early November, providing: <ul style="list-style-type: none"> ○ feedback on current victims support services; ○ findings from research into the needs of victims of unreported crime with protected characteristics; ○ a strategic assessment of victims in Nottinghamshire; 	G

	<ul style="list-style-type: none"> ○ a summary of best practice in victims' service provision from other police force areas; ○ recommendations for improvements and efficiencies in existing victims support pathways including victims referrals; ○ recommendations for a new delivery model. <ul style="list-style-type: none"> • Domestic and sexual abuse support services are not included in the review. • Baker Tilly will report its findings in early November. A consultation event with stakeholders is planned for early 2016 and a new victims' support service will be procured during 2016. 	
PL6-C04	Be fair, honest and protect taxpayers' money	
CR	<ul style="list-style-type: none"> • All decisions in relation to the use of public money for policing are published on the Commissioner website. In addition to this the Commissioner has regular meetings throughout the year with stakeholder representatives offering the chance for their views and inputs to be taken into account. The public meetings, community engagement events and walkabouts also provide the Commissioner with the opportunity to listen to the public views. Value for money is at the heart of every decision and this is demonstrated in the VFM opinion given by external audit each year. This will be reported to the Audit & Scrutiny meeting in September. Also, the Commissioner has set a strategic theme 'Spending your money wisely' to ensure increased scrutiny of this pledge and any decisions taken with regard to regional business cases. • Various consultation and engagement exercises were conducted over the last year to identify the relevant issues from communities to refresh the planning and prioritisation of policing and community safety. The consultation and engagement activities have been analysed and in which it was identified that 53% of respondents from the Residents Survey would be prepared to pay more for policing with a further 14% responding with a maybe. • Grant Thornton have been appointed to complete an independent review of Community Safety funding to gain a better understanding of partners investment and impact. The outcome of this work will be known early November 2015. • In addition Deloitte have been requested to undertake a follow up study to their base budget review of Nottinghamshire Police Funding in 2013. They have been asked to identify progress against recommendations. 	G

Commissioner's Seven Strategic Themes			STATUS (RAG)
1	Protect, support and respond to victims, witnesses and vulnerable people		
1C1.	Invest in market development and commission universal and targeted services for victims.		
NW	<ul style="list-style-type: none"> In April 2015 the Commissioner commissioned a report into the third sector market for victims' support services. Nottingham CVS conducted research into third sector organisations seeking to deliver future victims' support services. 36 organisations across Nottinghamshire participated in the research, identifying aspirations and barriers to delivering future victims' services. Both universal support services for victims are already in place. However, there is emerging evidence that the services are insufficiently targeted to the victims who need the most help; and collectively they are not providing best value for money for the Commissioner. Consequently the Commissioner has commissioned an independent review of victims support services. The review will seek feedback from victims with protected characteristics, profile demand, highlight learning from other victims service delivery models in the country, identify efficiencies and develop a future model for support. The review is being conducted by Baker Tilly and will report in November 2015. The findings will feed into future procurement of victims services in 2016. 		G
1C2.	Continue to improve BME community experience of policing and implementation at the 'Commissioner's research recommendations.		
PG	<ul style="list-style-type: none"> The BME Steering Group was awarded a further £9k toward a community grant in support of the Commissioner's objectives to improve trust and confidence with BME communities. The BME Steering Group and Working Group continue to meet bi-monthly and provide the Commissioner and Deputy Chief Constable feedback on a range of issues e.g. stop and search, diversity training, recruitment and selection and promotion. 		G
1C3.	Better understand, support and respond to female genital mutilations (FGM).		
NW	<ul style="list-style-type: none"> The Commissioner has grant funded BME community organisation Mojatu during 2015/6 to conduct community led awareness campaigns to end FGM within a generation. A major conference was held in September 2015, which attracted extensive media coverage. The Deputy Commissioner sits on the city's FGM meeting which brings together health and other practitioners working to protect girls and women from FGM. 		G

1C4.	Work with safeguarding partners to increase awareness and understanding of child sexual exploitation, missing children, hidden harm and provide support to victims with partners.	
AB/H C	<ul style="list-style-type: none"> Local Safeguarding Children Boards (LSCB) were established by the Children Act 2004. There are two Safeguarding Children Boards (SCBs) in Nottinghamshire, one in the City (NCSCB) and one in the County (NSCB). Nottingham City's SCB is the forum for agreeing how services, agencies, organisations and the community safeguard children and improve their wellbeing. It ensures that safeguarding practice, strategic planning and commissioning across all partner agencies continuously improves as a result of NCSCB activity, with the aim of improving outcomes for children, young people and families. The County SCB is the key statutory mechanism for agreeing how relevant organisations co-operate to safeguard and promote the welfare of children and ensure the effectiveness of what they do. It also provides inter-agency training for colleagues working with children, young people, adults and families. In addition, there are also a number of sub-committees which are chaired by a member of the NSCB and report to the Board. 	G
1C5.	Undertake research into new and emerging communities and their impact on offending and victimisation.	
KS	<ul style="list-style-type: none"> The Commissioner's September 2015 meetings of Strategic Resources and Performance reviewed the Forces progress against HMIC Inspection of safeguarding and CSE. The OPCC is now represented on the Management Group and Operation 'Daybreak' The Commissioner now meets with key stakeholders and victims on a regular basis to ensure progress is made into a local independent review of CSE and to link with the National 'Goddard' Enquiry. Local representatives from the Goddard enquiry have recently met with some Nottinghamshire victims. Changes to the demographic makeup of communities in Nottingham and Nottinghamshire will be contained and highlighted as part of the production of the annual strategic assessment. This work is scheduled to take place of the end of Q3. Further research will be considered to be completed in Q4 if the strategic assessment considers it to be significant risk and gap. 	G
1F1.	Identify the value and extent of Child Sexual Exploitation (CSE), specifically in relation to children and human trafficking (i.e. ensure the Force has a comprehensive approach to CSE in light of local and recent national identified threats).	
AB	<ul style="list-style-type: none"> A CSE problem profile has been completed encompassing both the City and County. The Force commissioned a peer review which was undertaken by the College of Policing on 1st-3rd December 2014. A regional (CSE) Strategic Governance Group has been established chaired by the Head of Public Protection. Operation Striver has been 	G

	<p>developed and designed to identify CSE derived intelligence.</p> <ul style="list-style-type: none"> • The staffing establishment for Public Protection has increased with the creation of an additional Detective Sergeant and 4 full-time equivalent officers for the Sexual Exploitation Intelligence Unit (SEIU) alone. This has allowed the creation of an additional team for on-line CSE investigations. • The Force has pulled together a comprehensive CSE Action Plan and this is being continually updated in response to the local and national developments. 	
1F2.	Review staffing arrangements within DTF (Designing the Future) model to ensure sufficient resources within SEU.	
AB	<ul style="list-style-type: none"> • The Police Officer Audit was completed 01/07/2015 - This audit details where all Police officers currently sit within the organisation. Police officers have begun to be transferred to Public Protection. Work is underway to design a policing model (DF3) to match the potential resources available. 	G
1F3.	Work with Adult and Children's safeguarding colleagues and IOM Partners to create an approach to managing high risk domestic abuse perpetrators.	
AB	<ul style="list-style-type: none"> • Nottinghamshire Police has worked closely with partner agencies to identify where integrated services or co-location will benefit delivery of child protection services. • The development of the Multi-Agency Safeguarding Hub (MASH) in the County and the Domestic Abuse Referral Team (DART) in the City are recognised to have a positive impact on improving knowledge available when making any risk assessment. • The Home Office have now agreed the national definition of a serial perpetrator and this relates to approximately 4000 individuals. The Force has therefore developed a scoring matrix to identify the top 25. This is based on numbers of victims, recent incidents (and incidents in the last year), risk rating and severity. Further work is required to develop the joint management of these individuals as part of the Delivering the future work and exploiting the current multi-agency arrangements. 	G
1F4.	Produce a problem profile to better understand and engage with new and emerging communities.	

AB	<ul style="list-style-type: none"> • Profile produced and disseminated out, however, data held by the Force was largely inconclusive therefore the current tactic is to concentrate on profiles for foreign national offenders to see if that gives any further opportunities. • There are numerous means by which the Force, Community Relation Team and City/County Council colleagues are working at engaging with the Romanian, Bulgarian communities building trust/confidence through providing them information around various support agencies. This has included specific input with regard to British citizenship and engagement with authorities. A Polish partnership working group has been established. This meets regularly and has had direct input from the Force IAG representatives who are fully supportive of and included in the initiatives. In the City there is full engagement by the local Neighbourhood Policing Team with an identified Eritrean community building excellent working relationships 	G
1F5.	Identify repeat DV victims with the highest level of repeats (over a two year period for violence where a further crime has occurred within the last two months).	
AB	<ul style="list-style-type: none"> • Repeat DA Victims are identified using a nationally accepted definition. They are identified and actioned on a daily basis via Divisional and Departmental supervisors' dependant on the appropriate action that needs to be taken. Repeats are identified at first point of contact and other crimes including violence are taken into account and form part of the threat, harm and risk assessment that is completed for each reported incident. • In terms of performance the Force uses the Home Office definition of repeat victimisation as per the annual data requirements. The Force considers that the 2 year period is arbitrary as it uses national definitions and a threat /harm and risk approach and as such this action will not be pursued. 	A
1F6.	Consider using technology in rural areas to support farmers e.g. Farm Watch and smartphones.	
AB	<ul style="list-style-type: none"> • Corporate Communications is currently conducting a review and working on a refreshed Neighbourhood Alert system. This includes the incorporation of a text alert system which is an on-going, Force wide project. This will allow the Force to more effectively target rural communities and their various sub-sections (farm watch, plant owners, horse watch, etc.) who will be one of our key stakeholder groups. • The Force has adopted a new Rural Crime website and makes extensive use of RSS and TWITTER feeds to rural communities informing them over crime trends, information feeds and intelligence requests • The Force has developed and is actively using an agreed mapping process to identify Rural areas and specifically rural areas at greatest threat of crime which then informs the tasking for the specifically allocated Rural Crime Specialists Team. • It is envisaged that the use of technology will feature in the quarter 3 update. 	A
1P1.	City and County to co-commission with the PCC domestic violence and sexual violence services.	

NW	<ul style="list-style-type: none"> • The Deputy Commissioner worked closely with Nottinghamshire County Council to co-commission domestic violence support services. An invitation to tender was published in March 2015 and contracts were awarded in July 2015 to Nottinghamshire Women's Aid and WAIS. New services will begin on 1 October. • The Deputy Commissioner is also exploring with Nottingham County Council and the county Clinical Commissioning Groups the possibility of co-commissioning sexual violence support services. • The Deputy Commissioner continues to chair the Joint Commissioning Group in Nottingham City which includes the City Council and Nottingham Clinical Commissioning Group. Nottingham City Council, on behalf of the Joint Commissioning Group, will publish invitations to tender for delivery of new integrated domestic and sexual violence support services in September. The new services will be in place from April 2016. 	G
1P2.	Better protect and reduce violence to young women and girls and gangs.	
NW	<ul style="list-style-type: none"> • The Commissioner has commissioned a local provider to deliver training to professionals about how to protect and support girls and young women in girls and gangs. This was one of the first recommendations arising out of the Breaking Barriers report into gang affected females in Nottingham written by researchers from Nottingham's Health Shop and funded by the Commissioner in 2013/4. 	G
1P3.	Increase reporting of hate crime and provide dedicated resources to support victims.	
PG/D A	<ul style="list-style-type: none"> • The Commissioner has provided £50k to fund a dedicated Hate Crime Manager to support the Safer Nottinghamshire Board's (SNB) Hate Crime Steering Group Action plan and City Council. A range of activities are being undertaken to increase the reporting of hate crime and provide better support for victims. Hate crimes/incidents during April to June 2015 are 14.4% higher than the same period last year. The City Council has also appointed a dedicated Hate Crime Case Worker. • A marketing campaign commenced in July 2015, to increase people's awareness of hate crime through posters, postcards, Billboards, internal and external bus posters, tram advertising, throughout the City and County. 	G
1P4.	Develop and implement a plan to respond to the Commissioner's and CCGs Mental health Summit held in September 2014.	
AB	<ul style="list-style-type: none"> • An Action Plan has been written and submitted to Dept of Health - March 2015. A Strategic Group and Task/Finish group have also been established and organised to deliver the plan. • On-going work with CCGs and other MH partners, implementation plan has been written and agreed, now being progressed. 	G

	<ul style="list-style-type: none"> The PCC Chairs the Concordat Steering Group, which is responsible for implementation of the Plan. 	
2C1.	Provide leadership and ensure criminal justice partners implement victims code (LCJB – sub-groups) to ensure services are victim centred.	
AB	<ul style="list-style-type: none"> A Victim Code lead has been established who has met with DPCC to discuss further progress and future priorities. The VC lead is engaged and working with the LCJB group chaired by DPCC. This Board is multi agency and receives referrals to on-going actions for partner's compliance with VCP. A disp testing exercise has been recently completed by OPCC on partner agency compliance with victim code. The results of this work will be made available shortly. OPCC are currently undertaking an audit of selected cases from cradle to grave throughout the CJ process with all partners engaged. The group has finished as the audit is complete and findings have been shared with partners at the meeting a meeting in October 2015. 	G
2C2.	Ensure new 'Integrated Restorative Justice' service is implemented and is victim initiated.	
KD	<ul style="list-style-type: none"> Remedi a national restorative justice organisation has been contracted to provide local services to victims. A strategic board has been established and is meeting on a monthly basis. An Information sharing protocol has been agreed with Nottinghamshire Police and work is on-going to develop agreements with CJ agencies so pre sentence and RJ interventions can be offered. OPCC has commissioned a review of victim services, including restorative justice services to inform future commissioning models. The contract started 1st April 2015 although referrals did not start to come in until the beginning of June 2015, as Remedi was still setting up info sharing agreements with partner agencies. Current figures for adult RJ work (to 31.07.15): Notts Police (43). 	G
2C3.	Undertake regular dip samples of victim impact statement to improve quality.	
AB	<ul style="list-style-type: none"> This is being addressed by the regional Witness Care Unit Manager. Dip sampling is in place and is being collated. This is being fed back to the Local Criminal Justice Board Victim and witness Group which is being led by the DPCC. EMCJS has also provided guidance on the taking and submission of VPS. This was passed to Corporate Communications to distribute in July 2015. 	A
2F1.	Implement domestic violence 'live' links project with Crown Prosecution Service (CPS) and Courts.	
AB	<ul style="list-style-type: none"> The DV Live Links project was extremely successful in the purchase and installation of the solution at Chiltern House (Victim Support office, Nottingham). Initially intended to be a link into the Magistrates Court rooms. It was completed during early 2014. Jointly funded and 	A

	<p>maintained by Notts Police and CPS.</p> <ul style="list-style-type: none"> • During the initial stages it was agreed to place the equipment in a remote and secure location that DV victims could feel less pressured and less vulnerable. As Witness Service provided support 'in court' including the in court live links solution, it was agreed that they would train their volunteers to work at remote locations such as Chiltern House and any police station with Live Links facilities, in support of the victims. • Since installation, testing and training of the volunteers, the Witness Care Unit offered the facility to all victims of DV but had no takers and it was agreed to widen the facility offer to other vulnerable groups such as youths etc. • LCJB and finish group has been established with the DPCC as chair, to deliver the solution via Victims Services and Citizens Advice. All CJS agencies have a responsibility to deliver the solution and responsibility for the maintenance and on-going costs of the equipment remains with Notts police and CPS. • Unfortunately, and this is no fault of any agency, Victim Support when through a period of change into the PCC's Victim Service solution and Witness Service and were taken over by the Citizens Advice. This meant a rethink over who provides support and how. It is also to be noted that Chiltern House is unlikely to be the long term solution for housing of the equipment owing to the restructuring of the Victim Support finances. This will mean a complete relocation of the equipment which is currently being looked at. • Yesterday (Monday 13th July) an LCJB task and finish group was established with the DPCC as chair, to deliver the solution via Victims Services and Citizens Advice. All CJS agencies have a responsibility to deliver the solution and responsibility for the maintenance and on-going costs of the equipment remains with Notts police and CPS • All CJS parties were at the table as well as other key agencies. Date of next meeting is 3 August at OPCC, 	
2F2.	Work with other Forces in the region to implement a new, criminal justice service.	
AB	<ul style="list-style-type: none"> • The East Midlands Criminal Justice Service is now in place and collaborating across four Forces. There is a Head of Service and sub-regional leads for prosecution and custody. EMCJS has a business plan with key objectives and is governed by the Chief Constable of Lincolnshire Police. It also reports to the five Force PCC Board. 	G
2F3.	Crime Recording Data Quality to be improved and monitored to ensure that quality is improved.	
AB	<ul style="list-style-type: none"> • NCRS Compliance around priority incident crime types is audited on a weekly basis with the cumulative results being presented quarterly to the CAIDQ Board chaired by the DCC. Emerging issues / concerns identified through the audits are addressed in real time. The last two Quarterly reports show a much improved and a very good compliance rate. This increased compliance has led to an increase in overall crime recording. Recent quarterly monitoring shows a compliance rate of 98% significantly better than the previous year. 	G

2F4.	Utilise the power to stop and search in a necessary and proportionate manner, sharing data and encouraging greater scrutiny.	
AB	<ul style="list-style-type: none"> The Force has continued to actively monitor the use of stop and search conducting audits on the grounds for such searches; new audits are now being conducted on the use of relevant powers by PCSOs and 'more thorough' and 'strip searching'. Any officer who fails an audit is made aware of the reason and a log kept of all such audit failures to ensure officers do not reappear having received this further advice. Stop and search data is presented to the stop and search scrutiny board and the documents presented to this meeting are published on the force website, along with numerous other documents covering the force approach to the use of these powers. Outputs <ul style="list-style-type: none"> The pass rate for the audits continues to rise Fore data is submitted to police.uk for national publication There is an extensive document library on the force website Outcomes <p>Q1</p> <ul style="list-style-type: none"> The number of stop and searches recorded has decreased by 46.3% from 1254 in 2014 to 674 in 2015. The positive outcome rate for quarter 1 is 30.6% in 2015 (25.2% in 2014). <p>Q2</p> <ul style="list-style-type: none"> The number of stop and searches recorded has decreased by 41.3% from 972 in 2014 to 571 in 2015. The positive outcome rate for quarter 2 is 28.7% in 2015 (25.1% in 2014). 	G
2F5.	Improve the quality and timeliness of files submitted by the Police to the Crown Prosecution Service.	
AB	<ul style="list-style-type: none"> File quality audits were introduced locally to identify key areas for improvement. These reviews take place quarterly and involve the CPS and local CI/DCI's. In addition to this all operational supervisors have recently been briefed in relation to key quality issues resulting from the recent introduction of TSJ. Officers who are identified as requiring further development in this areas will be identified through work within Criminal Justice - this is designed to improve the supervision of files and therefore quality. A quality board was established earlier in 2015 which has file and investigation quality as its current priorities. 	A
2P1.	Ensure greater scrutiny and promote a better understanding of out of court disposals, including a review of 'community remedy'.	

PG/J W	<ul style="list-style-type: none"> Nottinghamshire Police has a policy relating to the use of OoCD's. There is a substantial and effective review process through the use of the Crime Management Bureau and the Force Appointed Dedicated Decision Makers to ensure that policy and legal frameworks are complied with. Final authorisation before disposal outcome can be claimed rests with the DDM. Victim dip sampling takes place annually to ensure that victims are satisfied with the outcomes and that there is no disparity with wider force victim satisfaction levels. Specifically in Nottinghamshire the Force ensures that victims' needs are met through the ethical benchmark test. This test asks officers to consider, how does benefit the victim? How does this outcome prevent re-offending? How does this outcome help community cohesion? Why is this the right disposal option? This is not a MOJ requirement, but a Nottinghamshire Police requirement to ensure integrity in the disposal and ensure that officers are applying the correct disposal. In terms of external scrutiny the Force holds quarterly reviews of OoCD's via the Partnership Scrutiny Panel. These have been embedded for over 18 months now. The Panel choose what cases to review by way of random selection and each review is a cradle to grave review of all case information. Internal scrutiny takes place at Joint Performance Board. Performance is consistent with National and regional forces (MSG). Promotion of OoCD's: Already had the launch of Remedi. Promoted internally recently for the force. Further guidance is going out to all supervisors and team briefing (Aug 2015) - reiterating legal requires of OoCD and values (annual reminder). Review of community remedy: This is scheduled to be completed by the end of the financial year. 	G
2P2.	Publicise, where possible the outcome of criminal cases to improve public confidence.	
AB	<ul style="list-style-type: none"> Corporate Communications regularly publicises through the force website, and social media channels the outcomes of court cases, where offenders have been convicted of criminal offences. The team responds to public comment via social media and also promotes internally successful convictions, through 'good news' within the intranet. 	G
2P3.	Reducing Reoffending Board to work with the National Probation Service and 'Reducing Reoffending Partnership' (CRC) and other agencies to ensure 'integrated offender management arrangements are maintained and effective.	
KD	<ul style="list-style-type: none"> OPCC is represented on 'Reducing Re-offending Board' by the Chief Executive. This board has commissioned a review of the 'IOM' Scheme. This review is due to be completed by the end of September 2015 and provide clear recommendations on the delivery model and priority focus for IOM contact. The review is being led by Superintendent Adrian Pearson supported by partner agencies. 	G

3C1.	Continue to support partnership working in high crime neighbourhoods in the City and County.	
NW	<ul style="list-style-type: none"> The Commissioner has agreed a funding plan with Nottingham Crime and Drugs Partnership (CDP) and Safer Nottinghamshire Board (SNB). The CDP's plan includes funding staff to support partnership working in high crime neighbourhoods in the city. The SNB plan includes funding for neighbourhood working which will be overseen by the district based community safety partnerships. 	G
3C2.	Commission and produce an ASB leaflet to improve public and partners understanding of new ASB powers and tools	
PG	<ul style="list-style-type: none"> This action is not scheduled to start until the beginning of Q3. OPCC is currently in dialogue with parties about how to implement this action. 	A
3C3.	Implement a 'target hardening scheme with County Council.	
PG	<p>SAFE Scheme</p> <ul style="list-style-type: none"> £50k was funded by the Commissioner toward the Safe Project which ran for 12 months from July 2014. 14 burglary hot spot streets across the county were targeted although the project only committed to 7 in the initial bid. Over 1,500 premises were identified and more than 900 benefitted from a home security review where required, or target hardening measures installed. Some businesses were also assisted. Approximately 8% of householders refused the service. In addition, over 240 Domestic Violence victims and vulnerable elderly victims were supported with home security checks and target hardening where appropriated. Feedback received was very positive. Initial results show a reduction in burglary on the targeted streets compared with previous 12 months. <p>New Scheme</p> <ul style="list-style-type: none"> The Force is trying to establish a working relationship with local housing providers across the county including local authority housing, whether they be separate from the councils and the main community housing associations again county wide. The Force is seeking to establish a Memorandum of Understanding (MOU) with these housing providers so that an agreed target hardening project plan for supporting vulnerable persons in Nottinghamshire can be implemented. If this is not possible an alternative proposal will be considered. 	A
3C4.	Work with Partners and Force to better understand and respond to wildlife crime in rural areas (see also 3F2).	
KS	<ul style="list-style-type: none"> The Commissioner has actively promoted the national 'Rural Crime' Survey by 'National Rural Crime Network'. Over 17,000 people living 	G

	and working in the rural areas responded to this survey. A rural and wildlife crime strategy is being developed supported by dedicated website which will be completed by the end of October. This strategy will set out the Commissioner and Chief Constable's commitment to policing and promoting community safety in rural neighbourhoods. The force has a dedicated web site for rural crime and the partner web site is currently being finalised.	
3C5.	Better understand 'fear of crime' and how it can be reduced.	
KS	<ul style="list-style-type: none"> Better understanding of types of crime will be taken forward as part of producing the annual strategic assessment in Q3. 	NS
3F1.	Implement operational control strategies for priority crime types.	
AB	<ul style="list-style-type: none"> The Strategic Intelligence Assessment is complete. The setting of the Control Strategy for the next 12 months will occur in September. Progressing as planned. Control Strategy complete and being implemented with identified priority crime types identified through Threat/Harm and Risk. 	G
3F2.	Work with partners to protect local environments and Wildlife Crime 'through' cross border working.	
AB	<ul style="list-style-type: none"> Nottinghamshire Police currently chair the Regional Wildlife Group on behalf of the National Wildlife unit which involves regional forces and partners. Specific designated officers and Special Constables are working with numerous partnerships e.g. Environment Agency, Angling Society, Wildlife Trust and many more to help protect wildlife from crime. The Force is in the process of extending its agreement with Neighbourhood Alert and is looking to rebrand and review as part of this agreement. The review will consider how the Force can more effectively target communities with our alerts which will include rural communities and their various sub-sections (farm watch, plant owners, horse watch, etc.) who will be one of our key stakeholder groups. The Commissioner's office is developing specific website for rural matters which should assist in this objective in terms of gaining access to information to protect local environments and wildlife. In respect of cross border working, the Force has signed up to Operation Traverse which looks to tackle angling issues. More recently, the Force undertook some joint rural crime training with Leicestershire and Lincolnshire. NICHE provides excellent opportunities to share data re offending and intelligence picture 	G
3F3.	Develop a mechanism for defining and monitoring rural crime by postcode if possible.	

AB	<ul style="list-style-type: none"> The rural crime definition, including crime categories has been agreed and will be reported on through the monthly Performance and Insight report. A mapping overlay has also been agreed that is coterminous with Council boundaries that will allow crime levels to be monitored and addressed throughout the County. 	G
3F4.	Roll out a case management system to improve the sharing of information between partners (i.e. ECINS).	
AB	<ul style="list-style-type: none"> The funding for the system has now been agreed for a two year period and the system has been procured and the whole County now has access. The County Divisional Superintendent for Partnerships chairs a Countywide working group which has representation from all District areas and the City and also specialists such as Data Protection and IT. There are now agreed terms of reference for the group, a PID and a delivery plan for the rollout of the system. An implementation manager funded by the PCC has been in post since 1st August 2015 who will assist in driving the delivery plan forward. The initial time line is to have partnership resources trained and live on the system by December 2015. 	G
3F5.	Consider extending Operation Graduate in the City to cover holiday periods and extend to the County.	
AB	<ul style="list-style-type: none"> Over the past two years the patrol element of Operation Graduate has centred on identified high-risk weekends across high risk micro beats, taking into account previous year's offences and attendance times. The engagement/prevention element has continued as a phased process throughout the academic year. The Force is currently in the process of completing a review that will drive the activity for the academic year 2015/2016. It is anticipated that the Force will continue with the identified periods being those subject to patrols in the micro beats. The operation is focussed around Serious Acquisitive Crime crimes in the areas of student accommodation and tackles student victimisation. During the summer holidays the students do not stay in Nottingham and remove all their property. As part of the review the Force will assess any needs for patrols through the Christmas or Easter holidays in line with the identified high risk periods. Graduate tackles student victimisation in areas of student accommodation. However the tactics can be used to address other crime types, and is therefore potentially valid elsewhere in the county. Tactics for Graduate are highly specialised to the specific crime problem seen in heavily populated student areas and are not a sensible option for many other crime areas The "scorpion" tactic of patrolling used in Graduate was discussed in detail on the County after Graduate's inception to identify any suitable areas for County deployment, but none were found due to the difference in criminal activity and victims The graduate approach was modified and has evolved over time on the County into the approach used in OP PERMUTE, which involves in-depth intelligence gathering from the local community and has been used very effectively in Hucknall. The areas that tend to see a larger amount of Chinese students living in them (primarily around Beeston) have been examined for graduate tactics but the crime rate is much lower and spread over a wider area (with a smaller population density) so this tactic would not be effective. Essentially any crime problems attached to areas more frequented by Chinese students tend to be completely different 	A

	<p>problems to those seen by the Lenton based students and are more suitable to regular burglary reduction tactics.</p> <ul style="list-style-type: none"> The Commissioner funded a project undertaken by the research team at the University of Nottingham and supported by Nottingham Trent University entitled, 'International students' perceptions and experiences of crime and safety in Nottingham: A pilot study of Chinese students' which reported its findings in August 2015. The overall aim of this project was to improve the understanding of the perceptions and experiences of crime and safety issues amongst Chinese students in the City of Nottingham in order to provide better mechanisms to minimise the risks and tackle issues identified in the study. By actively bringing together Chinese students and various stakeholders from the Police and relevant departments in the two Universities, the project was aimed secondly at helping to build better integrated local communities with diverse cultures, and thirdly at informing future research, policies, and initiatives on how to develop safe and friendly communities for international students. The findings are to be presented by the researchers to the SNB Hate Crime Steering Group in November 2015 so that the recommendations can be considered and subsequently implemented. 	
3F6.	Further develop a Control Plan for Other Violence so incidents are fully understood/responded to.	
AB	<ul style="list-style-type: none"> Violence is identified in the Force Strategic Assessment and daily monitored through Performance Dashboards, and monthly through Force Performance. Through an established Violent Crime Gold Group other violence categories have been explored in depth utilising Force and Partnership analysts. This analysis has resulted in specific resources being deployed at identified hotspots and preventative work engaging a variety of partners. 	A
3F7.	Monitor 'Other Crimes Against Society', 'Other Sexual Offences' and 'Sexual Offences', 'Vehicle Interference' and 'Public Order Offences'.	
AB	<ul style="list-style-type: none"> Crime types are monitored on a daily basis through various performance Dashboards which are available to all operational officers. Each crime type is reported on in Divisional performance meetings and where exceptions are identified they are proportionately actioned. The dashboards give current performance data together with seasonal trends and comparisons to previous performance in relation to previous months/years. Year-to-date (August 2015) there has been a: <ul style="list-style-type: none"> 1.7% decrease in Other Crimes Against Society; 23.6% increase in Other Sexual Offences; 33.4% increase in Sexual Offences; 5.8% increase in Vehicle Interference; and, 1.1% decrease in Public Order Offences. 	G
3P1.	Design and implement a new 'Neighbourhood Locality Working Model' in the County and align with City wide tasking model.	

KS	<ul style="list-style-type: none"> Following the review of PPAs in Nottinghamshire in September 2014 work has been completed led by Deputy Chief Fire Officer. Workshops have been completed with Stakeholders to improve standards, delivery, performance, community engagement and a self-assessment framework. The outcome of this work will be reported to the October 2015 meeting of SNB. 	G
3P2.	Develop a better understanding of agencies roles, responsibilities and powers to improve local tasking arrangements and locality working.	
KS	<ul style="list-style-type: none"> See 3P1 	G
3P3.	Develop stronger links between Nottinghamshire Road Safety Partnership and District community safety partnerships to improve road safety.	
AB	<ul style="list-style-type: none"> Police leads on all the County district CSP's are now linked into the Road Safety Partnership. CSP's are able to raise issues concerning road safety in their area and can initiate appropriate activity from the responsible agency. All CSPs will be contacted to make them aware of NSRBP responsibility and the support they can provide. CSP's have always had the ability and opportunity to link into the Road safety partnership but so far any contact has been occasional and by exception concerning a specific local issue. We need to contact all the CSP's and make them aware of the NSRSP ability to help them if they have road safety concerns or issues they want to raise in their areas. 	A
4C1.	Review and implement the refreshed alcohol action plan, including 'Blue Light' Project.	
SM	<ul style="list-style-type: none"> Achievements in recent months amongst others include the successful implementation of the Insight Hub, a local version of the Cardiff model, which will provide data to support the management of the night-time economy in the City, track licensing activity and longer term target resources and manage demand more effectively. Since implementation in May 2015, there have been three arrests for drug dealing. Diversion and prevention measures continue to be used effectively both in the City and County. Operation Promote in the City has seen a reduction in violent related crime when the operation is in force, and there has been similar targeted activity in Mansfield on Friday and Saturday evenings. The Best Bar None scheme is now widely established across both City and County; award ceremonies will take place in the autumn. The scheme has raised standards in licensing premises and improved customer experience. Partnership arrangements both in the City and County have proved to be successful in terms of collaborative working and a shared commitment to the objectives in the plan. This approach has made an important contribution to the achievement of the objectives, and 	G

	<p>continues to do so.</p> <ul style="list-style-type: none"> A new initiative is the Street Drinkers pilot, which is linked to Alcohol Concern's Blue-Light project. The pilot, which commenced in September 2015, is a partnership venture and involves a small cohort of street drinkers in the Arboretum, Nottingham. Partner agencies working with this cohort will use the approach and guidance outlined in the Blue-Light manual. A Case Management Board has been set up to review progress. Discussions are underway regarding the feasibility of a similar pilot in the County, in particular in Worksop. 	
4C2.	Ensure the newly commissioned County CJIT substance misuse service is effective and achieving stated outcomes.	
SM	<ul style="list-style-type: none"> From the 1st October 2014 Crime Reduction Initiative (CRI) has been jointly commissioned by Nottinghamshire County Council and the Nottinghamshire Police and Crime Commissioner to deliver the adult substance misuse recovery services in Nottinghamshire. This service provides drug and alcohol treatment to anyone with drug and/or alcohol substance misuse problems who is resident in Nottinghamshire County. This is not confined to illegal drug misuse, it also includes prescription drugs and those sold over the counter. The range of services provided includes advice and sign-posting, referrals to other agencies, and treatment provision, as well as advice for carers and legal guardians. CRI are also responsible for the provision of the Criminal Justice substance misuse service in the County. This includes custody assessments, as well as treatment provision for individuals subject to DRRs and ATRs. The service has been commissioned on an outcome basis, with the focus on service users achieving sustained recovery, and enhanced social integration and well-being. As a new service which incorporates a shift from traditional "treatment" models, the priority since commencement has been to ensure the provision is effectively embedded. As such, the first twelve months of the contract have been seen as a year for base-lining. Work has also been undertaken during this period to develop the performance framework, and a full set of data, down to district level, should be available at the end of August 2015. A new performance framework is in place and management information is being provided to OPCC and SNB. 	A
4C3.	Following 4F4, hold a best practice event in quarter 4 (2015-16) to identify best practice in respect of utilisation of new ASB powers.	
PG	<ul style="list-style-type: none"> To take place in quarter 4 	NS
4F1.	Reduce the demand for the supply of illegal drugs, tackling class A drug trafficking, closing crack houses and disrupt cannabis cultivation.	
AB	<ul style="list-style-type: none"> Overall there has been a reduction in overall numbers of crimes for cannabis possession, which is linked to the prioritisation of Stop/Search on both supply offences, and cocaine possessions. Cocaine has increased in possession and supply offences. Operation Promote in the City has tackled directly the effect cocaine has on violence within the night time economy, when combined with alcohol. This has addressed the increase in violent crimes recorded, and reduced the number of overall incidents recorded. The full time Cannabis 	G

	Dismantling Team dealt with 34 grows in the first two months of this financial year, and continues to provide a highly effective resource for the force.	
4F2.	Continue to implement multi-faceted partnership problem solving plans for each of the key night time economies (NTEs).	
AB	<ul style="list-style-type: none"> There is on-going work with BID regarding a radio scheme, taxi marshals and a Purple Flag Award. Also, Taxi Licensing and late Night Enforcement re issues. Pubwatch and City Licensing team re problem venues and responsible drinking initiatives such as vulnerability training, use of breathalysers (4 venues closed and their Licences revoked in last 2 years). Street pastors and Door staff re vulnerability. Work undertaken with EMAS to try & provide support to NTE staff. Work with Community Protection around super strength & Saturation Zone to manage number of Off & On licences in City centre and times of licensable activity. Work with CDP on Operation Promote to tackle violence caused by alcohol & cocaine. Overall reduction in NTE violence despite changes to crime recording rules. Reduction in serious NTE violence of 14%. Respect survey show 55% of people feels safe in NTE (up 7% in a year). 	G
4F3.	Ensure a smooth transition to NHS England of Custody Health Provision.	
AB	<ul style="list-style-type: none"> The Force is working with NHS to ensure that health needs assessment and requirements are in place in time for transfer of service which will take place in March 2016. The Force is now consulting on the performance framework that will be implemented. The contracts will be adopted as they currently are and NHS England will then review and determine service from then on. A working group, including NHS England, meets to oversee the implementation and transition of medical services. This is also being considered at a regional level. 	G
4F4.	Ensure that the new ASB Powers are fully utilised to reduce ASB and monitor (quarterly) the number of times the different powers are utilised by Districts and City.	
AB	<ul style="list-style-type: none"> The Force is ensuring that the new ASB Powers are fully utilised to reduce ASB and monitor (quarterly) the number of times the different powers are utilised by Districts and City. The Countywide ASB Transition group has shared best practice around the use of the new tools and powers. Whilst this does not deal with raw numbers alone, it has dealt with embedding the new powers and sharing good practice / issues, for example, how to mitigate the risk of the cost of signage for the new Public Space Protection Order and how the powers were being used to deal with a shop in Mansfield selling legal highs. The Force is able to use some of its systems to monitor the use of the powers, for example there is a system to record the use of: <ul style="list-style-type: none"> The new Dispersal power and this has been used 280 times since the act came in to being last October so the power is being widely used by Inspectors. 	A

	<ul style="list-style-type: none"> ○ 21 Community Protection Notices have been issued for a wide range of issues and there has been involvement in many more that have been issued by the Local Authority and Housing providers. ○ 40 Criminal Behaviour Orders have been obtained which is a good uptake also. As these are partner powers too, there has been joint training, the Local Authorities also put on extra training sessions and invited the police staff which helped embed the use of the powers. ○ The Community Trigger has been invoked 6 times. The PCC has not received any appeals to date. <ul style="list-style-type: none"> • Each District and partner agency utilises its own method to capture the use of the new ASB powers. The OPCC have now made available additional monies and commissioned a single system to capture all the enforcement activity to make problem solving and data sharing easier. 	
4F5.	Work with Partners and YOTs to develop a Community Remedy Plus to support young people at risk of further offending.	
AB/JW	<ul style="list-style-type: none"> • The Force works closely with YOT and Remedi Plus to ensure consistency in approach and application. Reported crime and offenders are highlighted to ensure appropriate referral and support is given. 	A
4P1.	City and Districts to ensure the robust enforcement of licensing conditions for pubs and clubs causing the most concerns.	
AR	<ul style="list-style-type: none"> • The Police are a 'Responsible Authority' under the Licensing Act 2003 together with the fire service, health and safety, planning, noise pollution, safeguarding children, trading standards and the licensing authority. The responsible authority's statutory duty is to enforce the relevant provisions of the Act. The robust enforcement of conditions begins with the application of conditions in the first instance. This is done by way of negotiation with applicants and their solicitors, affording them opportunity to share their proposal and for us to raise concerns and give the applicant the opportunity to consider measures to address them and the viability of the measures. Once a licence has been granted the Police ensure that the holder complies with the terms of the licence; thus we undertake and/or oversee compliance visits, legislative compliance checks (test purchase operations), mystery customer operations etc. <p>City:</p> <ul style="list-style-type: none"> • All of this information is recorded onto the InnKeeper database. The reason for doing this rather than simply relying to calls to the police is that we are confident that anything recorded on InnKeeper actually relates to the premise in question. This information is then used to produce a Top 10 premises report based on incidents at the premise. This forms part of the briefing for Night Time Economy policing and further targets the teams' efforts towards those premises causing the most risk. • Where breaches of the licence and poor operation are identified we operate a 3 tier enforcement process: <p>1. verbal warning,</p>	G

	<p>2. written warning,</p> <p>3. final written warning,</p> <ul style="list-style-type: none"> • Action Taken: <ul style="list-style-type: none"> ○ Applications Made 377 ○ Objections to Applications 23 ○ Incidents at Premises 358 ○ Visits made by the Police Licensing Team 284 ○ Verbal Warnings given 0 ○ Written Warnings given 17 ○ Licensing Compliance Check Operations 2 ○ Reviews Completed 1 	
SJ	<p>South Notts:</p> <ul style="list-style-type: none"> • South Notts CSP has a list of the top ten premises which are monitored and action taken. To date actions include: monitoring of crime types inside and outside premises, meetings with various Pub and Area Managers, variations to licenses with new conditions, installation of CCTV, warning letters, Premises Action Plans, increase number of door staff, walkthroughs by police, cocaine tests in toilets. 	G
MM	<p>Mansfield/Ashfield MPAC / ACSP:</p> <ul style="list-style-type: none"> • It's a standard agenda item at Partnership Plus, actions contained within Delivery Plans. Doorwatch, nights of action. Mansfield: No revocations or reviews. Ashfield: Trading standards have had 2. There have been 2 premises on actions plans but have turned themselves around and there was no need for a review. 	G
GC	<p>Bassetlaw, Newark & Sherwood (BNS)</p> <ul style="list-style-type: none"> • Bassetlaw Partnership Plus is actively engaged with the Best Bar None initiative countywide. So far: <ul style="list-style-type: none"> ○ Licences Granted: 6 ○ Licences Pending: 4 ○ Variations: 1 ○ Minor Variations: 1 ○ Review Requests: 1 • BNS has developed and implemented a Multi-Agency Night Time Economy strategy, which is due to be reviewed in November 2015 to assess its impact. • Proactive Pubwatch schemes operate in both Retford & Worksop 	G

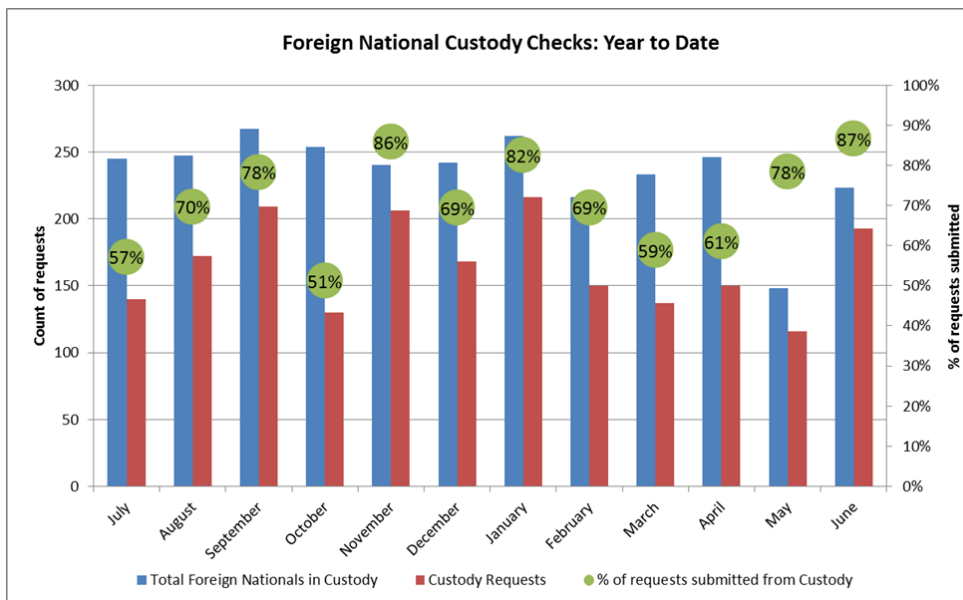
	<ul style="list-style-type: none"> Newark and Sherwood Partnership Plus: The Partnership Locality Working Plan includes the identification of the Top Three Licensed Premises, which are monitored and actions taken to tackle concerns. Actions include working with the licensees on improvements in security, both in and out of the premises. The Partnership is engaged with Pubwatch in the area to ensure that licensees concerns can be taken on board and appropriate assistance given when needed. 	
4P2.	Nottingham Crime and Drugs Partnership to commission new Criminal Justice Substance Misuse Service for Nottingham City (see also 4C2).	
SM	<ul style="list-style-type: none"> Framework commenced provision of the City substance misuse service in May 2015. Since then, following a name change to “Clean Slate”, the focus during these initial months has been on implementation. The service provision includes prison in-reach, remand-on-bail and custody initial assessments, with follow up assessments offered where appropriate to anyone identified with substance misuse problems, both drug and alcohol. The custody provision also includes undertaking regular cell checks to identify and offer voluntary engagement or advice to anyone who may have alcohol related offending. Clean Slate will provide assessments for Alcohol Treatment Requirements and Drug Rehabilitation Requirements, and deliver the treatment for these orders post-sentence. The service is aligned with the Through The Gate resettlement service and as part of this, Clean Slate will provide treatment to anyone identified with a substance misuse problem on release and who is resident in the City. During the implementation period, day-to-day delivery of the substance misuse service has continued without interruption. This includes treatment provision for DRRs, ATRs, custody assessments and prison in-reach. A full set of performance data is expected at the next performance review in September 2015. 	G
4P3.	Better understand the prevalence and impact on crime and new psychoactive and legal substances on crime through substance misuse needs assessment.	
KS	<ul style="list-style-type: none"> There were 59 additional supply and production drug offences recorded year-to-date to August 2015 (+20.3%). In comparison there was a considerable reduction in possession offences (-21.8%), which could be attributable to the increased use of ‘legal highs’.¹ Information on what is known about psychoactive and legal substances will be contained in the annual strategic assessment. A county wide working group has been set up by Nottinghamshire County Council, Public Health to better understand and respond to psychoactive substances. 	G
5C1.	Ensure partnership structures are in place in the City and County (including Trading Standards) to tackle serious and organised crime; specifically cybercrime; illicit tobacco, drugs, fraud, money laundering sexual exploitation and	

¹ <http://www.dualdiagnosis.co.uk/news/Progress48895.ink>

	human trafficking.	
AB/DW	<ul style="list-style-type: none"> • Serious & Organised Crime Boards (SOCB) on the City have commenced. <p>City Council Lead DW:</p> <ul style="list-style-type: none"> • Through the SOCB a SOC profile has been circulated to enable a rich picture by partners submitting their priorities and issues that they have problems with from a SOC perspective. SOCB is also involved in tackling illicit and counterfeit tobacco through Trading Standards; this is being done in conjunction with the County, EMSOU, HMRC but will be the subject of a sensitive briefing note if required. • Moving forward the intention is to use RRPS as a SOC hub, and therefore Vanguard Plus will relocate. SOCB is also looking at the feasibility for the Prostitution Task Force and some Trading Standards resources to have the ability to work from there as and when required. • SOCB also contributes to the CSE task and finish group that came from the CDP Board. • The work streams of Aurora 2 also complement the PCCs plan. For example a member of the Cohesion Team assists in the development of neighbourhood engagement, some work relates to recently arrived communities and this assists service delivery for CPOs, Police Beat Managers and PCSOs. • There will be a report submitted to the City Safeguarding Board regarding the PREVENT agenda in due course 	G
AB/	<ul style="list-style-type: none"> • The County Boards are still progressing due to the more complex nature owing to multiple CSPs (Community Safety Partnerships). 	A
5C2.	Ensure support partnership work between colleges, schools, prisons and Councils to prevent people being drawn into terrorism (new legal duty).	
DW	<ul style="list-style-type: none"> • The new duty comes into effect on 1 July 2015. This has been discussed at the Prevent Partnership Steering Group chaired by the Head of Cohesion and although there are some concerns about how the government has framed the duty, partner agencies are working to ensure its effective implication despite the lack of resources from Central Government to do this. • The area of biggest challenge for compliance sits with both safeguarding and education. The Council's Corporate Director for Children and Families has ensured that briefings have taken place across a key management areas in her department and has agreed to be, herself, the senior lead for the authority. A number of officers attended an East Midlands event on the implications of the duty. • Further Home Office events planned for the end of June were postponed so in the meantime steps to ensure compliance have been taken, and more importantly support the continuing safety of communities and citizens. Key to this is recruiting a dedicated Prevent Officer to the Cohesion Service with a focus on community engagement but also able to develop a refreshed partnership improvement to tackle the general duty as well as some of the more specific requirements of the Act. 	G

5C3.	Work with Trading Standards to ensure that mainstream activity tackles OCGs.	
AB	<ul style="list-style-type: none"> • Meetings have been held and updates are awaited. The Director of Intelligence is to provide a more comprehensive update in the near future. • Trading Standards in the city is colocated within the division) and includes police officers and the use of CP Police teams. Much of their current work is linked to SOC with a focus on counterfeit and illicit goods (mainly cigarettes and cash). We are carrying out coordinated warrants on a weekly basis with police colleagues (local and regional teams), HMRC and UKBA. The Trading Standards element is well embedded and form part of the tasking process as joint partners to tackle OCG's. • The approach is well documented as coordinated activity and part of Operation Aurora II. 	A
5F1.	Utilise POCA powers more effectively for criminal investigation.	
AB	<ul style="list-style-type: none"> • Use of POCA continues to grow at a rapid pace with year on year orders made by the Courts increasing by over 30% set against a target of 10%. Previous investment in training and a remodelled process in terms of identifying opportunity are now paying dividends as the Force use of this legislation has become main stream. The Unit are now developing intelligence sources to identify targets benefitting financially from crime within our communities but who are not active in the commission of that crime. These will be subject to standalone money laundering investigations. 	G
5F2.	Work with partner agencies to protect more individuals vulnerable and human trafficking.	
AB	<ul style="list-style-type: none"> • A DCI leads on Modern Slavery issues. He is currently engaged in delivering presentations to a range of partners to raise awareness, encourage improved engagement and greater intelligence. This has included adult / child Safeguarding, Nottingham City Council, Trade Unions, NHS, MASH. The GAIN is also actively engaged. Efforts are underway to include Modern Slavery as a standing agenda item in the newly formed BCU based OCG Partnership Boards 	G
5F3.	Direct young people away from being involved in organised crime through IOM, Troubled Families and Vanguard Plus.	
AB	<ul style="list-style-type: none"> • A detailed report is collated and forwarded in relation to a number of PCC priorities within the PCC delivery plan – an update on the work of Vanguard Plus is included within this, primarily associated with the monies received for EGYV and commissioned through the CDP. • The Vanguard Plus Team is now well established but is evolving to face new challenges. The priority in Quarter One has been to sustain delivery and work continues with high risk children and young adults both in managing orders but also in finding paths out of offending into employment or training. The impact of a dedicated DWP post in the Team has assisted in work with many of the cohort. Performance reports submitted to the City Serious and Organised Crime continue to indicate that Vanguard Plus is having a positive impact (EGYV Performance Report (June 2015). Whilst these reports capture the behaviour of the cohort, they don't capture other activity in particular the work to build more positive relationships between the police and communities. The Team role will evolve in coming months to align its 	G

	activities with the national Serious and Organised Crime Strategy and reduce offending against the most vulnerable victims.	
5F4.	Develop the Force's physical, people and cyber measures to combat organised crime.	
AB	<ul style="list-style-type: none"> There is a Cyber Crime profile and a Cyber Crime CTRA which informs plans around organised crime. The physical and people sides are already in place for combatting organised crime. 	G
5F5.	Utilise automatic number plate (ANPR) technology to deny criminals use of the road.	
AB	<ul style="list-style-type: none"> The County ANPR project is concentrating on ANPR Shields for Bassetlaw and Broxtowe over the next 18 months. The project is pretty much on schedule, the next phase being Bassetlaw. A schedule of time scales and updates has been attached. Ashfield South installed 30 cameras for their ring of steel in the spring of 2014. The project was inspected by the Information Commissioners Office in the autumn of last year and was deemed to be national best practice. The Force was commended by the Commissioner's Office on how the project was installed and run. INS have outsourced the installation of the network to a third party company who specialise in this work. This will help to maintain the existing network at full capacity and speed the installation of new cameras. Updates on the City Ring of steel and the Counter Terrorism ANPR work are awaited; however a business case for an upgrade to the City's ring of steel as soon as possible has been accepted. 	G
5F6.	Produce serious and organised crime profiles to support partnership working.	
AB	<ul style="list-style-type: none"> Completed and disseminated through Police data. Next stage - partners to add data as an on-going live document. 	G
5F7.	Secure a better understanding, monitoring and checking of foreign national offenders.	
AB	<ul style="list-style-type: none"> See also 1F4 above. The Force is close to completing the first draft of a Foreign National Offending Profile. The Force has an Action Plan to address the increasing threat from FNO, which includes the increased use of foreign national conviction checks, more effective use of Border Acts / PACE power to search for documents, closer working relationships with a dedicated Immigration Enforcement Officer, maximising the number of referrals to Operation Nexus for administrative removal, promotion of the use of conditional cautioning for FNOs, greater use of Schengen and Article 36(2) notices, active CHIS recruitment amongst foreign nationals, dedicated Intranet site for all staff, bespoke training to new recruits on relevant issues, mandatory NCALT packages, robust management of European Arrest Warrants, increased referral to Immigration for Criminal Case work. The chart below shows the number of foreign national custody checks between July 2014 and June 2015 shows an improvement in the % of checks being made for foreign offenders detained in custody. 	G



5F8. Provide crime prevention advice on how to protect victims (especially vulnerable) from cybercrime.

AB

- Crime Prevention already forms part of the wider approach to cybercrime itself and cyber enabled crime such as fraud. Prevention is a key strand in the approach to Fraud prevention, a growing area. Recent messages related to specific methods of committing these offences are now being shared widely in force and in addition to other agency communications officers. See the Force Web site <http://www.nottinghamshire.police.uk/cybercrime>

G

5P1. CDP to provide PCC funding to support interventions to combat gangs and youth violence including BME young people.

NW

- The PCC has agreed to continue to fund the CDP to commission community led interventions to combat gangs and youth violence. Two community projects are funded to support young people to exit gangs.

G

6C1. Work in partnership to ensure street triage is continued and vulnerable people, including young people are dealt with more appropriately outside of custody.

AB

- The Street Triage Team (STT) has now been running for over a year, with an evaluation produced after 12 months showing the benefits

G

	<p>already realised. Funding continues until March 2016.</p> <ul style="list-style-type: none"> • Triage arrangements now in second year of 2-year pilot, awaiting health outcomes. New officers have replaced original team to spread knowledge across Force area. Hours of operation adjusted for maximum benefit. • As of July 2015, there were 32 less people with mental health related illnesses presented to custody as a first place of safety year-to-date. Overall, there was a 33.9% reduction in the number of mental health patient detainees in custody and s136 suites. This is a direct result of the introduction of the Street Triage Team. 	
6C2.	PCC to grant aid positive activities for young people most at risk of getting involved in offending not provided elsewhere.	
NW	<ul style="list-style-type: none"> • The Commissioner has grant funded 7 community led projects during 2015/6 to provide positive activities for young people. 	G
6C3.	Monitor the impact on re-offending and out of out of court disposals, including cautions, PND and 'community resolution!'	
JW/P G	<ul style="list-style-type: none"> • Offending and out of court disposals are monitored by Divisional OPRs and Force wide through the Force Performance Board (OPCC Measure). A Chief Inspector chairs the Out of Court Scrutiny Panel, which meets on a regular basis and includes partners. In terms of external scrutiny the force holds quarterly reviews of OoCD's via the Partnership Scrutiny Panel. These have been embedded for over 18 months now. The panel choose what cases to review by way of random selection and each review is a cradle to grave review of all case information. • The lead for Out of Court Disposals presented a paper to the Force Local Policing Board in July 2015 and issues raised were actioned to ensure improved utilisation. • Internal scrutiny takes place at Joint Performance Board. Performance is consistent with National and regional forces (MSG). 	G
6C4.	Support IOM GPS tagging pilot to reduce re-offending by people involved in shop theft.	
DC/P G	<ul style="list-style-type: none"> • There are 33 GPS tags provided by G4S and Buddi. Only 4 have been specifically used for managing shoplifting offenders on a voluntary basis due the lack of legal enforcement legislation. The Government is reviewing if there are any potential breaches of human rights. A number of examples have highlighted the benefits of the GPS tags where offenders have been arrested for shop-theft following GPS tracking data placing them inside the location at the time of theft. • A prolific shoplifter is currently an active wearer of a GPS monitoring device. He is excluded from Nottingham City Centre and Derby City Centre and the device is enabling the Police to observe movements and receive alerts if these exclusions are breached. • Buddi beacons installed into shops premises in and around Arnold town centre. 	A

	<ul style="list-style-type: none"> The structure and processes are all in place for nominations, training and access. 116 officers and staff are now trained. Coverage from the control room is now in place. Tags have been made specifically available for shop-theft offenders with low take up rates. Arnold town centre now has booster signals placed geographically to provide enhanced coverage. The local beat manager is managing this. Tag successes have been focussed on Public Protection Dangerous Persons and Integrated Offender Management (IOM) members. Whilst the tags remain voluntary it is extremely difficult to gain any uptake from shoplifting offenders. However there are numerous examples of successfully using the tags for Dangerous, sex offenders and serious acquisitive crime offenders. 	
6C5.	Undertake research and engagement activity with young people.	
KS	<ul style="list-style-type: none"> The Commissioner has set up a 'Youth Commission'. Recruitment is underway at 14-25 year olds in Nottinghamshire who job will be to support, inform and challenge the Commissioner on policing for the City and County. Application deadline is 25th September. In addition the Commissioner has provided a grant to 'Chat About' to engage with young people who don't normally get involved to hear their voices 	G
6C6.	Work with schools to ensure that the crime prevention features in core curriculum.	
AB	<ul style="list-style-type: none"> Several pilot programmes have been commissioned to test different approaches to improving interventions in schools aimed at prevention. The main focus is on healthy relationships, health and wellbeing, resistance education, social responsibility and fulfilling potential. Take Five in Manton; Holocaust centre work in Manton, Dragons Den in Sutton in Ashfield and Life Skills work in the county are being trialled. In addition a large scale evaluation is taking place of Life skills based on 29 schools who have engaged in the programme, and 26 schools who deliver different interventions, which will include up to 2500 school children is currently underway. This will report in December 2015. Both City Council and County Council are agreeable to reshaping the PSHE curriculum to ensure it meets the stated aim and objectives. The County proposals are being finalised for delivery from April 2016. 	G
6F1.	Utilise integrated offender management, (IOM) to reduce crime by high risk offenders.	
AB	<ul style="list-style-type: none"> See also: 1F3, 2P3, 5F3 and 6C4 which relate to IOM. The IOM approach is well embedded and successful in Nottinghamshire. Several other force areas have visited in the last quarter in order to replicate success. Partnership wide review of IOM Cohort is currently underway. With regards to Nottinghamshire's most prolific and priority offenders as managed by the IOM system, consistent snapshot based analysis of different cohorts has shown a reduction in both the volume and the seriousness of the offending by these cohorts. Previously the Reducing Reoffending board commissioned a score card based tracking system for a series of cohorts to serve as a dip test regarding performance of IOM in Nottinghamshire which showed continual effective work, pending redesign of IOM and its associated targets this score card has been temporality suspended, however an analytical product (attached) was commissioned in September for HMIC tracking two cohorts which again showed a reduction in both volume and seriousness. 	A

6F2.	Adopt an integrated partnership approach to preventing demand for public, private and third sector.	
AB	<ul style="list-style-type: none"> There is now an agreed Partnership Prevention Programme Plan. Some prevention principals and enablers have been agreed. The plan will over the next year concentrate on the following themes: Locality working in areas of high demand; Business crime and Town Centres; Community Safety and protection; mental health, children and young people. 	G
6F3.	Support multi-agency public protection arrangements (MAPPA) to manage the most dangerous violent and sexual offenders.	
AB	<ul style="list-style-type: none"> A Detective Inspector is currently seconded to the MAPPA. The potholder's key role is ensuring that the inter-agency procedure of the work of the Strategic Management Board is compliant with developing legislation for the protection of the public. The post holder is responsible for ensuring the effectiveness and strategic development of the MAPPA in Nottinghamshire to assist the achievement of best practice. The restructuring of the Force's Public Protection Department resulted in the central management of the Force's Dangerous Persons Management that takes primacy for the management of all the registered sexual offenders. The Force actively partakes in level 2 and level 3 meetings, a Detective Chief Inspector being the core panel member of the level 3 meeting for the individuals that pose the greatest risk. 	G
6F4.	Establish stronger and collaboration partnerships to tackle personal robbers.	
AB	<ul style="list-style-type: none"> Vanguard Plus provides a 'Pathways Out' approach to target repeat offenders and suspects affiliated to Organised Crime Groups (OCGs) or Urban Street Gangs (USGs). Whilst the Youth Offending Team (YOT) and Intensive Supervision and Surveillance Programme (ISSP) will work with any one charged or convicted of robbery. 	G
6F5.	Reduce the recidivism rate for persistent shoplifters compared to 2014-15.	
AB/MH	<ul style="list-style-type: none"> Op Dormice (IOM) monitor prolific offenders and target them for offender management. This is an on-going process. New parole conditions are assisting. For City Centre 1st quarter 2014 there were 23 offenders with >2 offences, who collectively committed 96 offences (an average of 4.17 per offender). In 2015 1st quarter there was 20 offenders >2 offences, collectively committed 76 offences (an average of 3.8 per offender). <p>Broxtowe BC</p> <ul style="list-style-type: none"> Broxtowe Borough Council have developed a Problem Solving Profile and Action Plan to tackle shoplifting in Eastwood (which has seen a large increase) includes activity to increase businesses awareness of shoplifting, supporting each other, making it more difficult for offenders to commit shoplifting and increase the risks of being caught, reduce rewards, increase sharing of intelligence and partnership 	G

	<p>working and understanding of the 25 known crime prevention techniques.</p> <p>PABCIN</p> <ul style="list-style-type: none"> • This action also supports 6C4 • It is now a year since the Tactical Group was brought together to reduce Retail Crime in the County Division of Nottinghamshire Police and the creation of Partnerships Against Business Crime in Nottinghamshire (PABCIN). The commissioner has provided a further £10k to support this project. • PABCIN is now operating in 15 Town Centre and shopping areas that are raising their standards to meet the nationally agreed Common Minimum Standard (CMS) providing confidence for police data sharing and a return on investment and choice for retailers. PABCIN played an important role in the development of this standard that is the entry level for business crime partnerships. This basic standard has been developed together with our sister organisation Partnerships Against Business Crime in Staffordshire (PABCIS) to a national accreditation. This has now been agreed as the national standard and is called the National Business Crime Partnerships Accreditation. The standard has three levels of achievement; Bronze Silver and Gold with Bronze the entry level and Gold the highest level of achievement. • There is a nominated Police Community Support Officer for each of the 15 areas and three of these works full time together with a Police Officer within the PABCIN HUB. 	
6F6.	Bolster monitoring/ review arrangements for crimes where a suspect has been identified (especially for violence and sexual crimes) to ensure that all possible enforcement action is being taken.	
AB	<ul style="list-style-type: none"> • Offenders against crime types are reported on and monitored on a daily basis through Performance Dashboards. They are subject to constant review and the appropriate action is tasked by supervisors to ensure a timely response in identifying enforcement activity and dealing with offenders. 	G
6F7.	In support of Community Remedy, establish mechanisms to ensure young people are appropriately referred to support agencies (see also 4F5).	
AB	<ul style="list-style-type: none"> • The Force works closely with YOT and Remedi Plus to ensure consistency in approach and application. Reported crime and offenders are highlighted to ensure appropriate referral and support is given. 	G
6F8.	Work with Partners and take steps to enhance intelligence gathering e.g. communities, rural crime and cybercrime.	
AB	<ul style="list-style-type: none"> • Progressing through Serious & Organised Crime Partnership Boards. • Detailed information to be provided in Q3 see AM monitoring. 	A

	<ul style="list-style-type: none"> • The Serious & Organised Crime Partnership Boards are progressing this area through the identification of what could be joint priorities across multiple agencies. Once common priorities are identified, these will be used to drive activity both operationally and through the identification of intelligence. • Each agency is looking to commit to supplying it's relevant data that can be combined to give the best possible understanding of serious and organised crime. • On the City, a new joint team is being organised that will process and seek to action, intelligence from across the multiple agencies. They will also take part in a joint Tasking and Co-ordination process that will allow the execution of tactics designed to further enhance our ability to gather intelligence. This team will be based at Radford Road and will work closely with the Force's Intelligence functions. • The County are progressing their boards and will see how activity is put into place on the City as a method of deciding how the County operational model will function. 	
6F9.	Ensure that crime prevention, reducing demand and bureaucracy is central to mainstream activity.	
AB	<ul style="list-style-type: none"> • Within Nottinghamshire Police there is a scope which builds on initial prevention work which seeks to mainstream activity. The above mentioned partnership prevention plan is also moving the five work streams outlined above into mainstream activity. For example an approach to locality working in areas of high demand will be finalised by October 2015. 	G
6P1.	Partners to ensure that suitable accommodation is made available to avoid vulnerable young people with mental health concerns being detained in custody and develop an appropriate place of safety (i.e. Force to work with partners to ensure that no juveniles with mental health issues are presented to or detained in custody)	
AB	<ul style="list-style-type: none"> • Juveniles are no longer being detained in custody under section 136 of the MHA. Provision has been expanded in adult 136 suites to accommodate juveniles. • Agreement was reached between partners that Police cells will not be used from 1st April 2015 for children detained under section 136. An Interim Plan has been implemented, that will require reviewing by October 2015 when agreement has been reached for no adults to be held in cells under section 136. Notts was one of the highest users of the S136 powers for children nationally in 2013/14 so this is a significant improvement. 	G
6P2.	Focus on those individuals and families that cause the most demand to public organisations.	
AB	<ul style="list-style-type: none"> • The work stream in the Police forward Prevention Plan on Locality working in high demand areas aims to bring the work of neighbourhood policing, troubled families and prevention together. This will mean the focus will be on the families and individuals who create the most demand. Two pilots in Sutton East and Manton are trialling different approaches to this work. Agreements to share Troubled families data, Integrated Offender Management chart data on those individuals mapped through serious and organised crime group mapping will identify 	G

	the cross overs and will allow for more effective targeting of interventions and resources.	
6P3.	Support Public Health England's 'Liaison and Diversion (L&D) scheme.	
SM	<ul style="list-style-type: none"> • A member of NOPCC staff has represented the Commissioner on the Criminal Justice Liaison and Diversion project board which oversaw the preparation for the implementation of the liaison and diversion pilot in Nottingham City Magistrates and Crown Court. The purpose of the pilot is to provide better service to people going through criminal justice system with mental health problems. Not all cases will be diverted, depending on the seriousness of offence, some will be subject to the sentencing process but the aim is to ensure people who meet the criteria for assessments are assessed and referrals are made to agencies that can provide support. Police are a key agency in contributing to the scheme. • The pilot has now been in place since mid-April. The scheme is already established in Mansfield Magistrates Court. The intention is that the Project Board will meet quarterly to receive updates about progress and address challenges, blockages etc., and the PCC office will continue to be represented on the board. • L and D rolled out Force-wide from 1st April 2015. The local diversion pilot started in April 2015 at the City Courts, so no evaluation produced as yet regarding impact locally. • However, this is an NHS England funded pilot, and they are responsible for evaluation of all diversion pilot. They are about to produce evaluation of the first 10 pilots which started over a year ago, so this should be available in the autumn. It will be helpful in looking at what likely trends are for Nottingham as well. 	G
7C1.	Support the implementation on the new policing model 'Designing the Future', including introducing prison handling teams.	
AB	<ul style="list-style-type: none"> • Implementation is progressing. As at July 2015, the following have been achieved: CRIM and TIB operational, 2 Response Hubs in place and operational. Staff moving to Public Protection. Investigations begun to take on wider violence offences. Prisoner handling teams in place in Bridewell, preparation being made to roll out to Mansfield and Newark Custody Suites. MFSS implemented. Front counter project closed. EMOPPS operational. Overall DTF implementation plan remains on track. 	G
7C2.	Ensure the Force achieves a balance budget and delivers the required efficiency savings.	
CR	<ul style="list-style-type: none"> • The Force produces a Financial Performance and Insight Report on a monthly basis and this is used to monitor whether the Force is achieving a balanced budget. A report tabled to the Force Local Policing Board in July 2015 showed that the Force was £1.164m overspent. This is due in part to the £11m efficiency challenges set for 2015-16. It is likely the Force will NOT make these full savings. However, work is on-going to close the gap. Furthermore, the latest HMIC Efficiency Inspection reported in October 2015 gave the Force an overall GOOD rating. However, this was based on information provided in May 2015. 	R

7C3.	Achieve greater financial savings and improve service delivery through collaboration with other Forces and organisations.	
CR	<ul style="list-style-type: none"> The Chief Constables and Police and Crime Commissioners from Leicestershire, Northamptonshire and Nottinghamshire met on Friday 21st August 2015 to look towards the future. There was a strong desire to build on existing relationships by forming a strategic alliance, integrating services to protect the public. A decision has been taken in principle to make this happen in early 2016. Further work commences to define the strategic vision and timetable. There will, of course, need to be consultation with officers, staff and stakeholders as plans emerge. 	G
7C4.	Implement and promote the social responsibility strategies.	
KS	To be undertaken in Qrt 3 and reported on at the end of financial year.	NS
7C5.	Submit bids to maximise funding opportunities nationally.	
CR	<ul style="list-style-type: none"> There are no further opportunities to date. Recent successful bids last year included the Innovation Fund. 	G
7C6.	Rationalise the police estate and support joint service centre with partners.	
CR/TW	<ul style="list-style-type: none"> MFSS went live 27th April 2015. PBS moving forward under new Change Director. There is a clear estates rationalisation project plan in place which will continue to reduce the cost of the Force estate and increase shared services and co-location with partners. Good progress is being made with implementation of remaining projects within the plan. The savings are likely to be realised in quarter 4 of 2015-16. 	G
7F1.	Recruit more volunteers (especially BME) to support policing, including cadets, rural specials, specials, volunteer PCSOs and neighbourhood watch.	
AB/RS	<ul style="list-style-type: none"> 72 additional Specials (SC's) recruited. BME % increased from 3.9% to 7.5%. Rural SC: 8 EOI received for this role. Interviews commence w/c 13th July. This should be enough for one proactive team at Ollerton. GO LIVE date 1/8/15. Additional recruitment for SC's plus Rural/Parish SC's will take place in AUG 15. Cadets: 76 new cadets recruited and they start in SEPT 2015. BME figures to be compiled. PSV's limited recruitment to date as CiPD focus has been on work experience and Specials/Cadet recruitment. 	G

	<ul style="list-style-type: none"> Neighbourhood Watch: the plan from NottsWatch is to increase the number of registered schemes by 70 in the coming year. 	
7F2.	Create a regional Police business service (PBS) with Northants.	
AB	<ul style="list-style-type: none"> The full business case has been submitted and signed off by both Chief Constables in Nottinghamshire and Northamptonshire. Both Forces are working towards greater collaboration and shared services. The recent plans for a Strategic Alliance will impact the work of the PBS. 	G
7F3.	Support the introduction of a Regional and Operational Support Unit with Leicestershire, Lincolnshire and Northamptonshire.	
AB	<ul style="list-style-type: none"> The EMOpSS Collaboration is being managed as a regional project with CC Mr Rhodes as the SRO. The EMOpSS Operating model went live on 4th May 2015 and on-going development is being managed through a Strategic Management Board. 	G
7F4.	Introduce more agile mobile data solution for police officers and staff to make them more effective.	
AB	<ul style="list-style-type: none"> A procurement exercise almost complete and a preferred supplier selected. Contract yet to be signed. Delivery timescale for pilot is November 2015 dependent upon contract signature. 	G
7F5.	Provide dedicated high visibility cars and encourage more voluntary speed watch schemes.	
AB/A C	<ul style="list-style-type: none"> A fourth car and equipment has been procured for Rushcliffe and that releases a car and equipment for the City. Training for City staff will commence in July 2015. Work on the training of local volunteers has been delayed due to a pressing priority activity in key business areas. It is now anticipated that training for local volunteers will commence in late July 2015. Three vehicles complete with their equipment have been delivered to the neighbourhood policing teams at Gedling, Bassetlaw and Rushcliffe. The equipment is being used by the neighbourhood officers to test its capability and tactical use. A fourth vehicle and equipment has now been procured for Rushcliffe which will release their current vehicle to Radford Road so the project can be initiated in the City of Nottingham. Early indications are that the equipment and supporting processes are working well allowing the next phase to commence – training the local community volunteers. Activity is happening inside the communities where the equipment is being piloted. The volume is dependent on staff availability. It has been seen by local community volunteers and the wider public. <p>Q1 Outcome</p> <ul style="list-style-type: none"> Compliance with speed limits where the scheme is operating is 99.9%. This has effectively eliminated all the paperwork associated with Speed watch, it has increased compliance to speed limits to 99.9% and when handed over it will release local policing teams members to 	G

	focus on other work.	
7F6.	Ensure that 'Designing the Future' maintains access to services and effective communication to provide public reassurance by publicising positive good news stories (see also 2P2).	
AB	<ul style="list-style-type: none"> An Organisational Change Communications Manager liaises with the Corporate Communication department to ensure messaging is consistent and clear. Wherever possible good news stories are publicised through internal and external channels. 	G
7P1.	Greater commissioning and pooling budgets to achieve greater efficiency and deliver service improvement for domestic abuse and sexual violence services.	
NW	<ul style="list-style-type: none"> The Commissioner has pooled his domestic violence budget in the county with the County Council, which has resulted in commissioning of a single integrated domestic violence pathway in the county. This will result in service improvement for survivors. In addition, from Year 2 of the contract, providers will be paid up to 5% of their price per survivor per journey only on demonstrating that survivors have achieved sufficient outcomes as a result of the service. The Commissioner is working with the County Council and Clinical Commissioning Groups in the county to explore the possibility of pooling sexual violence support budgets. In the city the Commissioner is working with the City Council and Clinical Commissioning Group to pool budgets for domestic and sexual violence where possible to ensure service improvement for survivors. 	G
7P2.	Work with partners to better understand, prevent and reduce demand and take steps to bolster community volunteering.	
AB/ W	<p>RS - NottsWatch:</p> <ul style="list-style-type: none"> The CiPD are fully linked in with NottsWatch and are involved in the creation of a refreshed NottsWatch Strategic Plan. We have created a delivery plan and are currently finalising Nottinghamshire Police Service Level Agreement. The aim is to increase the number of schemes by 70 to take the total number of schemes in Nottinghamshire to 930. PSV's: CiPD are currently progressing 12 new volunteering roles e.g. PSD / Telephone Investigation / Prisoner Handling / Court Liaison / Business Development / CiPD support / Neighbourhood Policing Support / Vetting support etc. These roles present new opportunities for members of the public to get involved in policing / criminal justice. <p>Force Prevent</p> <ul style="list-style-type: none"> An approach to mapping partnership demand has been piloted in Broxtowe CSP, this brings together the data from fire, police ambulance, accident and emergency, local authority and the county council. This approach is being widened to cover Gedling, Rushcliffe, Newark and Sherwood and Mansfield. In addition the approach to the County needs assessment and strategic assessment is being reshaped to 	G

	include demand work and not just the traditional focus on crime and ASB measures. The County Council strategic Analytical Unit will lead on this work and a paper outlining the approach has been submitted through the Safer Nottinghamshire Board Performance group.	
7P3.	Ensure there is practical information sharing agreements in place to support multi-agency and locality working.	
SH	<ul style="list-style-type: none"> Nottinghamshire Community Safety Inter-agency Information Sharing Protocol available for distribution. It's currently on-going, full sign-up is expected during end of 2015. 	G
7P4.	Ensure greater alignment of public organisations efficiency and transformational programmes.	
KS	<ul style="list-style-type: none"> In September 2015 Nottinghamshire, Leicestershire and Northamptonshire Police and Crime Commissioner and Chief Constable made a commitment to develop a strategic alliance and work closer together to reflect the public on the vision and design and the timetable is underway. Consultation with Officers, staff and stakeholders will be undertaken as plans emerge. Greater efficiency and effectiveness is being considered as part of the 'Devolution' deal for Nottinghamshire and Derbyshire (D2 and N2) and developing a new integrated locality model for Neighbourhoods. 	G

For Information	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	16th November 2015
Report of:	The Chief Constable
Report Author:	Performance & Reporting Team
E-mail:	mi@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	6

Performance & Insight Report

1. Purpose of the Report

- 1.1. The purpose of this report is to inform the Office of the Police and Crime Commissioner (OPCC) of the key performance headlines for Nottinghamshire Police to September 2015.

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 OPCC is aware of current performance in line with the Force priorities.

4. Summary of Key Points

- 4.1. The summary tables in the attached report provide an overview of performance across the seven Police and Crime Plan objectives. Performance compared to target as well as trends in the short and long-term are considered.
- 4.2 Appendix A provides a breakdown of the methodology employed, and Appendix B provides additional tables and charts.

5. Financial Implications and Budget Provision

- 5.1 There are no immediate financial implications relating to this report.

6. Human Resources Implications

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

7. Equality Implications

7.1 There are no equality implications arising from this report.

8. Risk Management

8.1 There are no risk management implications arising from this report. Performance is monitored on a daily, weekly, and monthly basis and the twice weekly VOLT meeting highlights any immediate areas on which to focus and resources are then allocated accordingly.

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

9.1 There are no policy implications arising from this report.

10. Changes in Legislation or other Legal Considerations

10.1 There are no changes in legislation or other legal considerations that are relevant to this report.

11. Details of outcome of consultation

11.1 The figures included in this report are covered in more detail in each of the individual Performance and Insight Reports and are monitored through; Operational Performance Review, Force Performance Board, and the Force Executive Board meetings on a monthly basis.

12. Appendices

12.1 Appendix A provides the methodology in terms of short and long-term trend analysis.

12.2 Appendix B provides additional tables and charts.

Nottinghamshire Police

Performance & Insight Report

Strategic Themes One to Seven

Performance to September 2015

STRATEGIC PRIORITY THEME 1: Protect, support and respond to victims, witnesses and vulnerable people				
Measure		Objective / Target	Performance	Insight
1	Percentage of victims of crime that are completely, very or fairly satisfied with the service they have received from the police	90% of victims completely, very or fairly satisfied	85.4%	● Performance has seen possible deterioration over the last year, and the most recent figure, covering satisfaction for incidents reported in the 12 months to July, contrasts with 86.7% for the same period last year. Vehicle crime, particularly theft from vehicle, continues to be the driving influence. There remains a significant difference between the divisions in terms of the headline figure (City 83.5%, County 86.8%), and vehicle crime satisfaction is the differentiating factor.
2	Percentage of victims and witnesses satisfied with the services provided in Court	An increase in the %age of victims and witnesses satisfied compared to 2014-15	96.8%	● Current performance covers the year to March 2015. Around 98% of victims and witnesses responding were satisfied or very satisfied with the services provided in Court in March. Figures for the 12 months to March show that more than nine in every ten respondents were satisfied in comparison with the 2013/14 level of 95.7% (April 2013 - March 2014).
3	Percentage of people who agree that the police and local councils are dealing with Anti-Social Behaviour and other crime issues	60% agreement by 2015-16	59.5%	● Current performance covers interviews in the year to June 2015. The Force is 0.5 percentage-points below the 60 percent target. Performance is stable over the last year with negligible movement since the previous quarter.
4	Percentage reduction of people that been repeat victims within the previous 12 months	a) A reduction in the number of repeat victims of domestic violence compared to 2014-15	+5.4%	● Numbers of repeat victims of domestic violence increased by 57 offences year-to-date, an improvement on what was reported previously, with a 9.1% increase in the County, and a 2.8% increase in the City.
		b) A reduction in the number of repeat victims of hate crime compared to 2014-15	+38.5%	● There were 15 additional repeat hate crimes recorded year-to-date, 12 of which occurred in the City. Further analysis shows that four of the victims reported multiple offences and the same date, resulting in 11 of the additional offences.
		c) To monitor repeat victims of ASB	-7.6%	Numbers of repeat victims of ASB appear to align with the overall decrease in reporting of ASB, and this is mirrored across the two divisions, with City recording a 2.1% fewer and County 13.1% fewer.

STRATEGIC PRIORITY THEME 1: Protect, support and respond to victims, witnesses and vulnerable people				
Measure		Objective / Target	Performance	Insight

		d) To monitor the number of domestic abuse incidents and crimes and the proportion of which are repeats	-17.0%	Taken together, the numbers of domestic abuse incidents and crimes appear to have decreased by 17.0% or 1,663 offences; however, due to a tagging issue with incidents this should be viewed with caution, as crimes are showing a 14.0% increase.
			37.9%	The proportion of domestic abuse incidents and crimes has reduced when compared to the previous year (40.8%), although actual numbers have increased from 1,293 to 1,371 repeat offences. The proportion falls to 22.7% when incidents are removed, suggesting that the Force is dealing proactively prior to an incident becoming a crime.
5	Public confidence in reporting offences to the police	a) To monitor the number of Sexual Offences as a whole	+36.0%	There were 294 additional Sexual Offences recorded year-to-date and this has been attributed to better recording practices, increased numbers of historic sexual offences being reported, and direct recording of other agency referrals. Broken down the volume and percentage increase recorded in rapes (+144 offences, +50.0%) are less than that of other sexual offences (150 offences, +28.0%)
		b) To monitor satisfaction levels of victims of Domestic Abuse through the force victim surveys	90.7%	Results of the Domestic Abuse Victim Satisfaction Survey for incidents reported in the 12-months to the end of July 2015 demonstrate that nine in every ten victims are satisfied with the whole experience (519 out of 572 respondents). Satisfaction with the whole experience remains broadly stable. For incidents reported in the 12-months to July 2014 the rate was 90.8% and the difference is not statistically significant.
		c) To monitor the number of Hate Crimes and the proportion of which are repeats	+16.0%	There were 86 additional hate crimes recorded year-to-date, with a relatively even split between Public Order offences (272 offences ytd) and Victim-Based offences (267 offences ytd) across the two divisions (City 285 offences ytd; County 254 offences ytd).
			12.2%	The proportion of Hate Crimes which are repeats increased from 10.9% last year to 12.2% this year. 13.0% of Hate Crimes in the City were repeats, whilst 11.2% were repeats in the County.

STRATEGIC PRIORITY THEME 1: Protect, support and respond to victims, witnesses and vulnerable people

Measure	Objective / Target	Performance	Insight
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6	The number of people Killed or Seriously Injured (KSIs) on Nottinghamshire's roads	a) 40% reduction in all KSI RTCs by 2020 (from 2005-09 average)	-40.52%	●	Figures for January to June 2015 show a 3.8% reduction in KSI casualties compared to the same period in the previous year, this equates to 7 less casualties contributing to the overall reduction of 40.1% against the 2005-09 average. Vulnerable road user groups are showing good reductions with the exception of pedal cycle KSI's, which although up 6.7% only reflects a rise of 2 and slight injuries fell by over 16%. Motorcyclists showed a reduction of 37%.
		b) Monitor KSIs for 0-15 year olds	-41.7%	●	
7	The number of non-crime related mental health patients detained in custody suites	A reduction in the number of non-crime related mental health patients detained in custody suites	-76.7%	●	There were 69 less people with mental health related illnesses presented to custody as a first place of safety year-to-date to August 2015. Overall, there was a 27.7% reduction in the number of mental health patient detainees in custody and s136 suites. This is a direct result of the introduction of the Street Triage Team.
8	Percentage of incidents responded to within the target time	To monitor the percentage of Grade 1 and 2 incidents attended within the prescribed timescale	Grade 1 82.4%	●	New target for 2015-16 Historically the targets for attendance to incidents have been as follows: <ul style="list-style-type: none"> 85% attendance to Grade 1 incidents in Urban areas within 15 minutes and Rural areas within 20 minutes; and, 80% attendance to Grade 2 incidents within 60 minutes. In terms of Grade 1 incidents, the Force attended 82.2% of Urban areas and 77.7% of Rural areas within the specified times. Whilst 65.0% of Grade 2 incidents were attended within 60 minutes.
			Grade 2 65.0%	●	

STRATEGIC PRIORITY THEME 2: Improve the efficiency and effectiveness of the criminal justice process

Measure	Objective / Target	Performance	Insight
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1	Percentage of Crown Court files to be submitted by the police to the Crown Prosecution Service on time and without errors	A continued improvement in the quality and timeliness of files submitted by the police to the Crown Prosecution Service			As previously reported: A revised performance framework has been put in place in line with the new national PTPM model. This involves the dip sampling of a number of files to identify meaningful issues and to raise these issues to the PTPM, and where necessary the EEB.
2	Crown and Magistrates' Courts conviction rates	To record a conviction rate in line with the national average	CC - 1.4%	●	The Crown Court year-to-date (August 2015) recorded a conviction rate of 82.1%, higher than the national average of 80.0% and higher than the region (81.4%).
			MC - 1.9%	●	The Magistrates' Courts conviction rates of 81.9% are lower than the national average (83.7%) and the region (82.8%).
3	Early Guilty Plea rate for the Crown and Magistrates' Courts	An increase in the Early Guilty Plea rate compared to 2014-15	CC +1.5%	●	The Early Guilty Plea rate recorded in the Crown Court year-to-date to August 2015 was 39.5%, which is an improvement on the same period last year, and an improvement on the previous month (38.4%). The rate was also considerably above the national average rate of 33.5%.
		To be better than the national average	MC +6.8%	●	The Magistrates' Courts Early Guilty Plea rate has considerably improved from 67.3% in the same period last year, to 74.1%. This places
			CC +6.0%	●	Magistrates' Courts Early Guilty Plea rate above the national average of 73.1%.
			MC +0.9%	●	
4	Percentage of effective trials in the Crown and Magistrates' Courts (HMCTS Measure)	Reduce percentage of ineffective trials due to prosecution team reasons compared to 2014-15	CC - 7.2%	●	The Ineffective Trial Rate in the Crown Court fell from 15.9% last year to 8.7%. There has however been a slight deterioration in the Effective Trial Rate from 49.0% last year-to-date to 48.9% this year-to-date.
		Achieve a year-on-year improvement in effective trial rates	MC - 1.7%	●	Magistrates Courts' have seen less change in performance, with the Ineffective Trial Rate falling to 21.5% , and the Effective Trial Rate increasing by 2.1% to 41.8%.
			CC - 0.2%	●	
			MC +2.1%	●	

STRATEGIC PRIORITY THEME 3: Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour

Measure	Objective / Target	Performance	Short / Long	Insight
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			Term Trend				
1	Reduction in All Crime across the force	a) A reduction in All Crime compared to 2014-15	+4.1%	●	▲	▲	Following month-on-month reductions in recorded crime since May 2015, the Force is now recording a 4.1% increase (1,483 offences) compared to last year. The majority of this increase was recorded on County Division (+8.2%), whilst City Division are currently recording a 1.3% decrease. The Force is forecasted to end the year with a 0.3% increase. As reported previously the bulk of the increase relates to Violence Against the Person (+16.5%, +1,364 offences), which now makes up over a quarter of all crime (25.4% compared to 22.7% last year). On the other hand, Burglary Dwelling continues to show strong performance (-20.9%), as does Robbery (-19.9%).
		b) A reduction in Victim-Based Crime compared to 2014-15	+4.9%	●	▲	▲	Victim-Based crimes accounts for 90.0% of All Crime recorded by the Force, which is the slightly higher than the proportion recorded last year (89.3%). Again, County division recorded the larger increase (9.3%, or 1,730 offences), whilst City Division are recording a reduction of 1.1% or 150 offences.
		c) To monitor the number of offences in those local areas which experience a high level of crime	City +2.0%				Both County and City Divisions are showing an increase in All Crime in those areas identified to experience high levels of crime. However, as with force-wide All Crime the increasing trend is starting to show a decline.
			County +8.0%				
		d) To monitor the proportion of rural crime compared to 2014-15	12.1%				There were 4,601 offences defined as Rural Crimes recorded year-to-date to September which equates to 12.1% of All Crime, nearly 1% more than last year. Volume wise there has been a 13.0% (or 531 additional offences) increase year-to-date. Crimes defined as Rural include all crimes occurring in rural areas in addition to those offences defined as rural (i.e. theft of livestock).

STRATEGIC PRIORITY THEME 3: Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour

Measure	Objective / Target	Performance	Short / Long	Insight
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					Term Trend		
2	Reduction in Anti-Social Behaviour (ASB) incidents across the force	Long-term target of 50% reduction by end of 2015-2016 (compared to 2011-12 baseline)	-38.7%	●	△	▼	Against the 2011-12 baseline, year-to-date the Force is now recording 38.7% (or 37,749) less ASB incidents than April to September 2011. Most recent performance shows a 6.1% reduction against the same period last year, suggesting that continuing improvement will result in the Force achieving its target.
3	The detection rate (including Positive Outcomes) for Victim-Based Crimes	a) An increase in the detection rate for Victim-Based Crime	-3.0%	●	▼	▼	There were 618 fewer detections for Victim-Based Crime year-to-date than in the previous year; however as seen in previous months higher numbers of detections awaiting approval mean that when the figures are refreshed next month, there should be an improvement.
		b) To monitor the proportion of Community Resolution disposals	14.8%		Whilst the proportion of Community Resolution disposals has fallen slightly when compared to the previous year (from 17.8%) the volume has fallen by 25.2% or 502 disposals which are at a greater rate than the fall in overall detections. Analysis presented to August's Force Performance Board, suggests that Force performance is in line with the national average.		
		c) To monitor the detection rate for All Crime	-4.1%	●	▼	▼	The detection rate for All Crime fell from 30.8% last year to 26.7%, an improvement on the previous month; this should improve further when the 249 detections awaiting approval are added (27.3%). Previous analysis has suggested falling numbers of arrests may have impacted directly on overall detections, but changes to the counting rules, 24 hour interventions and new offence classifications may also be contributory factors.

STRATEGIC PRIORITY THEME 4: Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour

Measure	Objective / Target	Performance	Insight
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1	The number of Alcohol-Related Crimes	a) To monitor the number of crimes and ASB incidents which appear to be Alcohol-Related	Crime -0.6% ASB +1.2%	It is estimated that between 13 and 15% of All Crime and ASB is Alcohol-Related. The reported number of Alcohol-Related Crimes is rising, but at much lower degree than for All Crime. Whilst the number of Alcohol-Related ASB incidents are showing an increase against the overall reduction.
		b) To monitor the proportion of Alcohol-Related Violence	20.7%	The proportion of Alcohol-Related Violence appears to be falling and is less than half that is estimated nationally.
		To monitor the number of violent crimes which appear to be Alcohol-Related in the NTE	Crime 4.1%	There were 34 additional night-time economy violence against the person offences recorded year-to-date compared to the previous year.
2	Re-offending of drug fuelled offenders in the force IOM cohort		<p>Binary -7%</p> <p>Frequency (all offenders ex TICs) -21%</p> <p>Frequency (all offenders inc' TICs) -27%</p> <p>Gravity (all offenders inc' TICs) -23%</p>	<p>Update only available for June 2014 cohort at present time.</p> <p>Of 152 Offenders in the June 2014 Cohort.</p> <p>Binary (number of Offenders Offending in previous 9 months) 85 Offenders have re-offended (56%) -7% (11 Offenders) compared to a baseline of 96 (63.2%) Offenders.</p> <p>Frequency (number of offences committed by the cohort) <u>All Offenders in cohort (152)</u> Excluding TICs: Current performance is 2.57 offences per offender (391 offences), -21% or -104 Offences on baseline. Including TIC's: Current performance is 2.61 offences per offender (396 offences), this is -27% (143 Offences) on baseline.</p> <p><u>Reoffenders only (85)</u> Excluding TICs: Current performance is 4.6 offences per offender, -11% on baseline Including TICs: Current performance is 4.66 offences per offender, -17% on baseline.</p> <p>Gravity (weighting of the offences committed) <u>All Offenders in cohort (152) inc' TICs</u> Current performance is 2.58 per offender (aggregate total score 392 against 152 offenders), -23% on baseline <u>Re-offenders only (85)inc' TIC's</u> 4.61 per offender, -13% on baseline</p>

STRATEGIC PRIORITY THEME 5: Reduce the threat from organised crime				
Measure		Objective / Target	Performance	Insight
1	The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders	A 10% increase in the number of orders compared to 2014-15	+48.4%	● There were 45 additional Confiscation and Forfeiture Orders compared to last year, placing the Force 25.9% above target. The overall value of POCA orders has increased by 0.8% or £4,719 , with the average value now at £4,308.60 compared to £6,342.66 last year.
2	Force Threat, Harm and Risk (THR) assessment level	To reduce the Threat, Harm and Risk assessment below the 2014-15 level	+5.7%	● Whilst the number of Active Organised Crime Groups (OCGs) is higher than the number reported last year ¹ , the number of OCGs assessed as 'High Risk' has gone down by nearly a third (-30.8%); with numbers of Active OCG Nominals up 3.2% of which there are 27.6% less Active Nominals in 'High Risk' OCGs.
3	Reported drug offences	To monitor the number of production and supply drug offences	+9.7%	● There were 34 additional supply and production drug offences recorded year-to-date. In comparison there was a considerable reduction in possession offences (-19.7%), which could be attributable to the increased use of 'legal highs'.
4	The number of Cyber Crimes	To monitor the number of Cyber Crimes in 2015-16 to establish a baseline	665	Based on the search used for the Home Office Annual Data Return for Cyber Crime, nearly 2% of All Crime year-to-date was classed as Cyber Crime. Numbers and proportions will appear relatively low due to the removal of Fraud & Forgery offences which are referred to the National Fraud Agency.

STRATEGIC PRIORITY THEME 6: Prevention, early intervention and reduction in re-offending				
Measure		Objective / Target	Performance	Insight

¹ Not necessarily the same OCGs.

1	Re-offending of offenders in the force IOM cohort		<p>Binary -18%</p> <p>Frequency (all offenders ex TICs) -26%</p> <p>Frequency (all offenders inc' TICs) -31%</p> <p>Gravity (all offenders inc' TICs) -26%</p>	<p>Update only available for June 2014 cohort at present time. Of 210 Offenders in the June 2014 Cohort.</p> <p>Binary (number of Offenders Offending in previous 9 months) Current performance, 134 offenders (43% of cohort) have re-offended, -18% (-29 Offenders) from the baseline (9 months prior June 2014) of 53% of the cohort (163 Offenders).</p> <p>Frequency (number of offences committed by the cohort) <u>All Offenders in cohort (310)</u> Excluding TICs: Current performance is 1.47 offences per offender (496 offences), down -26% (-158 Offences) from baseline. Including TICs: 1.6 offences per offender (496 Offences) (down -31% or -227 Offences against baseline) <u>Re-offenders only (134)</u> Excluding TICs: Current performance is 3.41 offences per offender -10% from baseline. Including TICs: 3.7 offences per offender -17% from baseline.</p> <p>Gravity (weighting of the offences committed) <u>All Offenders in cohort (310) inc' TICs</u> Current performance is 1.48 per offender (aggregate total score 460 against 310 offenders) <u>Re-offenders only (134)inc' TIC's</u> 3.43 per offender.</p>
2	Youth Offender re-offending rates	To monitor re-offending rates and offending levels of Youth Offenders in the YJS	23.4%	Data from both the Youth Offending Teams for City and County show that 23.4% of youth offenders (26) within the cohort have re-offended in the last 12 months, with a re-offending rate of 0.44. Nationally, the latest data to 2011/12 shows an average re-offending rate of 35.5%
3	Community Resolutions for Youth Offenders	To monitor re-offending in Youth Offenders who have received a Community Resolution disposal	174	Based on the date detected, year-to-date 174 outcomes have been issued to youth offenders who had previously received a community resolution in 2014-15. It should be noted that only those youth offenders who received a community resolution during 2014-15 and have subsequently received a positive disposal during the year-to-date to June 2015 have been counted, more offences may have occurred that have yet to be disposed of.

STRATEGIC PRIORITY THEME 7: Spend Your Money Wisely

Measure	Objective / Target	Performance	Insight
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1	Make efficiency savings	To make £11.0m saving by March 2016	-£1.2m	●	The Government's grant has reduced significantly and in order to balance the budget, savings of £11.0m need to be made in 2015-16. To date £2.104m efficiencies have been achieved against a target of £3.327m. Work is currently underway to review the shortfall in the efficiency programme by project and what actions are required to recover the position.
2a	Ensure balanced budget	Overall spend v budget 2015/16 budget - £191.2m	-£2.7m -2.8%	●	Expenditure to date was £2.7m worse than budget. This was largely due to the shortfall in the efficiency programme which impacts numerous lines of expenditure (as above) where work is underway to address the shortfall; police officer overtime due to various operations such as speed awareness, although some relates to mutual aid or externally and has been offset by income; staff pay; some phasing in comms & computing; the charge for the MFSS which was omitted from the original budget; the timing of income recognition for externally funded projects; and a redundant stock charge for uniforms.
2b	Total number of days lost to sickness	a) 3.7% for officers (8.2 days)	n/a		Due to Nottinghamshire Police changing our HR and Duty Management System we are still working to update our HR Information for the period our system was unavailable. As a result, we are currently not in a position to supply sickness data from the new system, or advise with regards to timescales for this
		b) 3.7% for staff (8.2 days)	n/a		Due to Nottinghamshire Police changing our HR and Duty Management System we are still working to update our HR Information for the period our system was unavailable. As a result, we are currently not in a position to supply sickness data from the new system, or advise with regards to timescales for this
3	BME representation	To increase BME representation within the force to reflect the BME community	n/a		Following the move to the Multi Force Shared Services (MFSS) Oracle system, HR is still undertaking a data validation exercise which is nearing completion. Until this has been completed the data will be unavailable.
4	Improve data quality and compliance with the National Crime Recording Standard (NCRS)	To have a compliance rate in line with the National Crime Recording Standard (NCRS) in respect of All Crime			Data quality to be monitored through the PCC Delivery Plan to evidence that quality is improving. Performance for Violent Crime, Sexual Offences and compliance rates prior to intervention to be monitored through the PCC Delivery Plan.

Appendix B

Accompanying Tables and Charts

1.6 Reduction in 'All Crime' across the Force

	Year-to-date performance				Target Position			Month-to-date performance			
	2015/16	2014/15	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target	September 2015	September 2014	Volume Change	Percentage Change
Force	37843	36,360	1483	4.08%	36,359	1484	4.08%	5720	5948	-228	-3.83%
City Division	15603	15,805	-202	-1.28%	15,804	-201	-1.27%	2362	2512	-150	-5.97%
County Division	22240	20,555	1685	8.20%	20,554	1686	8.20%	3358	3436	-78	-2.27%
County West	8185	7,112	1073	15.09%	7,111	1074	15.10%	1262	1209	53	4.38%
Ashfield	3950	3,378	572	16.93%	3,377	573	16.97%	619	582	37	6.36%
Mansfield	4235	3,734	501	13.42%	3,733	502	13.45%	643	627	16	2.55%
County East	7321	6,775	546	8.06%	6,774	547	8.07%	1127	1091	36	3.30%
Bassetlaw	4061	3,865	196	5.07%	3,864	197	5.10%	673	654	19	2.91%
Newark & Sherwood	3260	2,910	350	12.03%	2,909	351	12.07%	454	437	17	3.89%
County South	6734	6,668	66	0.99%	6,667	67	1.00%	969	1136	-167	-14.70%
Broxtowe	2417	2,400	17	0.71%	2,399	18	0.75%	350	413	-63	-15.25%
Gedling	2375	2,587	-212	-8.19%	2,586	-211	-8.16%	372	404	-32	-7.92%
Rushcliffe	1942	1,681	261	15.53%	1,680	262	15.60%	247	319	-72	-22.57%
City Division	15603	15,805	-202	-1.28%	15,804	-201	-1.27%	2362	2512	-150	-5.97%
City Central	4479	4,445	34	0.76%	4,444	35	0.79%	642	740	-98	-13.24%
City Centre	3280	3,451	-171	-4.96%	3,450	-170	-4.93%	529	520	9	1.73%
City North	4461	4,503	-42	-0.93%	4,502	-41	-0.91%	669	687	-18	-2.62%
City South	3383	3,406	-23	-0.68%	3,405	-22	-0.65%	522	565	-43	-7.61%

	Year-to-date performance				Target Position			Month-to-date performance			
	2015/16	2014/15	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target	September 2015	September 2014	Volume Change	Percentage Change
All Crime	37843	36,360	1483	4.08%	36,359	1484	4.08%	5720	5948	-228	-3.83%
Homicide	6	5	1	20.00%	4	2	50.00%				
Violence with injury	5294	4,765	529	11.10%	4,764	530	11.13%	745	803	-58	-7.22%
Violence without injury	4309	3,475	834	24.00%	3,474	835	24.04%	561	533	28	5.25%
Rape	430	287	143	49.83%	286	144	50.35%	72	51	21	41.18%
Other sexual offences	682	540	142	26.30%	539	143	26.53%	111	79	32	40.51%
Robbery of business property	39	44	-5	-11.36%	43	-4	-9.30%	9	7	2	28.57%
Robbery of personal property	397	500	-103	-20.60%	499	-102	-20.44%	61	71	-10	-14.08%
Burglary dwelling	1575	1,991	-416	-20.89%	1,990	-415	-20.85%	280	318	-38	-11.95%
Burglary other	2212	2,337	-125	-5.35%	2,336	-124	-5.31%	313	355	-42	-11.83%
Theft of motor vehicle	610	540	70	12.96%	539	71	13.17%	117	98	19	19.39%
Theft from motor vehicle	2385	2,411	-26	-1.08%	2,410	-25	-1.04%	426	452	-26	-5.75%
Vehicle interference	431	407	24	5.90%	406	25	6.16%	82	78	4	5.13%
Theft from person	480	506	-26	-5.14%	505	-25	-4.95%	74	83	-9	-10.84%
Bicycle theft	1179	1,221	-42	-3.44%	1,220	-41	-3.36%	207	258	-51	-19.77%
Shoplifting	4048	3,809	239	6.27%	3,808	240	6.30%	586	591	-5	-0.85%
All other theft offences	4522	4,439	83	1.87%	4,438	84	1.89%	662	742	-80	-10.78%
Criminal damage	5211	4,970	241	4.85%	4,969	242	4.87%	832	790	42	5.32%
Arson	249	232	17	7.33%	231	18	7.79%	37	54	-17	-31.48%
Victim-Based Crime	34059	32,479	1580	4.86%	32,478	1581	4.87%	5175	5363	-188	-3.51%
Trafficking in drugs	384	350	34	9.71%	349	35	10.03%	36	59	-23	-38.98%
Possession of drugs	1157	1,442	-285	-19.76%	1,441	-284	-19.71%	167	183	-16	-8.74%
Possession of weapons offences	401	288	113	39.24%	287	114	39.72%	65	49	16	32.65%
Public order offences	1253	1,291	-38	-2.94%	1,290	-37	-2.87%	184	210	-26	-12.38%
Miscellaneous crimes against society	589	510	79	15.49%	509	80	15.72%	93	84	9	10.71%
Other crimes against society	3784	3,881	-97	-2.50%	3,880	-96	-2.47%	545	585	-40	-6.84%

Priority Area	Year-to-Date Performance				Month-to-Date Performance			
	2015/16	2014/15	Volume Difference	Percentage Difference	Sep-15	Sep-14	Volume Difference	Percentage Difference
Nottingham City								
Arboretum	830	786	44	6%	112	142	-30	-21%
Aspley	712	753	-41	-5%	92	119	-27	-23%
Bridge	550	576	-26	-5%	90	104	-14	-13%
Bulwell	1,042	989	53	5%	156	148	8	5%
St Ann's	724	675	49	7%	97	106	-9	-8%
Total	3,858	3,779	79	2%	547	619	-72	-12%
Nottinghamshire County								
Carr Bank	170	149	21	14%	21	30	-9	-30%
Oak Tree	209	174	35	20%	30	17	13	76%
Portland	636	586	50	9%	94	100	-6	-6%
Woodlands	533	467	66	14%	85	75	10	13%
Hucknall East	299	296	3	1%	35	42	-7	-17%
Kirkby East	319	316	3	1%	56	58	-2	-3%
Sutton Central	378	389	-11	-3%	53	71	-18	-25%
Sutton East	204	198	6	3%	33	21	12	57%
Sutton In Ashfield North	402	307	95	31%	59	50	9	18%
Bridge	284	245	39	16%	34	53	-19	-36%
Castle	560	518	42	8%	69	77	-8	-10%
Worksop North West	449	453	-4	-1%	87	79	8	10%
Worksop South	385	324	61	19%	58	52	6	12%
Eastwood South	450	388	62	16%	67	61	6	10%
Netherfield And Colwick	220	299	-79	-26%	43	52	-9	-17%
Total	5,498	5,109	389	8%	824	838	-14	-2%
Discretionary Areas								
Ladybrook	148	122	26	21%	23	25	-2	-8%
Worksop South East	562	649	-87	-13%	77	90	-13	-14%
Trent Bridge	292	217	75	35%	28	45	-17	-38%
Total	1,002	988	14	1%	128	160	-32	-20%

1.7 Reduction in Anti-Social Behaviour (ASB) incidents across the Force

	Year-to-date performance				Target Position			Month-to-date performance			
	2015/16	2014/15	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target	September 2015	September 2014	Volume Change	Percentage Change
Force	20,217	21,528	-1,311	-6.09%	19,806	411.24	2.03%	2961	3403	-442	-12.99%
City Division	10,053	10,209	-156	-1.53%	9,392	660.72	6.57%	1470	1619	-149	-9.20%
County Division	10,164	11,319	-1,155	-10.20%	10,413	-249.48	-2.45%	1491	1784	-293	-16.42%
County West	3,765	4,261	-496	-11.64%	3,920	-155.12	-4.12%	518	621	-103	-16.59%
Ashfield	1,862	2,136	-274	-12.83%	1,965	-103.12	-5.54%	275	295	-20	-6.78%
Mansfield	1,903	2,125	-222	-10.45%	1,955	-52	-2.73%	243	326	-83	-25.46%
County East	3,146	3,483	-337	-9.68%	3,204	-58.36	-1.86%	485	599	-114	-19.03%
Bassetlaw	1,729	1,839	-110	-5.98%	1,692	37.12	2.15%	276	316	-40	-12.66%
Newark & Sherwood	1,417	1,644	-227	-13.81%	1,512	-95.48	-6.74%	209	283	-74	-26.15%
County South	3,253	3,575	-322	-9.01%	3,289	-36	-1.11%	488	564	-76	-13.48%
Broxtowe	1,117	1,329	-212	-15.95%	1,223	-105.68	-9.46%	149	183	-34	-18.58%
Gedling	1,307	1,363	-56	-4.11%	1,254	53.04	4.06%	196	237	-41	-17.30%
Rushcliffe	829	883	-54	-6.12%	812	16.64	2.01%	143	144	-1	-0.69%
City Division	10,053	10,209	-156	-1.53%	9,392	660.72	6.57%	1470	1619	-149	-9.20%
City Central	2,849	2,804	45	1.60%	2,580	269.32	9.45%	415	466	-51	-10.94%
City Centre	1,560	1,342	218	16.24%	1,235	325.36	20.86%	242	225	17	7.56%
City North	3,316	3,381	-65	-1.92%	3,111	205.48	6.20%	439	476	-37	-7.77%
City South	2,328	2,682	-354	-13.20%	2,467	-139.44	-5.99%	374	452	-78	-17.26%

	Year-to-date performance				Target Position			Month-to-date performance			
	2015/16	2014/15	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target	September 2015	September 2014	Volume Change	Percentage Change
ASB Environmental	1,014	1,704	-690	-40.49%	1,568	-553.68	-54.60%	136	260	-124	-47.69%
ASB Nuisance	15,913	16,249	-336	-2.07%	14,949	963.92	6.06%	2313	2565	-252	-9.82%
ASB Personal	3,290	3,575	-285	-7.97%	3,289	1	0.03%	512	578	-66	-11.42%

1.8 An increase in the detection rate for Victim-Based Crime

	Year-to-date performance			Target Position		Month-to-date performance		
	2015/16	2014/15	Change	Current Target	Percentage Difference from Target	September 2015	September 2014	Change
Force	22.76%	25.77%	-3.01%	25.78%	-3.02%	20.31%	24.72%	-4.42%
City Division	22.57%	24.59%	-2.01%	24.60%	-2.02%	21.29%	23.43%	-2.14%
County Division	22.89%	26.65%	-3.77%	26.66%	-3.78%	19.64%	25.66%	-6.01%
County West	24.68%	28.83%	-4.15%	28.84%	-4.16%	22.51%	27.48%	-4.97%
Ashfield	21.56%	24.64%	-3.08%	24.65%	-3.09%	19.86%	20.45%	-0.59%
Mansfield	27.65%	32.76%	-5.10%	32.77%	-5.11%	25.13%	34.51%	-9.38%
County East	22.69%	27.19%	-4.50%	27.20%	-4.51%	18.73%	24.30%	-5.57%
Bassetlaw	22.75%	26.64%	-3.88%	26.65%	-3.89%	18.82%	23.78%	-4.96%
Newark & Sherwood	22.61%	27.93%	-5.32%	27.94%	-5.33%	18.60%	25.06%	-6.46%
County South	20.95%	23.83%	-2.88%	23.84%	-2.89%	17.04%	25.07%	-8.03%
Broxtowe	23.63%	23.82%	-0.20%	23.83%	-0.21%	18.48%	19.22%	-0.74%
Gedling	22.30%	25.34%	-3.04%	25.35%	-3.05%	17.60%	28.73%	-11.13%
Rushcliffe	16.01%	21.54%	-5.54%	21.55%	-5.55%	14.10%	28.18%	-14.08%
City Division	22.57%	24.59%	-2.01%	24.60%	-2.02%	21.29%	23.43%	-2.14%
City Central	17.30%	19.97%	-2.67%	19.98%	-2.68%	15.67%	16.96%	-1.30%
City Centre	33.04%	34.05%	-1.02%	34.06%	-1.03%	29.05%	30.55%	-1.50%
City North	21.92%	24.14%	-2.22%	24.15%	-2.23%	23.29%	28.73%	-5.44%
City South	20.56%	21.93%	-1.38%	21.94%	-1.39%	18.09%	19.08%	-0.99%

1.8 Use of Community Resolutions

	2015/16	% Prop of total	2014/15	% Prop of total
Cautions	1084	10.75%	1340	11.97%
Charge / Summons	7086	70.25%	7072	63.18%
Community Resolution	1492	14.79%	1994	17.81%
Other	218	2.16%	528	4.72%
Penalty Notice for Crime	85	0.84%	111	0.99%
TIC not previously recorded	5	0.05%	8	0.07%
TIC previously recorded	117	1.16%	140	1.25%
Total	10087	-	11193	-

1.8 Breakdown of Outcome Codes

	Year-to-date performance
	2015/16
01. Charged/Summons	7086
02. Caution - Youths	187
03. Caution - Adults	897
04. Taken Into Consideration	122
05. Offender Has Died	8
06. Penalty Notices For Disorder	85
07. Cannabis Warning	210
08. Community Resolution	1492
09. Prosecution Not In The Public Interest (CPS)	324
10. Action Not In The Public Interest (Police)	996
11. Named Suspect below the age of criminal responsibility	44
12. Named suspect too ill (physical or mental health) to prosecute	103
13. Named suspect but victim/key witness is dead or too ill	31
14. Victim declines/unable to ID suspect	395
15. Victim supports but evidential difficulties prevent further action	3223
16. Victim does not support/withdraws support	3464
17. Prosecution time limit expired	57
18. Investigation Complete: No suspect identified	18172
Total	36896

1.9 The number of alcohol-related crimes

	Year-to-date performance				Month-to-date performance			
	2015/16	2014/15	Volume Change	Percentage Change	September 2015	September 2014	Volume Change	Percentage Change
All Crime	37,913	36,360	1,553	4.3%	5,175	5,948	-773	-13.0%
Alcohol-related	4,869	4,875	-6	-0.1%	610	738	-128	-17.3%
% Alcohol-related	12.8%	13.4%		-0.6%	11.8%	12.4%		-0.6%
Victim-Based Crime	34,059	32,479	1,580	4.9%	5,175	5,363	-188	-3.5%
Alcohol-related	4,326	4,319	7	0.2%	610	652	-42	-6.4%
% Alcohol-related	12.7%	13.3%		-0.6%	11.8%	12.2%		-0.4%
Violence Against the Person	9,609	8,245	1,364	16.5%	1,306	1,336	-30	-2.2%
Alcohol-related	1,989	1,955	34	1.7%	266	308	-42	-13.6%
% Alcohol-related	20.7%	23.7%		-3.0%	20.4%	23.1%		-2.7%
Anti-Social Behaviour	20,217	21,528	-1,311	-6.1%	2,961	3,403	-442	-13.0%
Alcohol-related	3005	2934	71	2.4%	426	465	-39	-8.4%
% Alcohol-related	14.9%	13.6%		1.2%	14.4%	13.7%		0.7%

1.11 To monitor the number of production and supply of drugs

	Year-to-date performance				Taret Position			Month-to-date performance			
	2015/16	2014/15	Volume Change	Percentage Change	Current Target	Difference from Target	Percentage Difference from Target	September 2015	September 2014	Volume Change	Percentage Change
Possession	1157	1,442	-285	-19.76%	1,441	-284	-19.71%	167	183	-16	-8.74%
Production	146	189	-43	-22.75%	188	-42	-22.34%	26	40	-14	-35.00%
Supply	238	161	77	47.83%	160	78	48.75%	10	19	-9	-47.37%
Sum:	1541	1,792	-251	-14.01%	1,789	-248	-13.96%	203	242	-39	-16.12%

For Information / Consideration / Comment / Decision (delete as appropriate)	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	16 th November 2015
Report of:	Gary Jones
Report Author:	David Machin
E-mail:	David.Machin10991@Nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	7

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

Finance Performance & Insight Report

1. Purpose of the Report

- 1.1 The purpose of this report is to inform the Strategic Resources and Performance meeting of the key financial performance headlines for Nottinghamshire Police.

2. Recommendations

- 2.1 It is recommended that the contents of the attached report at Appendix A are noted.

2.3 Background

The full year net revenue budget for 2015-16 is £191.200m. This is split Office of the Police and Crime Commissioner (OPCC) £4.725m and the Force Budget £186.475m.

3. Reasons for Recommendations

- 3.1 To ensure that the OPCC is aware of the current budget performance in line with the Force priorities.

4. Summary of Key Points

- 4.1 Expenditure to date to 30th September 2015 was £101.170m, which was £2.710m worse than budget.
- 4.2 Police officer pay to-date was £52.780m, which was £0.302m better than budget. This was largely due to savings on salaries, pensions and allowances. Overtime was £1.943m, which was £0.538m worse than budget largely due to various operations such as Drosometer, and Tiffany which have been offset by income and Melic. After adjusting for the operations offset by income, overtime was c£0.200m worse than budget.
- 4.3 Police staff pay to date was £25.794m, which was £0.674m worse than budget. This was largely due to the efficiency challenge included in the

budget and agency staff costs. Overtime was £0.386m which was £0.080m worse than budget.

- 4.4 Premises costs were £0.182m worse than budget, which is largely due to the efficiency challenge.
- 4.5 Transport costs were £0.322m worse than budget, which is largely due to the phasing of the fleet review efficiency and additional insurance costs, partly offset by the benefit of the current low fuel prices.
- 4.6 Comms & computing costs were £0.403m worse than budget which in part phasing and some externally funded costs which were unbudgeted but offset by income.
- 4.7 Clothing, uniform & laundry costs were £0.106m worse than budget which is largely due to redundant stock.
- 4.8 Delivering the Future (DtF) is the Force's programme to transform the Force with the aim of being the best performing force in England and Wales by doing things differently and building a sustainable policing model for the communities in Nottinghamshire, whilst addressing the financial challenges.
- 4.9 The efficiency achieved to date was £2.104m, which was £1.223m adverse. Details can be found in Appendix A.

5. Financial Implications and Budget Provision

- 5.1 The financial information relating to this item is contained within Appendix A.

6. Human Resources Implications

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

7. Equality Implications

- 7.1 There are no equality implications arising from this report.

8. Risk Management

- 8.1 Please see attached Appendix A.

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

- 9.1 There are no policy implications arising from this report.

10. Changes in Legislation or other Legal Considerations

- 10.1 There are no changes in legislation or other legal considerations that are relevant to this report.

11. Details of outcome of consultation

11.1 The figures included in this report are presented to the Force Executive Board on a monthly basis.

12. Appendices

12.1 Appendix A – FEB P&I report to September 2015



Force Executive Board

Performance & Insight Report

Performance to September 2015

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Efficiencies	7
Overtime	8-9
OPCC	10-11

Financials

Month		
Actual £m	Budget £m	B/(w) than Budget £m

8.781	8.834	0.053
0.350	0.150	(0.200)
4.099	4.020	(0.078)
0.069	0.033	(0.037)
0.341	0.068	(0.273)
13.640	13.105	(0.535)
0.584	0.551	(0.032)
0.481	0.496	0.015
0.629	0.497	(0.132)
0.035	0.029	(0.006)
(0.305)	0.125	0.430
0.623	0.530	(0.093)
0.377	1.391	1.014
2.423	3.619	1.195
16.063	16.724	0.661
(0.849)	(1.461)	(0.613)
15.214	15.262	0.048

Total pay & allowances

Police pay & allowances
Police overtime
Police staff pay & allowances
Police staff overtime
Other employee expenses

Other operating expenses

Premises costs
Transport costs
Comms & computing
Clothing, uniform & laundry
Other supplies & services
Collaboration contributions
Other

Total expenditure

Income

Year to date			Full Year Budget £m
Actual £m	Budget £m	B/(w) than Budget £m	

52.780	53.083	0.302	105.637
1.943	1.405	(0.538)	3.245
25.794	25.119	(0.674)	48.673
0.386	0.306	(0.080)	0.632
0.675	0.395	(0.279)	0.787
81.578	80.309	(1.269)	158.974
3.402	3.220	(0.182)	5.960
3.321	2.999	(0.322)	5.854
3.359	2.956	(0.403)	5.939
0.283	0.177	(0.106)	0.447
3.457	1.938	(1.519)	4.612
4.165	3.318	(0.846)	6.679
9.622	10.364	0.742	14.567
27.609	24.972	(2.637)	44.059
109.187	105.281	(3.906)	203.033
(8.016)	(6.821)	1.196	(11.833)
101.170	98.460	(2.710)	191.200

Financials

Month: £15.214m against a budget of £15.262m (£0.048m favourable)
Year to date: £101.170m against a budget of £98.460m (£2.710m adverse)
Full year budget: £191.200m

Month:

Expenditure was £0.048m better than budget. This was mainly due to a release of the MRP provision and a correction to externally funded projects. This was partly offset by the efficiency challenge being behind target, overtime and redundancy payments.

Police officer pay was £8.781m, which was £0.053m better than budget largely due to pensions, unsocial hours payments and leavers/retirees being higher than budgeted. Overtime was £0.350m, which was £0.200m worse than budget, mainly due to Op Drosometer £0.081m, mutual aid and special services £0.028m all of which are offset by income. An additional accrual for the overtime rate issue has not been raised as it is felt this can be covered by the £0.100m accrual raised in August for unauthorised hours.

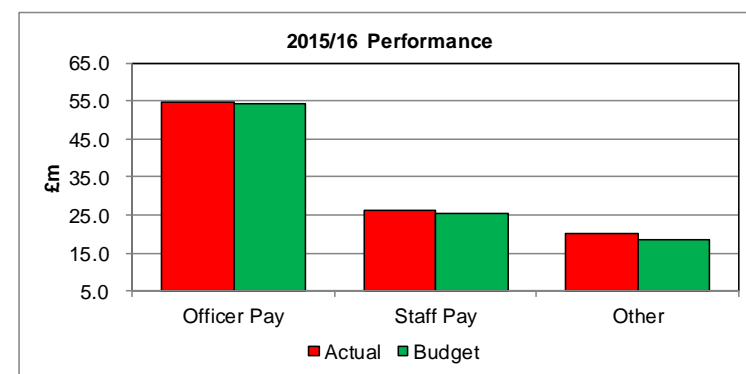
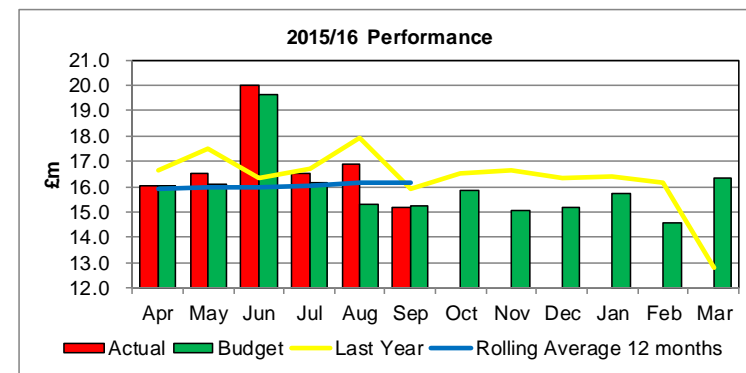
Police staff pay was £4.099m, which was £0.078m worse than budget, mainly due to not achieving the budgeted vacancy rate; and the phasing of the overlay for PCSO restructuring. Overtime was £0.069m, which was £0.037m worse than budget, we are not accruing in this area and this reflects the actual payments coming through from BOBO.

Other employee expenses was £0.273m worse than budget largely due to an accrual for PCSO redundancy costs and pension strain.

Premises costs were £0.032m worse than budget. This was mainly due to the efficiency challenge included within the budget, partly offset by a release of a utilities accrual for Central where the actual for 2014/15 came in lower than estimated. Comms and computing costs were £0.132m worse than budget, this was in part due to the efficiency challenge in the budget; costs for CAID and transfer of costs from Supplies and services. The under spend in Other supplies & services is primarily due to the correction to externally funded projects.

The saving in Other is due to a saving on MRP to offset the year to date for the collaboration contributions to the MFSS.

The £0.792m worse than budget performance on income was largely due to re-analysis of the phasing of externally funded projects and CNPS where the income had been over accrued.



Financials

Year to date:

Expenditure was £2.710m worse than budget. This was largely due to efficiency challenge being behind target at £1.223m, overtime and staff agency costs.

Police officer pay was £52.780m, which was £0.302m better than budget largely due to pensions, unsocial hours payments and leavers/retirees being higher than budgeted, although the monthly saving has slowed down. Overtime was £1.943m, which was £0.538m worse than budget, partly due to an accrual for c4,500 hours of overtime awaiting authorisation in BOBO on supervisors workbenches which is expected not to be required in full and will be used to offset the overtime rates issue; and a number of operations the main ones being Op Drosometer at £0.219m which is externally funded and matched by income, Op Tiffany at c£0.060m which is mutual aid and has been more than offset within income and Op Melic being the missing persons search.

Police staff pay was £25.794m, which was £0.674m worse than budget, mainly due to agency costs; not achieving the budgeted vacancy rate; and the phasing of the overlay for PCSO restructuring which is expected to reverse over the coming months. Overtime was £0.386m, which was £0.080m worse than budget, we are not accruing in this area and this reflects the actual payments coming through from BOBO.

Premises and transport costs were £0.182m and £0.322m worse than budget respectively. This was mainly due to the efficiency challenge included within the budget, such the fleet review; this has been partly offset form the benefit of the current low fuel prices.

Comms and computing were £0.403m worse than budget which is largely due to phasing and will be monitored closely.

The overspend in Other supplies & services is primarily down to a under achievement of the efficiency challenges and professional fees which in part have been offset in income.

Collaboration contributions was £0.846m worse than budget mainly due to the year to date charge for the MFSS which was omitted from the budget. This is being addressed in the forecast.

The underspend in Other was mainly due to the MRP being lower than budgeted due to the 2014/15 capital programme being lower than forecasted and a review of asset lives. This saving is being offset against the MFSS collaboration cost.

A re-forecast exercise is currently underway which is to be completed by the end of October.

Capital Expenditure

Month: £0.961m

Year to date: £3.722m

Full year budget: £20.177m

	Month			Year to date			Remaining Budget £m	Full Year Budget £m
	Actual £m	Budget £m	B/(w) than Budget £m	Actual £m	Budget £m	B/(w) than Budget £m		
Estates								
Access control improvement works	0.089	0.061	(0.029)	0.093	0.266	0.173	0.512	0.605
Broxtowe refurbishment	0.001	0.070	0.069	0.197	0.239	0.042	0.042	0.239
Byron House - central relocation	-	-	-	-	-	-	0.980	0.980
Custody improvements	(0.015)	-	0.015	0.183	0.052	(0.131)	(0.038)	0.145
DIU/Cyber	0.004	0.076	0.072	0.004	0.346	0.342	0.416	0.420
FHQ kennels	-	0.090	0.090	-	0.371	0.371	0.571	0.571
FHQ re-surfacing of roads & car parking	0.169	-	(0.169)	0.169	0.278	0.109	0.110	0.279
Oxclose Lane refurbishment	-	0.020	0.020	-	0.030	0.030	0.450	0.450
Relocation of Control Room	-	-	-	-	0.100	0.100	1.278	1.278
West Bridgford 1st floor refurbishment	-	0.100	0.100	-	0.210	0.210	0.300	0.300
Lucerne	0.063	-	(0.063)	0.700	-	(0.700)	(0.700)	-
Other	0.088	0.296	0.208	0.264	1.360	1.096	1.735	1.999
	0.399	0.713	0.314	1.610	3.252	1.642	5.656	7.266
Information Systems								
Desktop virtualisation	-	-	-	0.034	0.300	0.266	0.266	0.300
Enabling change	0.005	0.033	0.028	0.009	0.198	0.189	0.391	0.400
Essential hardware refresh	(0.017)	0.033	0.050	-	0.198	0.198	0.400	0.400
Mobile data various projects	-	0.341	0.341	0.080	1.493	1.413	1.579	1.659
Regional LAN desk merger development	-	0.255	0.255	-	0.255	0.255	0.255	0.255
Telephony project	0.014	0.293	0.279	0.072	0.571	0.499	0.985	1.057
Other	0.037	0.044	0.007	0.321	0.677	0.356	0.378	0.699
	0.039	0.999	0.960	0.516	3.692	3.176	4.254	4.770
Other								
Body worn video	-	-	-	-	1.667	1.667	1.667	1.667
EMOpSS	-	0.125	0.125	-	0.749	0.749	1.499	1.499
MAIT	-	0.046	0.046	-	0.275	0.275	0.550	0.550
MFSS	0.387	-	(0.387)	1.437	1.740	0.303	0.303	1.740
Niche	0.057	0.129	0.072	0.077	0.771	0.694	1.465	1.542
PBS	0.001	0.032	0.031	0.003	0.194	0.191	0.379	0.382
Other	0.078	0.254	0.176	0.079	0.480	0.401	0.682	0.761
	0.523	0.586	0.063	1.596	5.876	4.280	6.545	8.141
	0.961	2.297	1.336	3.722	12.820	9.098	16.455	20.177

Currently the projects within the capital programme are being reviewed with the organisation with the ambition of reducing the overall spend for the 2015/16 to c£6.000m.

Efficiencies

Month: £0.435m against a target of £0.726m (£0.292m adverse)

Year to date: £2.104m against a target of £3.327m (£1.223m adverse)

Full year target: £11.014m

Month		
Actual £m	Budget £m	B/(w) than Budget £m

0.377	0.405	(0.028)
0.057	0.321	(0.264)
0.001	0.001	-
0.435	0.726	(0.292)

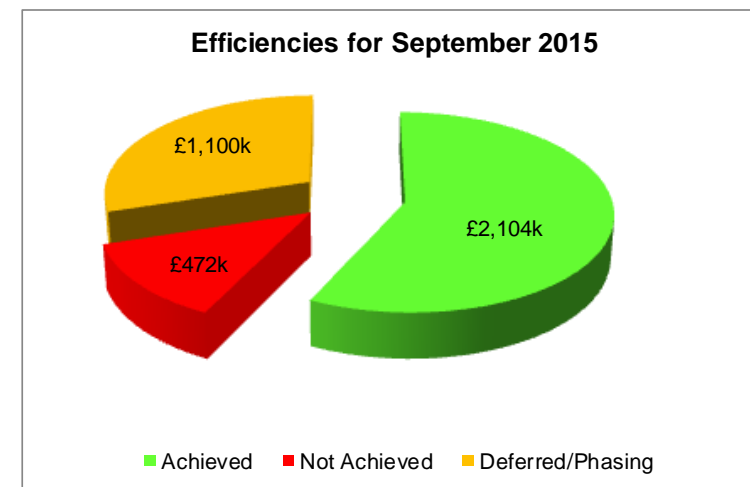
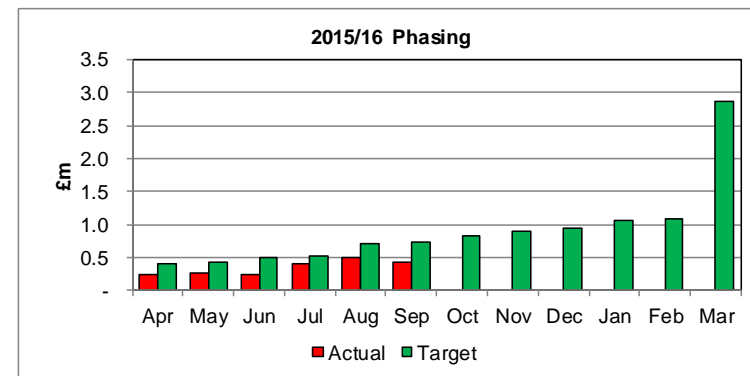
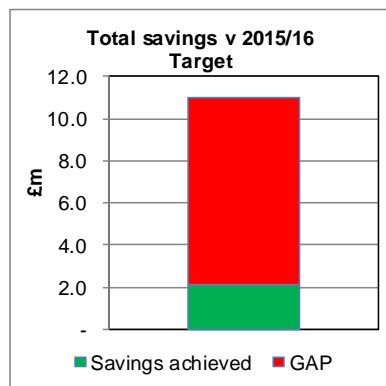
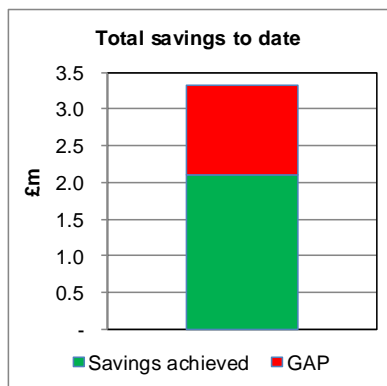
Operations
Corporate Services
OPCC

Year to date		
Actual £m	Budget £m	B/(w) than Budget £m

1.863	1.664	0.199
0.237	1.659	(1.422)
0.004	0.004	-
2.104	3.327	(1.223)

Full Year Budget £m

4.481
6.426
0.107
11.014



- Operations is ahead due to officer savings, partly offset by EMOpSS restructure.
- Corporate Services was £1.422m behind target due to staff vacancy rate, fleet review, 5% procurement saving and income generation.
- OPCC is on target.

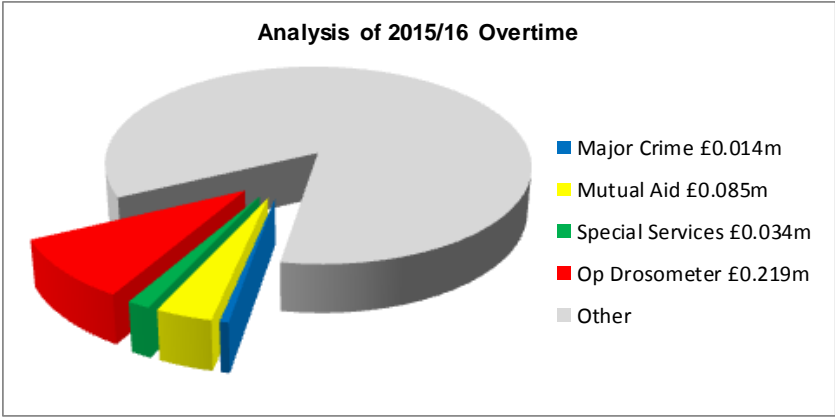
Month		
Actual £m	Budget £m	B/(w) than Budget £m

0.422	0.166	(0.255)
0.000	-	(0.000)
(0.003)	0.016	0.019
0.000	0.000	(0.000)
0.419	0.183	(0.237)

Operations
Seconded officers & staff
Corporate Services
OPCC

Year to date			Full Year Budget £m
Actual £m	Budget £m	B/(w) than Budget £m	

2.167	1.606	(0.562)	3.662
0.002	-	(0.002)	-
0.158	0.105	(0.053)	0.215
0.001	0.000	(0.001)	0.001
2.329	1.711	(0.617)	3.877



Overtime

Month: £0.419m against a budget of £0.183m (£0.237m adverse)

Year to date: £2.329m against a budget of £1.711m (£0.617m adverse)

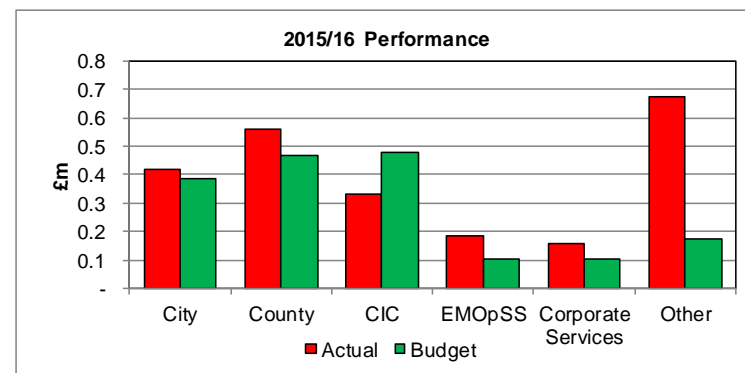
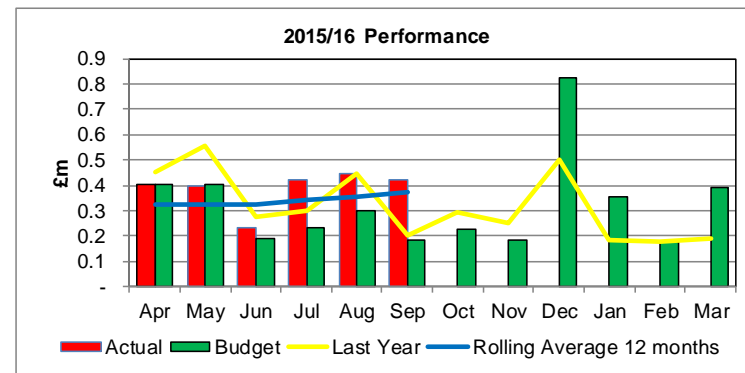
Full year budget: £3.877m

Officer overtime expenditure year to date was £1.943m, which is an over spend of £0.538m against a budget of £1.405m. This has mainly resulted from a number of operations the main ones being:

- Op Drosometer at c£0.219m which is externally funded and matched by income
- Op Tiffany at c£0.060m which is a mutual aid and has been more than offset within income
- Op Melic being the missing persons search
- £0.100m has been accrued to reflect a report showing c4,500 hours are in BOBO awaiting authorisation. We believe this is worst case and that not all the hours will be converted into paid overtime. Supervisors need to be reminded of the importance of clearing these requests in BOBO

Staff overtime expenditure year to date was £0.386m, which is an overspend of £0.080m against a budget of £0.306m.

The high expenditure within Corporate Services is due to the overtime accrual now being reported within Central costs.



Month		
Actual £m	Budget £m	B/(w) than Budget £m

-	-	-
-	-	-
0.035	0.057	0.022
0.000	0.000	(0.000)
0.002	0.001	(0.000)
0.037	0.059	0.022
-	0.001	0.001
0.002	0.002	0.000
0.001	0.001	0.000
-	0.000	0.000
0.033	0.027	(0.006)
0.005	0.005	(0.000)
(0.002)	0.002	0.004
0.039	0.037	(0.001)
0.076	0.096	0.020
(0.016)	-	0.016
0.060	0.096	0.036

Total pay & allowances
Police pay & allowances
Police overtime
Police staff pay & allowances
Police staff overtime
Other employee expenses

Other operating expenses
Premises costs
Transport costs
Comms & computing
Clothing, uniform & laundry
Other supplies & services
Collaboration contributions
Other

Total expenditure

Income

Year to date			Full Year Budget £m
Actual £m	Budget £m	B/(w) than Budget £m	

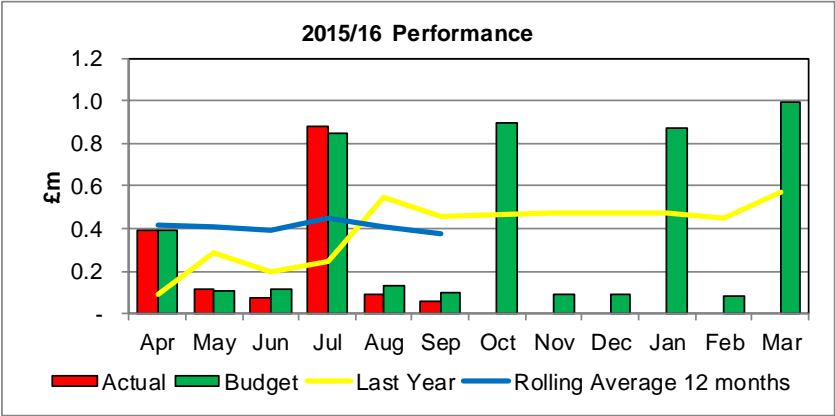
-	-	-	-
-	-	-	-
0.326	0.341	0.015	0.683
0.001	0.000	(0.001)	0.001
0.003	0.012	0.009	0.019
0.330	0.353	0.023	0.702
0.010	0.015	0.005	0.029
0.007	0.010	0.003	0.021
0.004	0.005	0.001	0.013
0.000	0.000	0.000	0.000
1.434	1.212	(0.222)	3.698
0.027	0.027	0.001	0.055
0.108	0.076	(0.032)	0.206
1.590	1.346	(0.244)	4.022
1.920	1.699	(0.221)	4.725
(0.300)	-	0.300	-
1.619	1.699	0.079	4.725

OPCC

Month: £0.060m against a budget of £0.096m (£0.036m favourable)
Year to date: £1.619m against a budget of £1.699m (£0.079m favourable)
Full year forecast: £4.725m

Month:
 Expenditure was £0.036m better than budget which was largely due to savings on salaries due to some year to date transfers; and the phasing of home office grants.

Year to date:
 Expenditure was £0.079m favourable than budget largely due to savings on salaries due to year to date transfers in September; phasing of training and audit fees; and phasing of Home Office grants and payments to partners such as the community safety grant.



For Consideration	
Public/Non Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	16 November 2015
Report of:	The Chief Executive
Report Author:	Alison Fawley
E-mail:	alison.fawley@nottsc.gov.uk
Other Contacts:	
Agenda Item:	8

WORK PROGRAMME

1. Purpose of the Report

- 1.1 To provide a programme of work and timetable of meetings for the Strategic Resources and Performance meeting

2. Recommendations

- 2.1 To consider and make recommendations on items in the work plan and to note the timetable of meetings

3. Reasons for Recommendations

- 3.1 To enable the meeting to manage its programme of work.

4. Summary of Key Points

- 4.1 The meeting has a number of responsibilities within its terms of reference. Having a work plan ensures that it carries out its duties whilst managing the level of work at each meeting.

5. Financial Implications and Budget Provision

- 5.1 None as a direct result of this report

6. Human Resources Implications

- 6.1 None as a direct result of this report

7. Equality Implications

- 7.1 None as a direct result of this report

8. Risk Management

- 8.1 None as a direct result of this report

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

- 9.1 This report meets the requirements of the Terms of Reference of the meeting and therefore supports the work that ensures that the Police and Crime Plan is delivered.

10. Changes in Legislation or other Legal Considerations

- 10.1 None as a direct result of this report

11. Details of outcome of consultation

- 11.1 None as a direct result of this report

12. Appendices

- 12.1 Work Plan and schedule of meetings

Strategic Resources and Performance Meeting Work Programme

	<u>ITEM</u>	<u>FREQUENCY</u>	<u>LEAD OFFICER</u>
	Tuesday 12 January 2016, 10am, Venue TBC		
1	Topic based presentation		
2	Chief Constable's Update Report	Every other meeting	Force
3	Partnership Strategic Assessment (Notts Police & Crime Needs Assessment)	Annually	OPCC
4	Police and Crime Plan Refresh	Annually	OPCC
	Verbal update on the assessment of the settlement announcement compared to the MTFP		OPCC CFO
	Standard items:-		
	Performance Scorecard – Executive Summary	Every meeting	Force
	(15) Updates on Medium Term Financial Plan	Every meeting	
	(18) & (19) Revenue Budget Monitoring and Forecast (summarising approved virements) and Capital Budget Monitoring and Forecast (summarising approved virements) – Financial Performance & Insight report	Every meeting	Force
	Period 8 Capital monitoring & forecast report 2015-16		
	Work Programme		

<u>ITEM</u>	<u>FREQUENCY</u>	<u>LEAD OFFICER</u>
Tuesday 15 March 2016 10am – 12.30pm, Venue TBC		
Chairs Meeting – non public 10 -11am	6 monthly	Force
(61) Workforce planning Requested by Lisa 28.10.15		
Verbal update on items going to Police and Crime Panel	Every meeting	Force
(55) Report on Environmental Management Performance	Annually	Force
(56) Report on Health & Safety Monitoring together dip – sampling recommendation and implementations of actions and lessons learned	Annually	Force
(59) Report on Equality and Diversity and Human Rights performance and monitoring	Annually	Force
(67) Public Protection and Safeguarding reports	6 monthly	Force & OPCC
Police & Crime Commissioner Annual Report		OPCC
Police & Crime Commissioner grants		OPCC
Community Safety Funding Awards 2016-17		
Refreshed Police & Crime Plan		
Standard items:-		
Performance Scorecard – Executive Summary	Every meeting	Force
(15) Updates on Medium Term Financial Plan	Every meeting	
(18) & (19) Revenue Budget Monitoring and Forecast (summarising approved virements) and Capital Budget Monitoring and Forecast (summarising approved virements) – Financial Performance & Insight report	Every meeting	Force

<u>ITEM</u>	<u>FREQUENCY</u>	<u>LEAD OFFICER</u>
Tuesday 24 May 2016, 10am, Venue TBC		
Topic based presentation		
Chief Constable's update report	Every other meeting	Force
Verbal update on items going to Police and Crime Panel	Every meeting	Force
(29) Report detailing the Treasury out-turn	Annually	?
(30) Treasury update – annual report	6 monthly	OPCC CFO
(32) Insurance tender process report	Annually	?
(33) Insurance provisions report	Annually	?
(37) Report on delivery against the Police & Crime Plan	Annually	OPCC
Standard items:-		
Performance Scorecard – Executive Summary	Every meeting	Force
(15) Updates on Medium Term Financial Plan	Every meeting	
(18) & (19) Revenue Budget Monitoring and Forecast (summarising approved virements) and Capital Budget Monitoring and Forecast (summarising approved virements) – Financial Performance & Insight report	Every meeting	Force

	<u>ITEM</u>	<u>FREQUENCY</u>	<u>LEAD OFFICER</u>
	11or 18 July 2016 - TBC		