Nottinghamshire
POLICE & CRIME COMMISSIONER

STRATEGIC RESOURCES & PERFORMANCE MEETING

Thursday 09 November 2017 at 11.15 am
County Hall, West Bridgford, Nottingham NG2 7QP

Membership

Paddy Tipping – Police and Crime Commissioner
Kevin Dennis – Chief Executive, OPCC
Charlie Radford – Chief Finance Officer, OPCC
Craig Guildford – Chief Constable, Notts Police
Rachel Barber – Deputy Chief Constable, Notts Police
Steven Cooper – Assistant Chief Constable, Notts Police
Paul Dawkins – Assistant Chief Officer, Finance, Notts Police

A G E N D A

1 Apologies for absence

2 Minutes of the previous meeting held on 7 September 2017

3 Police Use of Force

4 Force Report on Stop and Search

5 The use of Strip Search in Nottinghamshire

6 Quality of Service Review

7 The Lammy Review 2017

8 Performance & Insight Report September 2017

9 Finance Performance & Insight Report for 2017/18 as at September 2017

10 Chief Constable's Update Report

11 Regional Collaboration Update (verbal)

12 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: sara.allmond@nottscc.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 THURSDAY 7TH SEPTEMBER 2017

AT GEDLING BOROUGH COUNCIL, CIVIC CENTRE, ARNOT HILL ROAD, ARNOLD, NOTTINGHAM, NG5 6LU

COMMENCING AT 10.00AM

MEMBERSHIP

(A – denotes absence)

Paddy Tipping – Police and Crime Commissioner
Kevin Dennis – Chief Executive, OPCC
A Charlie Radford – Chief Finance Officer, OPCC
A Craig Guildford – Chief Constable, Nottinghamshire Police
A Rachel Barber – Deputy Chief Constable, Nottinghamshire Police
Steven Cooper – Assistant Chief Constable, Nottinghamshire Police
A Paul Dawkins – Assistant Chief Officer, Finance

OTHERS PRESENT

David Ebbage – Democratic Services, Notts County Council
Denise Hill – Head of HR, Nottinghamshire Police
Balil Hussain – Nottingham Citizens
Mark Kimberley - Head of Finance, Nottinghamshire Police
Sajid Mohammed – BME Steering Group / BME Working Group
James Lunn – Senior HR Partner, Nottinghamshire Police
Cecile Wright – BME Steering Group / BME Working Group

APOLOGIES FOR ABSENCE

Apologies for absence were received from Charlie Radford, Craig Guildford, Rachel Barber and Paul Dawkins

DECLARATIONS OF INTEREST

None.

MINUTES OF THE PREVIOUS MEETING HELD ON 6 JULY 2017

Agreed.

FINANCE PERFORMANCE & INSIGHT REPORT FOR 2017/18 AS AT JUNE 2017

Mark Kimberley introduced the report which provided an update on the projected financial outturn position against the key financial performance headlines for Nottinghamshire Police as at 30th June 2017 (Period 3).

During discussions the following points were raised:

- The Quarter One review of revenue expenditure was forecasting an under spend in the Force budget of £2,299k with a projected revenue spend of £183,048k; and an on budget position within the OPCC of £4,758k.
- The under spend was predominately being delivered through payroll savings, however the forecast did not take into account any additional cost implications that could be incurred due to the recent Annual Departmental Assessments (ADA's), which would be monitored closely over Quarter Two as they were evaluated.
- Police officer pay forecast for the year is £97,729k, which was a projected underspend of £100k against the original budget. This was based on the assumption of natural leavers at 4.5 full time equivalents (FTE's) per month which was in line with HR data following a review of leaver rates over recent years.
- The OPCC was projecting an on budget performance with an outturn of £4,758k. It was assumed that any underspend that might arise during the year would be transferred to the OPCC's Commissioning reserve at year end.
- Significant costs in IT for both revenue and capital expenditure were linked to the tri-force collaboration project which was in part funded by a Transformation Grant. This was therefore subject to the achievement of the objectives outlined in the grant application, and due to timeline constraints this was identified as a financial risk to the Force.
- An offer had been made for Carlton Police Station, subject to the buyer securing planning permission.

RESOLVED 2017/0029

To note the report.

WORKFORCE PLANNING

Denise Hill introduced the report to update on the police officer and police staff numbers as at 30 June 2017

During discussions the following points were raised:

- As at 30 June the number of police officers funded by Nottinghamshire Police was 1743.22 full time equivalent (FTE). In addition, there were 18.73 FTE officers who were externally funded through partnership arrangements, for example, via Nottingham Community Protection. A further 37 officers in regional posts were

classed as collaboratively funded plus 7 FTE on secondment and 7.64 FTE on career break. This provided a total FTE of 1813.59 police officers.

- As at this date, the number of substantive Police Staff, excluding PCSOs was 983.32 FTE. This was a decrease of 4.44 FTE from last month which was due to a combination of joiners and leavers.
- As at 30 June the number of PCSO's was 180.28 FTE. In terms of the latest process, of the 115 applications received, 3 were unsuccessful at pre-employment vetting checks. 47 passed CBQ and had been invited for interview (along with 2 others from a previous process). Interviews were held from 19 July to 1 August. It was envisaged that both cohorts will be fully resourced in October (5th and 20th).
- The PCSO review in 2015 resulted in the establishment reducing from 340 FTE to 246.7 FTE. Subsequent voluntary redundancies and natural wastage led to a further reduction. The ambition was to maintain the establishment at 200 FTE.

RESOLVED 2017/0030

To note the report

EQUALITY, DIVERSITY AND HUMAN RIGHTS PERFORMANCE & MONITORING

Denise Hill introduced the report to inform the meeting of the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

During discussions the following points were raised:

- Continued hard work had been dedicated to improving the use and monitoring of stop and search powers, and in particular to ensure that any issues of apparent disproportionality were tackled robustly. Front-line officers had undergone equality training on unconscious bias provided by an external consultant. Work also continued with EMCHRS L&D to develop train the trainer scenario testing of officer's knowledge of stop and search and the recording equipment.
- A consolidated action plan for tackling hate crime and improving outcomes had been developed by the Hate Crime Steering Group of the Safer Nottinghamshire Board.
- The continued use of the triage cars had seen a reduction in the use of police powers under Section 136 of the Mental Health Act. Partnership efforts to address mental health had also been increased following the introduction of the Concordat action plan. Since April 2016 there had been further reductions in the use of cells for Section 136 Mental Health Act patients and no children had been detained.
- BME representation for all staff had slightly increased for all staff from 4.33% at 31 March 2016 to 4.65% at 31 March 2017.
- Having BME officers as visible role models and updating promotional material and internet pages with role models.

RESOLVED 2017/031

To note the report.

STAFF HEALTH AND WELLBEING

RESOLVED 2017/0032

Resolved to note the report.

OFFICE OF SURVEILLANCE COMMISSION ANNUAL REPORT AND RECOMMENDATIONS

RESOLVED 2017/033

Resolved to note the report.

PERFORMANCE & INSIGHT REPORT

Steve ***** informed the OPCC of the key performance headlines for Nottinghamshire Police in the 12 months to July 2017.

The following points were raised within his report:-

- Nottinghamshire's performance was in line with the national trend. In the 12 months to June 2017, all 42 England and Wales police forces recorded an increase in crime. An increase in all crime of between 12 and 17% was expected at year-end.
- The Force had recorded 1,210 sexual offences this year. This was a 99.3% increase against the same period last year (603 more offences). Rape offences had seen an increase of 126.1% (+256 offences) this year, while other sexual offences increased by 85.9% (+347 offences).
- Data for quarter one (1st January 2017 – 31st March 2017) showed a 40.1% reduction (66 fewer persons) Killed or Seriously Injured (KSIs) on Nottinghamshire's roads compared to the 2005-2009 baseline period.
- In terms of Grade 1 incidents, the Force attended 78.0% of Urban areas and 75.4% of Rural areas within the advised times this year, giving a total 77.6% for all Grade 1 incidents. Whilst 59.7% of Grade 2 incidents were attended within 60 minutes.

RESOLVED 2017/034

Resolved to note the report.

REGIONAL COLLABORATION UPDATE

Due to time constraints, this item was unable to be considered.

WORK PROGRAMME

RESOLVED 2017/0035

That the contents of the report be noted.

The meeting closed at 11.30am

CHAIR

For Information	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**9th November 2017**
Report of:	**Thematic Scrutiny – Police use of Force**
Report Author:	**Chief Inspector Neil Williams**
E-mail:	**neil.williams@nottinghamshire.pnn.police.uk**
Other Contacts:	
Agenda Item:	**3**

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

Police Use of Force

1. Purpose of the Report

1.1 To initially brief the meeting in relation to developments around how Nottinghamshire Police record use of force and the potential opportunities for greater scrutiny both internally and externally.

2. Recommendations

2.1 It is recommended that the meeting note this report.

3. Reasons for Recommendations

3.1 To update the meeting with progress and developments in relation to this matter.

4. Summary of Key Points

4.1 The IPCC published a report into Police use of force in March 2016. The report detailed 16 recommendations that Police Forces need to consider in relation to how force is used and recorded by its staff and how its effectiveness is evaluated. It was noted that Nottinghamshire Police already implement some of the recommendations. However, there were some gaps which have led to a series of developments being introduced to make it compliant with the report.

4.2 A quarterly 'Use of Force' meeting has been set up, with the aim of reviewing use of force within Nottinghamshire Police over the past quarter to identify any trends or concerns. Attendees include Professional Standards, Federation, Health and Safety officers and Officer Safety Trainers. Each delegate has an opportunity to raise observations / learning from their areas of business with a view to improving tactics through education. Any individual developmental requirements identified from the meeting will be fed back to front line supervisors for them to action. Opportunities around improved data collection will provide the basis for a richer picture leading to more in-depth scrutiny for example geographical hot spot locations.

4.3 Work is currently in progress to improve information available to the public around the legality of how Police officers use force and in what circumstances. The plan is for a page on the website to be dedicated to detailing the types of force used by Police officers and in what circumstances force can be used within the law. Further information will detail the effects of certain types of Personnel Protection equipment being used and what reaction can be expected. For example, reddening to the wrists when cuffs are applied during non-compliant handcuffing. Posters will be placed in prominent public facing places in Police stations, i.e. Custody, Front Counters as well as smaller flyers that can be handed to any interested parties. The posters and flyers will signpost to the website where more detailed information will be available.

4.4 Some of the recommendations are around providing opportunities for transparency and public scrutiny. Plans are in place with the PCC's office to develop a scrutiny panel made up of appointed community members. Members will scrutinise redacted cases of use of force, stop and search and discrimination complaints. This will enable the organisation to receive and respond to community feedback in relation to these issues and will be an opportunity for organisational learning. The aim of the meeting is to build trust and confidence especially within BME communities. Members of the panel will be appointed through a recruitment and selection process.

4.5 The Home Office have requested Annual Data Returns (ADR) in relation to use of force recorded by each Force. The first return is not due to be sent to the Home Office until April 2018. The current system used by the Force is ADR compliant and the data is being captured accordingly. The National Police Chiefs council (NPCC) have requested that the quarterly raw data is published on the website to allow transparency to the public. The first quarter was published on the website in July 2017 in accordance with the NPCC's recommendations.

4.6 Use of force is currently recorded on the Multi-Force Shared Service system under Health and Safety. The system allows for line managers to review incidents where force has been used by members of their team. It also provides data parameters for the system to be interrogated if a date range is required. The system does not communicate with Niche, which is the main recording database used by officers, however an options paper is currently going through the Priority Planning Board to adopt the Apex system for recording use of force. This system is ADR compliant and was developed by Northamptonshire and is currently also used by Leicestershire. The system is standalone, however, its gateway is through Niche allowing data on this system to populate Niche. The advantages to this system are:

- Nottinghamshire will have a greater ability to respond to change, when compared to externally provided national systems [Oracle/Niche]. This change will be agile and tailored to the needs of the local forces with governance restricted to Nottinghamshire, Leicestershire and Northamptonshire rather than seeking agreement across a myriad of forces and competing priorities.

- Effectiveness of each technique can be recorded. This makes the data useful for making decisions on our officer safety training.
- The design includes compliant handcuffing, creating a very quick recording of this information, encouraging recording compliance.
- The Apex system communicates with the Chronicle system so Taser deployment and Use of Force can be recorded on the Apex solution and available within both the RMS Niche Chronicle without the need to double key information.
- Performance reports and Dashboards can be created by Business Objects allowing for scrutiny of Use of Force information.

5. Financial Implications and Budget Provision

5.1 There will be no financial implications for the development and implication of the Apex system. The only costs anticipated will be printing costs for flyers and posters in order to provide information to the public around Police use of force.

6. Human Resources Implications

6.1 No HR implications have been identified.

7. Equality Implications

7.1 There are no equality implications as a result of this report.

8. Risk Management

8.1 Work outlined above seeks to meet all recommendations from the IPCC, NPCC and the Home Office.

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

9.1 The work outlined in the document links to the PCC's vision of improving trust and confidence in policing. It also links to the values of building respect and accountability to communities through openness and transparency.

10. Changes in Legislation or other Legal Considerations

10.1 At this stage there are no requirements to change any policies. If supported the Force policy for recording use of force will need to be updated to reflect the new recording procedure through Niche onto the Apex database.

11. Details of outcome of consultation

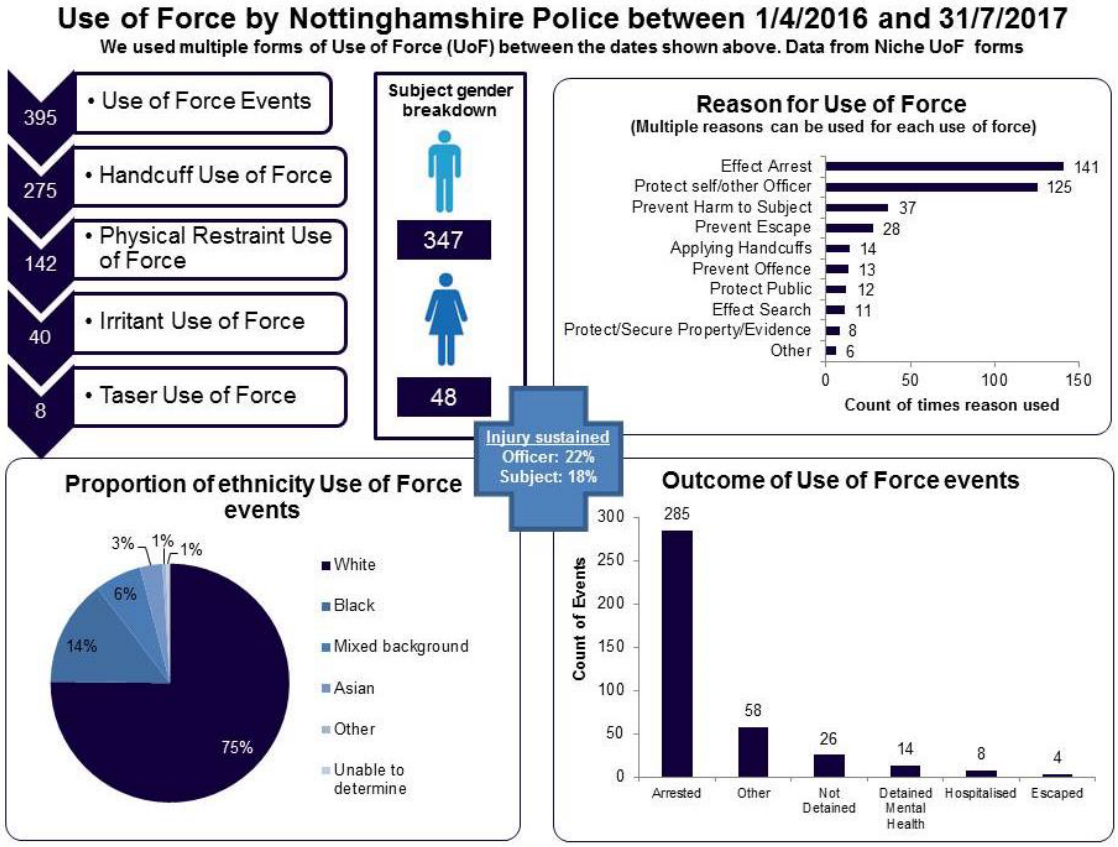
11.1 Consultation has occurred internally around the use of the Apex system to record use of force. An application has been made to the Enablers meeting prior to progressing to the Priority Planning Board. This has allowed all departments to comment or highlight observations around the recommendation.

12. Appendices

12.1 Appendix A

Appendix A – 1st Quarter use of Force data published on the website.

- Police officers are frequently required to deal with conflict situations. Many of these are resolved using well-chosen, appropriate words and by managing human interaction.
- Other situations require varying degrees of physical force, including, on occasions, the use of firearms by authorised firearms officers. This proportionate response is a well-established and necessary approach to managing conflict in a democratic society.
- The Criminal Law Act 1967, the Police and Criminal Evidence Act 1984 and common law apply to all uses of force by the police and require that any use of force should be 'reasonable' in the circumstances. Reasonable in these circumstances means:
    - Absolutely necessary for a purpose permitted by law.
    - The amount of force used must also be reasonable and proportionate (i.e. the degree of force used must be the minimum required in the circumstances to achieve the lawful objective) otherwise, it is likely that the use of force will be excessive and unlawful.
- From the 1st April 2017 – 30th June 2017 there were 44,674 incidents that required attendance by an officer. From those incidents **395** resulted in officers having to use Force which represents **0.88%** of the total. Summarised below is a breakdown of the data recorded around Force used by Nottinghamshire Officers.



For Information	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**9th November 2017**
Report of:	**Nottinghamshire Police**
Report Author:	**Supt Burrows**
E-mail:	**Paul.burrows@nottinghamshire.pnn.police.uk**
Other Contacts:	
Agenda Item:	**4**

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

Force Report on Stop and Search

1. Purpose of the Report

1.1 To update the Strategic Resources and Performance meeting on the use of stop and search powers in Nottinghamshire Police.

2. Recommendations

2.1 It is recommended that members note the attached report.

3. Reasons for Recommendations

3.1 To ensure that members of the meeting are aware of our approach with regards to the use of stop and search and the latest data in connection with this.

4. Summary of Key Points

4.1 The attached report, at appendix A, provides an update on:

- effective use of stop and search
- fair use
- proportionality
- Section 60
- Other initiatives in relation to our approach for stop and search

5. Financial Implications and Budget Provision

5.1 There are no financial implications arising from this report.

6. Human Resources Implications

6.1 There are no HR implications arising from this report.

7. Equality Implications

7.1 Dis-proportionality of stop and search is a key issue in both communities and the media particularly at this time with the recent publication of the Government's survey data on issues of racial inequality.

8. Risk Management

8.1 The impact that the use of stop and search has on communities and individuals is measured through community engagement and accountability and the use of the published stop and search data via the police.uk website.

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

9.1 There are no specific policy implications; stop and search does however link to the following priorities; Protect, support and respond to victims, witnesses and vulnerable people, by ensuring transparency and proportionality. Additionally there is a requirement to ensure young people know more about what to expect if they are stopped and searched

10. Changes in Legislation or other Legal Considerations

10.1 There are no known legislative issues, however the Best Use of Stop and Search Scheme 2.0 has been circulated for community consultation and will be published soon. Nottinghamshire Police has already signalled its intention to comply and is well progressed in its work to do this prior to publication.

11. Details of outcome of consultation

11.1 There has been no other consultation in relation to this specific report.

12. Appendices

12.1 Stop and Search report – appendix A.

Stop and Search

Report Date: 27th September 2017

Throughout 2016/17 Nottinghamshire Police maintained its focus on the intelligence led, fair and effective use of stop and search powers. The force has seen a steady reduction in the volume of stop and searches carried out, while increasing the arrest and positive outcome rates arising from the use of these powers. During 2015/16 it was identified that the force had the third lowest use of stop and search powers in the country. There has not been an updated position on this since then.

Asking individuals to account for their presence or behaviour is an important part of everyday policing. Stop and search powers are used by the force as an additional and legitimate power to protect local residents, businesses and visitors to the area, tackle crime and keep our streets safe.

In 2016/17, 303 arrests were made as a result of the use of stop and search powers; this includes 52 arrests for possessing weapons. This represents 17.1% (up from 13.2% in 2015/16) of all stop and search arrests made by the force and illustrates what a vital crime fighting tool it is and how it protects the public by removing weapons from the streets.

We do not underestimate the impact that stop and search encounters 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.

Fair and Effective Stop and Search

The national definition of a 'fair and effective' stop and search encounter, agreed by the College of Policing and the National Police Chiefs' Council (NPCC), is:

A stop and search encounter is most likely to be fair and effective when:

- *the search is justified, lawful and stands up to public scrutiny;*
- *the officer has genuine and objectively reasonable suspicion they will find a prohibited article or item for use in crime;*
- *the person understands why they have been searched and feels that they have been treated with respect;*
- *the search was necessary and was the most proportionate method the police officer could use to establish whether the person has such an item.*

Effective use

The primary purpose of stop and search powers are to enable officers to either allay or confirm their suspicions about an individual without having to arrest the person. Effectiveness must therefore reflect where suspicion has been allayed and an unnecessary arrest, which is more intrusive, has been avoided; or where suspicion has been confirmed and the object is found or a crime is detected.

Having listened to community representatives and reference groups, the force expects the use of stop and search powers to focus on dealing with crimes that cause the public the most concern. We expect a minimum of 40% of all stop and searches should be undertaken to tackle key crimes like burglary and robbery; with a further 20% being undertaken to target the carrying of weapons and the remaining 40% targeting neighbourhood crimes. This approach provides the flexibility to address specific local concerns. During 2014/15, 9.2% of all stop and searches were for weapons, 26.6% for going equipped and handling stolen goods and 62.8% for drugs. During

2016/17 13.2% of all stop and searches were for weapons, 17.1% for going equipped and handling stolen goods and 69.9% for drugs.

The combined arrest and positive outcome rate for stop and search use in 2013/14 was 20.4%. It rose to 25.5% in 2014/15 (12.5% arrest rate) and rose again to 30.1% in 2015/16 (14% arrest rate). The positive outcome rate is the number of stop and search encounters that lead to an arrest or another outcome, for example a cannabis warning or a report for summons. During 2016/17 303 (16.7%) of all stop and searches led to an arrest and there were a further 335 'positive outcomes' (18.5%) or 35.2% of all searches resulted in an arrest or positive outcome.

While the force has corporate targets for crime reduction, there is no individual numeric stop and search targets set for officers. Nottinghamshire Police aims for 25% of all stop and searches to result in an arrest or positive outcome, excluding cannabis warnings (this was 24.3% in 2016/17).

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 powers continues to protect the public.

Fair use

Nottinghamshire Police believes a fair encounter is a justifiable one, which is applied without prejudice, carried out promptly and with respect. It is recorded, open to scrutiny and supports public confidence.

The number of stop and search encounters has decreased by 37.8% from 4,157 recorded in 2014/15 to 2,712 in 2015/16 and 1,811 in 2016/17. Of the people who were stopped and searched in 2015/16, 64.2% were white, 18.2% black and 9.3% Asian. There were a total of 4 public complaints relating to stop and search encounters in the 2016/17 financial year. Seven further complaints were resolved 'there and then'.

Of these complaints 2 were raised by Black people, 1 by an Asian and 1 by a white person, all were male and there was a spread of ages. Every complaint can have a number of 'sub-complaints' within it. The four recorded complaints related to: that the legal aspects of the search were not properly explained (4); that excessive force was used (3); and one of incivility. One complaint resulted in a disapplication (a disapplication may only take place if the complaint fits one or more of the grounds described in the IPCC Statutory Guidance paragraphs 4.7 to 4.19), one was locally resolved, another not upheld following an investigation and one was withdrawn. Regarding the 'There and Then' complaints (complaints that are dealt with immediately on them being reported, usually on the phone), 6 related to the legality of the search not being explained and one because a promised update hadn't been provided.

It is important to measure the impact that the use of stop and search powers has on communities and individuals. This is done through community engagement and community accountability assisted by the stop and search data that is published internally and via the police.uk website. Nottinghamshire Police also engages with a variety of stakeholders, most notably the Police and Public Encounters Board, which influences and monitors national procedure and practice.

The Stop and Search Scrutiny Board continues to run; data is being presented to the members of the community who sit on the Board and scrutinise activity. The minutes and data presentations to this Board can be found on the force website.

There is disparity in the use of stop and searches in relation to gender, age and race. The reasons for disparity are complex and include the use of the power to tackle gang crime and specific crimes. Measures of proportionality depend upon which population base is employed. No population base will ever accurately capture a street population in a given area, at a given time.

Proportionality

The proportionality or disproportionality of the use of stop and search powers is an issue within the communities policed in Nottinghamshire, and also within the media when stop and search use is reported upon. The manner in which stop and search proportionality is calculated, does however, have an impact on these concerns due to the statistical variances the calculation causes; in particular where a small number of searches can have a significant impact upon proportionality rates. These anomalies are largely not understood and require explanation to put some context around these important figures. An explanation of how proportionality is calculated has been written and is on the force's website on the Stop and Search Advice page.

Data explanation

Proportionality data presents the statistical chance of someone from a Black, Asian or Minority Ethnic (BAME) community being subject to a stop and search encounter compared to someone from the white community.

The numbers of searches conducted within a specific BAME community is compared to the resident population of that community; this creates a 'rate of search per '000 population'. The population is taken from the 2011 Census data. The rate per '000 population from this BAME community is then compared to the rate per '000 population for the white community; the white community is the baseline population. The 'BAME' number is divided into the 'white' number; the outcome is the proportionality or disproportionality rate.

28.5% of Nottingham City's population is from BAME communities and 4.5% of the County's population is from BAME communities; it is this resultant difference in the white population 71.5% compared to 95.5% that causes the significant changes in proportionality rates. It must also be noted that the population figures are 'resident population' and that clearly people will move across borders in the course of their work and leisure.

The use of s.1 & s.23 MDA stop and search during 2016/17

The tables below indicate how proportionality rates change based upon geographic location. Table 1 presents the number of searches in the force area; Table 2 identifies those conducted in Nottingham City. The Nottingham City numbers are included within the force level number.

Use of s.1 PACE & s.23 MDA stop and search 2016/17

Ethnicity	White	Black	Mixed	Asian or other	Not Stated
No. of Searches	1074	233	127	129	249
Rate	1.1	8.5	4.1	2.0	-
Ratio	-	7.7	3.7	1.8	-

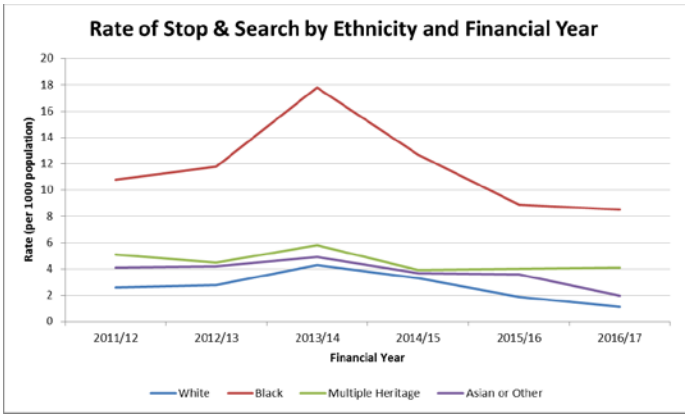
White	BME
1074	489
1.1	4.0
-	3.6

When the proportionately higher residential population of black, Asian and minority ethnic people in Nottingham City is taken into account; the level of disproportionality changes when the numbers of stop and searches in the City is compared to this residential population.

Use of s.1 PACE & s.23 MDA stop and search 2016/17 in Nottingham City							
Ethnicity	**White**	**Black**	**Mixed**	**Asian or other**	**Not Stated**	**White**	**BME**
No. of Searches	618	207	100	106	171	618	413
Rate	2.8	9.3	4.9	2.4	-	2.8	4.7
Ratio	-	3.3	1.7	0.8	-	-	1.7

Disproportionality rates can be seen to change more, as the number of searches reduces, 26 searches of Black people in the County, which includes the conurbation around Nottingham City, increases the disproportionality rate from 3.3 in the City, to 7.7 in the Force. As a result of the reduction in the total number of searches the proportionality / disproportionality rates fluctuate more than they might otherwise do so.

The table below records the trend over the report time period how 'rates' of searches have changed. The 'rate' is the number of searches conducted per '000 population with that community.



Financial Year	Ethnicity			
	White	Black	Multiple Heritage	Asian or Other
2011/12	2.6	10.8	5.1	4.1
2012/13	2.8	11.8	4.5	4.2
2013/14	4.3	17.8	5.8	4.9
2014/15	3.3	12.7	3.9	3.7
2015/16	1.9	8.9	4	3.6
2016/17	1.1	8.5	4.1	2

Section 60

One section 60 was authorised during 2016/17.

On Tuesday 7 June 2016, the authorising officer, an Assistant Chief Constable (ACC); approved a section 60 for that evening / night. The authority was ratified as a preventative measure to help keep people safe and to prevent disorder, following a murder within the Forest Fields area of Nottingham. Intelligence had emerged that caused the ACC to believe that incidents of serious violence would take place and as such the authority was given for 15 hours from 4pm on the 7 June until 7am on the 8th June. The intelligence received indicated an increase in tension between communities living within the Forest Fields and the Forest Recreation areas; in particular between young Somalian males and young Asian males. This gave rise to the belief that there would be further serious violence in these areas if robust policing tactics were not employed.

The authority was widely publicised prior to policing activity taking place, via the radio and television; as well as through community groups and the Stop and Search Scrutiny Board, in compliance with the Best Use of Stop and Search Scheme.

In total 15 people were searched under this authority; 3 White, 3 Black, 1 of dual heritage and 3 Asians. Five further people did not self-define their ethnicity.

Other initiatives

The Best Use of Stop and Search Scheme 2.0 is presently disseminated for public consultation. It has been sent to the various scrutiny groups within the County for comment. This new Scheme requires more data to be published on the website re use of Stop and Search, greater levels of Lay Observing, the requirement to develop and agree a Community Feedback Agreement that will identify a 'contract' for how data will be scrutinised and some further amendments to the use of section 60 search powers so that the length of an authority is reduced from 15 to 12 hours. The Force is actively working on these requirements with a view to be complying with all the requirements when the Scheme is formally launched – with the exception of the Agreement which can only be formally consulted upon once the Scheme is launched.

The 2016 HMIC PEEL Legitimacy Inspection, that reviewed the grounds recorded on 200 stop and search records, identified that Nottinghamshire Police had a 98% pass rate. The national standing of this result remains unknown.

Monthly audits have continued which review the grounds that are being recorded for each stop and search encounter, to ensure they are compliant with the legal requirement.

The Police and Crime Commissioner (PCC), Paddy Tipping, has continued with a Monitoring Group, which scrutinises the force's stop and search performance and practice. He has also funded 'Leaders Unlocked', who have set up a Youth Commission in Nottinghamshire. One of the Commission's projects has been the making of a 'Know Your Rights' film that has now been released and is going to be presented into schools and colleges by the Commissioners. This received a lot of publicity and has been well received.

Work is on-going to develop an advisory group of young people. Young people are particularly impacted on by the use of stop and search powers, so it is critical that this group be established to enable them to scrutinise how stop and search powers are used.

As part of our continuing work to deliver the Best Use of Stop and Search Scheme (BUSSS), members of the public have been invited to come and watch stop and search in action. This opportunity is provided through Operations Promote and Yeorling**,** policing operations designed to reduce violence by breaking the well documented connection between drug use and violence. This operation involves the deployment of a passive drugs search dog with a team of officers to tackle such drug misuse – particularly Class A drugs. This operation has been run a number of times previously and there have been between 14 and 47 stop and searches conducted on each occasion, with a reduction in violent crime being evidenced as a result. While most, if not all, of these are for drugs offences, the principle and practice of stop and search use can be seen. This operation is promoted on the force's stop and search webpage for members of the public to apply to attend as a 'Lay Observer'.

Through the force's mobile data solution, stop and search encounters performance data is now immediately available internally to scrutinise and ensure activity is necessary and proportionate. During 2016/17 we have once again published our stop and search data on the force website so that it is available for public viewing and scrutiny.

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. As a requirement of BUSSS 2.0, an anonymous feedback form is to be launched on the web, to enable dissatisfied members of the public to provide feedback.

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.

The force will continue to build upon the improvements already made and welcomes Her Majesty's Inspectorate of Constabulary (HMIC) reports from both 2013 and 2015. Details of our activity to deliver against the recommendations are outlined in detail on the force website.

We will continue to work with our communities and stakeholders to increase effectiveness and public confidence, improve the quality of the encounter and ensure the use of stop and search continues to create a safer place for everyone.

For Information	
Non Public	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**9th November 2017**
Report of:	**Nottinghamshire Police**
Report Author:	**Supt Paul Burrows**
E-mail:	**paul.burrows@nottinghamshire.pnn.police.uk**
Other Contacts:	
Agenda Item:	**5**

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

The use of Strip Search in Nottinghamshire

1. Purpose of the Report

1.1 To present to the Police and Crime Commissioner detail of stop and searches that lead into 'strip search', as per Recommendation 10 of the HMIC report (2015) entitled *"Stop and search powers 2: are the police using them effectively and fairly?"*

2. Recommendations

2.1 That the report is noted and action directed as required

3. Reasons for Recommendations

3.1 Recommendation 10 of the HMIC report (2015) entitled *"Stop and search powers 2: are the police using them effectively and fairly?"* states:

> *Within three months, chief constables should put in place a process to report, at least once a year, the information they get from recording searches that involve the removal of more than an outer coat, jacket or gloves to their respective police and crime commissioners and to any community representatives who are engaged in the scrutiny of the use of stop and search powers to help them assess whether these searches are lawful, necessary and appropriate.*

This report is written in direct response to recommendation 10.

4. Summary of Key Points

4.0 Overview

4.1 On the 24th March 2015 the HMIC published a report entitled "Stop and search powers 2: are the police using them effectively and fairly?" Within this report five recommendations were set relating specifically to what is known as 'strip search', or searching beyond out coat, jacket or gloves. These recommendations are:

Recommendation 7

Within three months, chief constables should require their officers to record all searches, which involve the removal of more than an outer coat, jacket or gloves. This record must specify: the clothing that was removed; the age of the person searched; whether the removal of clothing revealed intimate parts of the person's body; the location of the search including whether or not it was conducted in public view; and the sex of the officers present.

Recommendation 8

Within twelve months, the Home Office should incorporate into Code A a requirement for the recording of all searches which involve the removal of more than an outer coat, jacket or gloves and a requirement for officers to seek the authority of a supervising officer before strip searching children.

Recommendation 9

Within twelve months, the Home Office should work with forces to establish a requirement for sufficient data to be published in the Annual Data Requirement to allow the public to see whether or not the way that police conduct searches that involve the removal of more than an outer coat, jacket or gloves is lawful, necessary and appropriate.

Recommendation 10

Within three months, chief constables should put in place a process to report, at least once a year, the information they get from recording searches that involve the removal of more than an outer coat, jacket or gloves to their respective police and crime commissioners and to any community representatives who are engaged in the scrutiny of the use of stop and search powers to help them assess whether these searches are lawful, necessary and appropriate.

Recommendation 11

Within twelve months, the College of Policing should make sure that the relevant Authorised Professional Practice and the stop and search national training curriculum include instruction and guidance about how to make sure that searches that involve the removal of more than an outer coat, jacket or gloves are conducted in a way that are lawful, necessary and appropriate.

4.2 The report outlined that there are, in effect, three levels of searches 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 through 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'.

4.3 The issue we had in Force was that our original stop and search app only enabled the officer to identify either a search as 'standard' or 'strip search'. Consequently officers were recording searches which did not involve the exposure of intimate body parts (more thorough searches) as strip searches. This effectively skewed the data and created concerns about the level of these particularly intrusive searches when this was not in fact the case. The new OPTIK app detailing the requirements for recording 'more thorough' and 'strip searches' has now been rolled out. The data from 2016-17 has been recorded using this app.

4.4 Present Position

4.5 Prior to the publication of the 2015 HMIC report and the 5-recommendations covering the governance and recording of strip search Nottinghamshire Police were active in making sure service delivery was of a high standard quite simply because there is an moral imperative for this to be the case. Examples of how this was achieved are listed below;

- Ideas and good practice from the Metropolitan Police Service were adopted, in particular designated rooms were set up in all police stations to ensure there was privacy during any such searches.
- It was decided internally that conducting such searches at custody suites was inappropriate. The rationale for this being, that as the person being searched under such powers would not be under arrest searching at such a facility would / may cause confusion both in the individual's mind as to whether they were in fact 'under arrest' but could also leave the organisation open to criticism.
- The requirement was also set for a supervisor to be informed and be required to give their permission for a strip search of a child under 18.
- All these requirements were set and published in June 2014.
- There have been a number of communications to officers outlining the differences between the search types and what information needs to be recorded for each.
- The Force has also taken the decision that every strip search regardless of age must be authorised by an Inspector. This goes beyond the College of Policing recommendation that an Inspector should authorise a strip search for a person under the age of 18.
- Strip searches are audited monthly and feedback provided to both officers and the authorising Inspectors. This audit process has enabled the further development of the OPTIK App to ensure the data gathering process is as effective and as complete as possible. It has also led to a marked decrease in the number of searches being undertaken.

4.6 Specific Response to the HMIC Recommendations, 2015

4.7 Recommendation 7

Within three months, chief constables should require their officers to record all searches which involve the removal of more than an outer coat, jacket or gloves. This record must specify: the clothing that was removed; the age of the person searched; whether the removal of clothing revealed intimate parts of the person's body; the location of the search including whether or not it was conducted in public view; and the sex of the officers present.

Response

In part this requirement existed within Force prior to the recommendation being published; the recommendation does however create some additional recording requirements. These new requirements were communicated to the organisation on the 28th March 2015.

As a direct result of this recommendation the OPTIK App was developed to ensure the data gathered complies with the requirements of the Best Use of Stop and Search Scheme and the HMIC Recommendations.

4.8 Recommendation 8

Within twelve months, the Home Office should incorporate into Code A a requirement for the recording of all searches which involve the removal of more than an outer coat, jacket or gloves and a requirement for officers to seek the authority of a supervising officer before strip searching children.

Response

The PACE Codes of Practice have historically remained silent on recording the grounds for a strip search. This was noted in September 2014 and the requirement to record additional grounds over and beyond those of a 'simple' stop and search were set following discussion in February 2015. An extract from this internal Force communication is:

"The key point is that you will need to establish two sets of grounds, the first to justify the standard stop and search the second to justify going beyond outer coat, jacket and gloves; they can both be recorded on the same record though."

The strip search audit specifically reviews the standard grounds to justify the stop and search but also, and more specifically, the grounds that would cause an impartial third party to believe the strip search was both necessary and proportionate.

The recommendation that the authority of a supervisor be sought to search children is already in place but we require this authority for all such searches and rather than it be a sergeant (supervisor) we have required that this be an Inspector.

4.9 Recommendation 9

Within twelve months, the Home Office should work with forces to establish a requirement for sufficient data to be published in the Annual Data Requirement to allow the public to see whether or not the way that police conduct searches that involve the removal of more than an outer coat, jacket or gloves is lawful, necessary and appropriate.

Response

The Force awaits the requirement from the Home Office, however the evidence presented within this report illustrates that Nottinghamshire Police is currently able to produce a data set on strip search.

4.10 Recommendation 10

Within three months, chief constables should put in place a process to report, at least once a year, the information they get from recording searches that involve the removal of more than an outer coat, jacket or gloves to their respective police and crime commissioners and to any community representatives who are engaged in the scrutiny of the use of stop and search powers to help them assess whether these searches are lawful, necessary and appropriate.

This report addresses this recommendation; the report will be written at least annually. As the use of this type of search is low, the report will only be run when sufficient data exists to make conclusions meaningful; it will however be produced at least annually.

4.11 Recommendation 11

Within twelve months, the College of Policing should make sure that the relevant Authorised Professional Practice and the stop and search national training curriculum include instruction and guidance about how to make sure that searches that involve the removal of more than an outer coat, jacket or gloves are conducted in a way that are lawful, necessary and appropriate.

Response

Nottinghamshire Police will adopt the required standard when it is presented though it should be noted that the Force had a significant input into writing the standard.

4.12 Annual Data Return 2013/14

4.13 Search numbers

Total number of stop and searches	5384
Total no. of strip searches	235 (4.4%)
Number of officers using these powers	141
Searches per calendar month	19.6

4.14 Arrest / Positive Outcome rate against volume and power used

Power	Outcome					Total
	Arrest	Cannabis Warning	RFS	Vol. Att.	N/A	Positive outcome
Misuse of Drugs Act 1971, s23	70 34.7%	14 6.9%	0	2 1.0%	116 57.4%	202 42.6%
Police and Criminal Evidence Act 1984.	10 30.3%	0	0	0	23 69.7%	33 30.3%
Total	80 34.0%	14 6.0%	0	2 0.9%	139 59.1%	235 40.9%

- 86% of searches are conducted for drugs
- 43% of drugs searches result in a positive outcome
- 30% of PACE searches result in a positive outcome

4.15 The use of strip search by power and ethnicity

Power	Ethnicity						
	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	Not Stated	Total
Misuse of Drugs Act 1971, s23	109	12	19	42	4	16	202
Police and Criminal Evidence Act 1984.	27	0	1	2	0	3	33
Total	136	12	20	44	4	19	235

4.16 Outcomes of searches by ethnicity

Outcome Rates	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group
Arrest Rate	27.9%	33.3%	45.0%	34.1%	50.0%
Positive Outcome Rate	7.4%	8.3%	0.0%	6.8%	0.0%
Total Outcome Rate	35.3%	41.7%	45.0%	40.9%	50.0%

- The powers of arrest and positive outcomes are higher for all BAME communities than they are for those who are white.

4.17 The Proportionality of Strip Searching

Power	Proportionality					
	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	BAME
Misuse of Drugs Act 1971, s23	1.0	3.4	2.9	13.7	5.4	5.6
Police and Criminal Evidence Act 1984.	1.0	0.0	0.6	2.6	0.0	0.9
Total	1.0	2.7	2.4	11.5	4.4	4.7

- The proportionality for searches of black, Asian and minority ethnic people under the Misuse of Drugs Act at 5.6 is not proportionate – 77 searches is 38% of the total conducted using this power.

- The proportionality is particularly weak for the searching of black people most notably for drugs

- This data reinforces the headline stop and search data that those from BAME communities are particularly like to be stopped and searched under the MDA

4.18 Annual Data Return 2014/15

4.19 Search numbers

Total number of stop and searches	4047
Total no. of strip searches	105 (2.6%)
Number of officers using these powers	71
Searches per calendar month	8.8

4.20 Arrest / Positive Outcome rate against volume and power used

Power	Outcome					Total Positive Outcome
	Arrest	Cannabis Warning	FPN	Vol. Att.	N/A	
Misuse of Drugs Act 1971, s23	11 39.3%	2 7.1%	1 3.6%	1 3.6%	13 46.4%	28 53.6%
Police and Criminal Evidence Act 1984.	5 38.5%	0	0	0	8 61.5%	13 38.5%
Total	16 39.0%	2 4.9%	1 2.4%	1 2.4%	21 51.2%	41 48.8%

- 68% of searches are conducted for drugs compared to 86% the year before
- 54% of drugs searches result in a positive outcome compared to 43%
- 38% of PACE searches result in a positive outcome compared to 30%
- The effectiveness of strip searching has increased

4.21 The use of strip search by power and ethnicity

Power	Ethnicity						Total
	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	Not Stated	
Misuse of Drugs Act 1971, s23	53	0	9	28	0	0	89
Police and Criminal Evidence Act 1984.	10	0	1	3	0	1	15
Fireworks	1	0	0	0	0	0	1
Total	64	0	10	31	0	1	105

4.22 Outcomes of searches by ethnicity

Outcome Rates	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	Not stated	Total
Arrests	26 40.6%	0	7 77.8%	12 38.7%	0	0	45 42.9%
Positive Outcome	4 6.3%	0	0	6 19.4%	0	0	10 9.5%
NFA	34 53.1%	0	2 22.2%	13 41.9%	0	1 100%	50 47.6%
Total positive outcome rate	30 46.9%	0 0.0%	7 77.8%	18 58.1%	0 0.0%	0 0.0%	55 52.4%

- The rate of arrest and positive outcomes are higher for all BAME communities than they are for those who are white where searches are made.

4.23 The proportionality of strip searching

Power	Proportionality					
	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	BAME
Misuse of Drugs Act 1971, s23	1.0	0	2.6	18.7	0	4.7
Police and Criminal Evidence Act 1984.	1.0	0	1.7	10.7	0	3.2
Total	1.0	0	2.4	17.2	0	5.0

- The proportionality for searches of black people under the Misuse of Drugs Act has risen from 13.7 to 18.7 compared to the previous year; though the number of searches has dropped from 42 to 28 in the Force area during the year.

- The searching of people from the black, Asian and minority ethnic communities has risen from 4.7 to 5.0 though the total number of searches has reduced from 80 to 40.

- This searching of people from black, Asian and minority ethnic communities under the Misuse of Drugs Act has reduced from 5.6 to 4.7 and the total number of searches has reduced from 77 to 36.

- This searching of people from black, Asian and minority ethnic communities using the powers from the Police and Criminal Evidence Act has increased from 0.9 to 3.2 though based upon a rise from 3 to 4 searches.

4.24 Annual Data Return 2015/16

4.25 Search numbers

Total number of stop and searches	2682
Total no. of strip searches	79 (3%)
Number of officers using these powers	58
Searches per calendar month	6.6

4.26 Arrest / Positive Outcome rate against volume and power used

Power	Outcome					Total
	Arrest	Cannabis Warning	Report for summons	Vol. Att.	N/A	Positive Outcome
Misuse of Drugs Act 1971, s23	32 48%	1 1.5%	6 9%	2 3%	26 39%	67 61.2%
Police and Criminal Evidence Act 1984.	4 40%	1 10%	0	0	5 50%	10 50%
Firearms Act 1968	0	0	0	0	2 100%	2 0%
Total	36 46%	2 2.5%	6 7.6%	2 2.5%	33 42%	79 58%

- 85% of searches are conducted for drugs compared to 68% the year before
- 61% of drugs searches result in a positive outcome compared to 54%
- 50% of PACE searches result in a positive outcome compared to 38%

4.27 The use of strip search by power and self-defined ethnicity

Power	Ethnicity						Total
	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	Not Stated	
Misuse of Drugs Act 1971, s23	37	0	7	18	0	5	67
Police and Criminal Evidence Act 1984.	8	1	0	1	0	0	10
Firearms Act 1968	0	0	0	2	0	0	2
Total	45	1	7	20	0	5	79

4.28 Outcomes of searches by self-defined ethnicity

Outcome Rates	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	Not stated	Total
Arrests	20 44%	1 100%	4 57%	10 22%	0	1 2%	36 47%
Positive Outcome	5 11%	0	1 14%	4 %	0	0	10 13%
NFA	19 43%	0	2 29%	9 %	0	3 %	33 43%
Total positive outcome rate	25 57%	1 100%	5 71%	14 56%	0 0.0%	1 25%	46 61%

- The rate of arrest and positive outcomes are higher for all BAME communities than they are for those who are white where searches are made.

4.29 The proportionality of strip searching

Power	Proportionality					
	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	BAME
Misuse of Drugs Act 1971, s23	1.0	0	3.2	17.3	0	5.7
Police and Criminal Evidence Act 1984.	1.0	3.9	0	4.4	0	2.1
Total	1.0	6.9	2.6	15	0	5.0

- The proportionality for searches of black people under the Misuse of Drugs Act has dropped from 18.7 to 17.3 compared to the previous year; though the number of searches has dropped from 28 to 18 in the Force area during the year.

- This searching of people from the black, Asian and minority ethnic communities has remained at 5.0 though again the total number of searches has reduced from 41 to 28.

- This searching of people from black, Asian and minority ethnic communities under the Misuse of Drugs Act has increased from 4.7 to 5.7 and the total number of searches has reduced from 37 to 25.

- This searching of people from black, Asian and minority ethnic communities using the powers from the Police and Criminal Evidence Act has reduced from 3.2 to 2.1 though based upon a fall from 4 to 1 search.

4.30 Annual Data Return 2016/17

4.31 Search numbers

Total number of stop and searches	1812
Total no. of strip searches	58 (3.2%)
Total no. of 'More Thorough' searches	9
Number of officers using these powers	32
Searches per calendar month	4.8

4.32 Arrest / Positive Outcome rate against volume and power used

Power	Outcome					Total
	Arrest	Cannabis Warning	FPN	Vol. Att RFS.	N/A	Positive Outcome
Misuse of Drugs Act 1971, s23	6 10.7%	2 3.6%	0	25 45%	23 41%	33 59%
Police and Criminal Evidence Act 1984.	0	0	0	2 100%	0	2 100%
Total	6 10.3%	2 3.4%	0	27 47%	23 40%	35 60%

- 95% of searches are conducted for drugs the same as the year before
- 59% of drugs searches result in a positive outcome compared to 61%

4.33 The use of strip search by power and self-defined ethnicity

Power	Ethnicity						Total
	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	Not Stated	
Misuse of Drugs Act 1971, s23	18	7	4	18	2	7	56
Police and Criminal Evidence Act 1984.	2	0	0	0	0	0	2
Total	20	7	4	18	2	7	58

4.34 Outcomes of searches by self-defined ethnicity

Outcome Rates	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	Not stated	Total
Arrests	3 15%	0	0	1 6%	0	2 29%	6
Positive Outcome	10 20%	6 86%	3 75%	4 22%	2 100%	4 57%	29
NFA	7 35%	1 14%	1 25%	13 72%	0	1 14%	23
Total positive outcome rate	13 65%	6 86%	3 75%	5 28%	2 100%	6 86%	35 60%

- With the exception of those who are 'Black or Black British' the rate of arrest and positive outcomes is higher amongst BAME communities than for those who are white.

4.35 The proportionality of strip searching

Power	Proportionality					
	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	BAME
Misuse of Drugs Act 1971, s23	1.0	12.2	3.8	35.5	16.5	13.7
Police and Criminal Evidence Act 1984. (PACE)	1.0	0	0	0	0	0
Total	1.0	11	3.4	32	14.8	12.3

- The proportionality for searches of black people under the Misuse of Drugs Act has risen from 17.3 to 35.5 compared to the previous year; the number of searches remained static at 18.

- This searching of people from the black, Asian and minority ethnic communities has risen from 5.0 to 12.3 the number of searches was 28 last year and is 26 this year.

- This searching of people from black, Asian and minority ethnic communities under the Misuse of Drugs Act has risen from 5.7 to 13.7 and the total number of searches in 2015/16 was 25 compared to 31 in 2016/17.

- This searching of people from BAME communities under PACE has decreased from 2.1 to 0 based upon a drop from 2 to 0 searches.

4.36 Grounds audit for strip searches 2016/17

4.37 This report focuses on the most recent data set as the OPTIK App has enabled a much clearer picture to be drawn about officer activity and in particular ensuring 'more thorough' searches are not included within this data set;

- During 2016/17, a total of 1,812 stop and searches were conducted

- 58 of these searches were strip searches – 3.2% of all searches

- 57 of the 58 strip searches passed the basic grounds test for a stop and search, a 98% pass rate. The search that failed this audit was of a white person.

- Of the 58 strip searches, the grounds to move to a strip search were made out on 16 occasions, or 28% up from 15.2% in 2015/16. It is worth noting that at this time PACE remains silent on whether additional or more specific grounds need recording for a strip search, so the organisation is setting the standard higher here than is currently required.

4.38 Summary of activity 2013/14 to 2016/17

Year	No. of Stop and Searches	No. of Strip Searches	Searches per month	Positive Outcome rate	BAME Positive Outcome rate	Black Prop	BAME Prop.
2013/14	**5,384**	**235**	**19.6**	**40.9%**	**N.R.**	**11.5**	**4.7**
2014/15	**4,047**	**105**	**8.8**	**48.8%**	**52.4%**	**17.2**	**5.0**
2015/16	**2,682**	**79**	**6.6**	**58%**	**61%**	**15.0**	**5.0**
2016/17	**1,812**	**58**	**4.8**	**60%**	**60%**	**32**	**12.3**

4.39 Conclusions

1. The number of stop and searches in Nottinghamshire's Force area has reduced from 5,384 in 2013/14, to 1,812 in 2016/17, a 66% reduction.

2. The use of strip search has reduced significantly between 2013/14 and 2016/17; from 235 to 58, which is a 75% reduction.

3. The number of officers using strip search has reduced from 141 to 32, a 77% reduction.

4. The arrest rate and positive outcome rate for those who are 'white' during the last full performance year is 65% compared to 75% for 'Asian' and 28% for 'black'.

5. 98% of the grounds recorded for the strip searches passed the standard audit in 2016/17, following active communication of the recording requirement.

6. The 'Force requirement' to record strip search to a higher standard is slowly being met; despite this not yet being a 'legal requirement'. 28% complied with the requirement;

    - A significant amount of work has been undertaken to overcome this low compliance rate and educate officers on the data recording requirement.

    - An 'aide memoire' and poster have been written and widely circulated outlining what the data recording requirement is.

- A diary note has been written within the app which highlights, as soon as 'strip search' is ticked, the data required;

- A monthly audit of strip search data is taking place to support this and to provide feedback to officers where they have not captured all the required data.

- The stop and search performance dashboard will be amended following the launch of the OPTIK app to include more specific detail on strip searching.

- The new iteration of the stop and search app is eliminating previous data recording issues by requiring all necessary data fields to be populated once a 'more through' or 'strip search', is identified as being undertaken.

7. Proportionality has risen to 12.3 for those from BAME communities which have risen from 5.0 in the last PCC Strip Search report. The number of searches of those from black, Asian and minority ethnic communities has dropped between 2015/16 to 2016/17, from 41 to 28 within a combined population of 121,981 from the Office of Population Census and Survey 2011.

8. There is a much better understanding of the impact of stop and search and the need to understand both why these powers are being used and the legal requirements for data recording.

9. Proportionality has reduced from 17.3 in 2015/16 to 35.5 in 2016.17 for searches of black people under the Misuse of Drugs Act; the number of such searches has remained the same at 18 in each year.

- During 2016/17, nine 'more thorough' searches were undertaken; eight were conducted using the Misuse of Drugs Act legislation which reflects the nature of items sought i.e. small and easily concealed 'wraps' of drugs.

- Of the nine searches conducted none were undertaken on those identified as being Asian, four on those identified as being black and five from those identified as being white.

- Whilst these numbers are low, it is understood that the proportionality of these searches remains a community concern. Understanding this data and conducting regular audits enables the Force to better explain, and to be held to account for its activity. It is of note that the majority of the searches are targeted into high crime areas and many have recent intelligence recorded as an aspect of the grounds.

10. There is an increased likelihood, per 1,000 population, that those from the black, Asian and minority ethnic communities will be strip searched for drugs. Proportionality remained the same, at 5.0, between 2014/15 and 2015/16 but has now risen to 12.3. This represents a significant community confidence issue; though the total number of searches is low.

11. There will be a number of reasons for this change in position between the last two performance years, most notably:

- The focus the Force is placing on the quality of grounds that need to be both formulated prior to a stop and search being undertaken and then recorded.

- The requirement that every stop and search will be reviewed by a supervisor.

- The monthly auditing of grounds and the reinforcement of requirement for those who fail audit.

- The auditing of individual officer activity, including the generation of 'trigger' reports where officer search history indicates the proportionality of searches does not match the community proportionality.

- The ability to challenge officers to ensure there is no stereotypical use of these powers.

- The fact that the Force has pre-empted the HMIC Recommendations and required a standard of recording that exceeds even this new requirement – in that all strip searches require an Inspector's approval, not just those of children under the age of 18.

12. Of critical note - it must be noted that as the audit and feedback has become more steadily robust during 2016/17 the number of strip searches conducted each month has fallen to a lower level.

April '16	10
May '16	6
June '16	7
July '16	3
August '16	9
September '16	9
October '16	4
November '16	2
December '16	2
January '16	1
February '16	2
March '16	4

5. Financial Implications and Budget Provision

5.1 There are no direct financial costs from this work, the work being undertaken to meet the HMIC Recommendations take place within existing salary of officers and staff involved.

6. Human Resources Implications

6.1 There are no direct HR implications.

7. Equality Implications

7.1 There are direct Equality and Diversity implications as identified within the report as covered by the Equality Act 2010 in that those from black, Asian and minority ethnic communities are being searched more, per 1,000 populations than those from the white community.

7.2 An Equality Impact Assessment already exists for the work undertaken by the Force on stop and search and this is published on the Force website.

7.3 As identified within the report, stop and search and stop and account are an issue of importance to the black, Asian and minority ethnic communities.

8. Risk Management

8.1 There are no new risks identified for the Force arising out of this work. However, identifying the proportionality higher rates may increase community confidence and concern as part of the existing risk to the organisation of the use of stop and search.

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

9.1 There are no direct requirements to change policy or procedure as these changes have already been directed and the stop and search policy is subject to regular review.

10. Changes in Legislation or other Legal Considerations

10.1 Within the HMIC recommendations there is an indication that PACE Code A, which governs the use of stop and search, will be re-written. The Force is confident that the work it is already undertaking will ensure compliance with any legislative changes.

11. Details of outcome of consultation

11.1 There has been no consultation though the aim of this report is to present the detail to the PCC.

12. Appendices

12.1 A - The legal requirements of strip search

12.2 B – Poster communicating recording requirements

12.3 C – Detail of the officer aide memoire on recording

Appendix A

Understanding the use of Strip Search – legal requirements

PACE Code A (and Code C, Annex A, para 11) specifically allows for and provides guidance on the conduct of searches at nearby police stations that go beyond looking in a person's pockets. More specifically 3.6 and 3.7 of Code A state:

3.6 Where on reasonable grounds it is considered necessary to conduct a more thorough search (e.g. by requiring a person to take off a T-shirt), this must be done out of public view, for example, in a police van unless paragraph 3.7 applies, or police station if there is one nearby (see Note 6 below.) Any search involving the removal of more than an outer coat, jacket, gloves, headgear or footwear, or any other item concealing identity, may only be made by an officer of the same sex as the person searched and may not be made in the presence of anyone of the opposite sex unless the person being searched specifically requests it. (*See Code C Annex L and Notes 4 and 7 below*.)

3.7 Searches involving exposure of intimate parts of the body must not be conducted as a routine extension of a less thorough search, simply because nothing is found in the course of the initial search. Searches involving exposure of intimate parts of the body may be carried out only at a nearby police station or other nearby location which is out of public view (but not a police vehicle). These searches must be conducted in accordance with paragraph 11 of Annex A to Code C except that an intimate search mentioned in paragraph 11(f) of Annex A to Code C may not be authorised or carried out under any stop and search powers.

Notes:

4 Many people customarily cover their heads or faces for religious reasons – for example, Muslim women, Sikh men, Sikh or Hindu women, or Rastafarian men or women. A police officer cannot order the removal of a head or face covering except where there is reason to believe that the item is being worn by the individual wholly or mainly for the purpose of disguising identity, not simply because it disguises identity. Where there may be religious sensitivities about ordering the removal of such an item, the officer should permit the item to be removed out of public view. Where practicable, the item should be removed in the presence of an officer of the same sex as the person and out of sight of anyone of the opposite sex (see Code C Annex L).

6 Such a place should be located within a reasonable travelling distance using whatever mode of travel (on foot or by car) is appropriate. This applies to all searches under stop and search powers, whether or not they involve the removal of clothing or exposure of intimate parts of the body (see paragraphs 3.6 and 3.7) or take place in or out of public view. It means, for example, that a search under the stop and search power in section 23 of the Misuse of Drugs Act 1971 which involves the compulsory removal of more than a person's outer coat, jacket or gloves cannot be carried out unless a place which is both nearby the place they were first detained and out of public view, is available. If a search involves exposure of intimate parts of the body and a police station is not nearby, particular care must be taken to ensure that the location is suitable in that it enables the search to be conducted in accordance with the requirements of paragraph 11 of Annex A to Code C.

7 A search in the street itself should be regarded as being in public for the purposes of paragraphs 3.6 and 3.7 above, even though it may be empty at the time a search begins. Although there is no power to require a person to do so, there is nothing to prevent an officer from asking a person voluntarily to remove more than an outer coat, jacket or gloves in public.

In summary

- There must be reasonable grounds to consider it necessary to remove more than an outer coat, jacket, gloves, headgear or footwear, or any other item concealing identity

- The search can only be conducted by an officer of the same sex and may not be made in the presence of anyone of the opposite sex unless the person being searched specifically requests it.

- This must be done out of public view, for example, in a police van or police station if there is one nearby.

Searches involving exposure of intimate parts of body

- Must not be conducted as a routine extension of a less thorough stop and search

Searches involving removal of religious dress

- Many people customarily cover their heads or faces for religious reasons – for example, Muslim women, Sikh men, Sikh or Hindu women, or Rastafarian men or women. A police officer cannot order the removal of a head or face covering except where there is reason to believe that the item is being worn by the individual wholly or mainly for the purpose of disguising identity, not simply because it disguises identity.

- Where there may be religious sensitivities about ordering the removal of such an item, the officer should permit the item to be removed out of public view. Where practicable, the item should be removed in the presence of an officer of the same sex as the person and out of sight of anyone of the opposite sex

Location the search takes place

- Should be located within a reasonable travelling distance using whatever mode of travel - it means, for example, that a search under the stop and search power in Section 23 of the Misuse of Drugs Act 1971 which involves the compulsory removal of more than a person's outer coat, jacket or gloves cannot be carried out unless it is a place which is both nearby the place they were first stopped and out of public view.

- Although there is no power to require a person to do so, there is nothing to prevent an officer from asking a person voluntarily to remove more than an outer coat, jacket or gloves in public.

A search conducted at a nearby police station is a legitimate tactic available for use by the police in situations where a more extensive search is required to find an article concealed on the body, for which police are empowered to search.

When conducting a stop and search an officer must have reasonable grounds to consider it necessary to conduct a more thorough search, this may take place at a nearby police station. However, searches involving exposure of intimate parts of the body must not be conducted as a routine extension of a less thorough search, simply because nothing is found in the course of the initial search.

Appendix B

SEARCHING BEYOND OUTER COAT, JACKET OR GLOVES

What, Where and Who

	On the street	Out of public view, for example a police van	Out of public view, in a police station or other location, not a police vehicle
A search involving no removal of clothing other than, an outer coat, jacket or gloves	✓ Any sex of police officer can search	✓ Any sex of police officer can search	✓ Any sex of police officer can search
A search involving more than removal of an outer coat, jacket or gloves but not revealing intimate parts of the body	✗	✓ Police officer must be of the same sex as person being searched	✓ Police officer must be of same sex as person being searched
As search involving more than the removal of an outer coat, jacket or gloves which exposes intimate parts of the body	✗	✗	✓ Police Officer must be of same sex as person being searched

Your record of search must specify:

- The authorising supervisors collar number
- What clothing was removed
- The age of the person searched
- Whether the removal of clothing revealed intimate parts
- The search location including whether or not it was conducted in public view
- The sex of the officers present

Appendix C

‘More Thorough’ and ‘Strip Search’ aide memoire

- *There is no power to require a person to remove any clothing **in public** other than a jacket, outer coat, or gloves, (‘JOG’) except when a Section 60AA is authorised by an ACC or above, which empowers a constable to require a person to remove any item worn to conceal identity.*

- *Where reasonable grounds exist and it is considered necessary to conduct a more thorough search, for example by requiring a person to take off a T-shirt this must also be done out of public view e.g. a police van or a police station if there is one nearby.*

- *Any search involving the removal of **more than** ‘JOG’, headgear or footwear, or any other item concealing identity, may only be made by an officer of the same sex as the person searched and may not be made in the presence of anyone of the opposite sex, unless the person being searched specifically requests it.*

- *Searches involving the exposure of intimate parts of the body **(a Strip Search)** must not be conducted as a routine extension of a less thorough search, simply because nothing is found in the course of the initial search. You must be able to justify why you have done this within the grounds you record and prior authorisation must be sought from an **Inspector**.*

- *Searches involving exposure of intimate parts of the body may be carried out only at a nearby police station or other nearby location which is out of public view (but not a police vehicle).*

There are, in effect, three levels of searches characterised by their increasing level of intrusiveness:

4. ‘Standard’ stop and search: where no more than outer coat, jacket and/or gloves are removed
5. ‘More thorough search’: where other items of clothing are removed but intimate body parts are NOT exposed e.g. the removal of shoes or a T-shirt for a male.
6. ‘Strip search’: where intimate body parts ARE exposed

Recording of ‘more thorough’ and ‘strip searches’

You are required to record additional information for all searches which involve the removal of more than an outer coat, jacket or gloves i.e. 2 and 3 above.

You can do this by ‘ticking’, more-through or strip-search in the app.

The additional grounds to justify these searches will need to be recorded within the free-text box, which you already use to record the grounds for a standard search.

Your record must specify:

- Your general grounds for the standard stop and search
- Your grounds for moving beyond a ‘standard’ search to a more thorough or strip search
- The items of clothing that were removed
- The age of the person searched
- Whether the removal of clothing revealed intimate parts of the person’s body (breasts, genitals or buttocks)
- The location of the search including whether or not it was conducted in public view
- The sex of the officers present
- The collar number of the Inspector who authorised this search (strip searches only)

Supervisors - you are authorising the grounds, necessity and proportionality of such searches

For Information	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**9th November 2017**
Report of:	**ACC Steve Cooper, Strategic Change**
Report Author:	**Alison Donaldson, Staff Officer**
E-mail:	**alison.donaldson@nottinghamshire.pnn.police.uk**
Other Contacts:	**Natalie Baker-Swift, Programme Manager**
Agenda Item:	**6**

Quality of Service Review

1. Purpose of the Report

1.1 The purpose of this report is to update members of the Strategic Resources and Performance Board regarding the Force business planning process and outcomes.

2. Recommendations

2.1 It is recommended that the contents of the attached report are noted.

3. Reasons for Recommendations

3.1 To inform members of the Strategic Resources and Performance Board of Force activity and progress.

4. Summary of Key Points

4.1 Please refer to Appendix 1 for the report.

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. Risk management is incorporated in the Priority Plan Programme and indeed some of the business change identified addresses the Force risks.

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 contents of this report have been subject to Force consultation via the Project Leads and Enablers Meeting and the Priority Plan Programme Board.

12. Appendices

12.1 Appendix 1 – Priority Plan Programme Update October 2017.

Appendix 1

NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

Priority Programme Update
(formerly the Quality of Service Review)

Strategic Resources and Performance Board

9th November 2017

Version 0.1

Our mission statement

"Working with partners and the communities we serve to make Nottinghamshire a safe, secure place to live, work and visit."

Our priorities

- Engage our communities
- Create a service that works for local people
- Become an employer of choice

1. Background

In March 2017, Priority Plan Programme was approved by the Force Executive Board. This approach, which introduced an annual assessment of all Force departments, facilitated a fast paced understanding of the organisation's baseline, including our people, departmental structures and ways of working. It encouraged Senior Managers to take a strategic oversight of their areas of business and to propose business change for 2017/18 and 2018/19 within a framework of clearly defined `Quality of Service Principles.'

One of the principle outcomes sought by the Programme was an uplift in the number of officers on the frontline in line with the Medium Term Financial Plan. In order to meet this Heads of Department were asked to reconsider supervisory ratios and staffing structures, and review processes to ensure they continued to deliver value for money whilst seeking continuous improvement.

2. The principles for continuous improvement

At the heart of Our Priority Plan lies a clearly defined set of principles which are the strategic drivers for business change. They direct a way of thinking to ensure the outcomes of change proposals deliver results that not only matter the most to the public, but that are delivered to the highest possible quality.

- **Continuous Quality Improvement Cycle** – Assess service delivery then create and deliver new approaches continuously through the application of the 'Check-Plan-Do' cycle.
- **Engagement of People and Relationship Management –** Learn about our organisation from the point of service delivery by engaging those that do the job in designing changes.
- **Right First Time, More Often –** Understand the value within each service that is delivered and take account of the total cost of ownership for delivery.
- **Individual Service and Community Focus –** Design our service to accommodate individual need balanced against the needs of the wider community.
- **Evidence Based Approach –** Build a firm knowledge base to inform decision making.
- **Identification of Root Causes –** Identify the true causes of issues and design service change against them.
- **Collaborative Leadership –** Work collaboratively across departments and teams to improve the combined service that is delivered.

3. Annual Departmental Assessments (ADA)

During April to June, Departmental Heads completed their Annual Departmental Assessments; a review of the structure, people and ways of working in their respective business areas, directed by the Continuous Improvement Principles.

The proposals generated all addressed one or more of the following areas: a Strategic Intelligence Assessment theme; the HMIC Value for Money findings; audit outcomes; research; other inspection recommendations and/or the departmental SWOT analysis.

Departmental Heads then presented their current baseline and initial options for change at the Extraordinary Force Executive Board in June 2017.

4. Extraordinary Force Executive Board

The Board, which took place over a period of four days, included the following membership:

Chief Constable (Chair)
Deputy Chief Constable
Assistant Chief Constable
ACO Finance and / or Head of Finance
ACO HR and / or Head of HR
ACO IT
Ch Supt, Head of Operations
Ch Supt, Head of Investigations and Intelligence
CEO, OPCC
CEO, Nottingham City Council
CEO, Nottingham County Council
Representative from Police Federation
Representative from Unison
Representative from GMB

The 250+ proposals and decisions resulting from the E-FEBs were broken down into categories:

- `Quick' actions
- Deep dive reviews
- Other projects, including reviews of discrete functions, wider departmental reviews and IS projects
- Business as usual

'Quick actions' included the removal of vacancies and subsequent revision of supervisory structures with the aim of realising initial efficiency savings.

Those proposals deemed to be business as usual are progressed routinely without further reporting requirements.

5. The Priority Plan Programme

This consequent comprehensive Programme Plan with sequenced activity and proportionate governance grading was presented to the Force Executive Board on the 7th August 2017. (Please refer to the Plan on a Page at Appendix A.)

Prioritisation of the 'deep dive reviews' was determined by indicators in the HMIC Value for Money Assessment and HMIC PEEL Inspection Reports.

Consultation took place with the enabling departments and Heads of Departments to ensure that the sequencing of activity appeared reasonable, without presenting any risk or unnecessary pressure on available resources.

The Priority Plan Programme utilises elements of PRINCE2 methodology for project management to plan, delegate, monitor and control the Programme and its

constituent projects, however the approach has been tailored according to the scale and complexity of the project.

6. Evidence based software and consultation

In order to strengthen the analytical capability of the existing Business Improvement Team, the services of Process Evolution have been procured to assist with the deep dive reviews.

Process Evolution specialises in helping the emergency services to manage demand more effectively and efficiently. They have developed an evidence-based approach to change that provides quantitative, transparent evidence that complements the knowledge of senior officers to support their decision making.

Their approach is underpinned by a suite of advanced analytical tools, many of which have been developed specifically for the police service. These tools are designed to optimise where, when and how resources are deployed to meet demand.

The profiler suite that is being considered to support this approach includes:

- Call Profiler – for designing call handling processes and optimising resource levels and hourly profiles
- Response Profiler – for designing incident response processes and optimising resource levels and hourly profiles
- Workload Profiler – a generic version of Investigation Profiler configurable to any business process
- XIMES – for designing shift patterns which can be tested with simulation
- RAMP (Resource Allocation Model for Police) – to rapidly evaluate strategic change options for a service delivery model

Process Evolution have also provided training thus up-skilling our existing staff and giving the Force a sustainable approach to business change in the future.

7. Progress highlights to date

Contact Management deep dive review

Areas that are within the scope of the Process Evolution led review (supported by the Business Improvement Team) are:

- Review the CM staffing model and shift pattern
- Assess the viability of creating crimes at first point of contact
- Review the CRIM and the processes within

Running concurrently to the above, the Business Improvement Team will conduct an initial review of:

- The work of all supervisors at all ranks / grades within Contact Management

The following areas (identified within the Contact Management ADA) fall outside of the initial Process Evolution led review. These reviews will only take place as determined by the sequencing as described in the assumptions above and supported by a review timeline (Gantt). It may be appropriate for these further review areas to form project Work Packages, to be completed by the Business Improvement Team:

- Review the CM Talk Group and Back-up structure
- Review demand handling to minimise failed service
- Create a clear and deliverable plan for management and ownership of Grade 3 incidents
- Review the utilisation of Managed Incident Car (MIC) capacity

Response deep dive review
Areas that are within the scope of the Process Evolution led review of Response (supported by the Business Improvement Team) are:

- The constable resourcing of the response model inclusive of all demands placed upon the function
- The number and location of response hubs
- The response shift pattern against a comprehensive demand profile
- Reviewing the work of the prisoner handling team

Areas that must be considered as part of the internally led review have been identified as:

- The College of Policing golden hour investigation principles
- The work undertaken by response supervisors and the resourcing at each rank
- The work of the Scheduled Appointments Team
- If operating as a single larger team is more efficient than three functionally distinct separate teams
- Reviewing the Inspector rank across Response / Contact Management and Custody to look at combining responsibilities and reducing resourcing
- Assessing the impact of Student Officers on Response effectiveness
- Review Response work with a view to driving out efficiencies and increasing effectiveness
- Review the effectiveness of the current mobile data provision
- Review the impact of fleet size, distribution and availability on effectiveness

Modelling is currently taking place for the above reviews and both Response and Contact Management are due to present their Options Appraisals to the Priority Programme Board in November 2017, with detailed business cases due in January 2018.

Efficiencies

The ADA Efficiency Tracker is monitoring the savings to the Force through the ADA `quick actions.' The current view based on actions that have been fulfilled so far is that it is generating a saving to the force of £590k in 2017/18 and £1,029k in 2018/19. It needs to be noted that the saving for 2017/18 is included in the overall force underspend and not to be double counted.

8. The strategic planning cycle

A wider piece of work is being undertaken, in collaboration with the OPCC, during 2017/18 to establish a set of meaningful objectives to which all activity should be linked for year two and beyond. This will be set out in a `Chief Constable's Delivery Plan to 2020' which will sit below the PCC's overarching `Police and Crime Plan.' In turn the Priority Plan Programme will be the Force's approach to identifying and progressing the activity which leads to the achievement of the objectives.

The next Annual Departmental Assessments will be due in October 2018 and will coincide with the 2019/20 budget building process.

9. Appendices

A: Plan on a page

PRIORITY PLAN PROGRAMME

Departmental and Collaborations approved actions for 2017/18

Our Priority Plan
PROUD to progress

2017/18

Newark Custody	Feasibility of closure
Bridewell Project	Development of a new Bridewell custody suite
Contact Management	Deep Dive Review
Response	Deep Dive Review to include PHT and Scheduled Appts
New Build at FHQ	Scoping of new training, canteen and control room facilities
Review of Human Resources	Review structure of HR, inc functional ownership of police staff misconduct. Re-launch MFSS and implement Fusion upgrade. Explore co-location of Finance and HR and relocate
Review of Professional Standards	Remodel existing structure, review possible colocation of CCU and CMU. Review Investigation team requirements to include Police Staff misconduct / Review SLA with College of Policing. Review DBS staffing to link in with scoping of disclosure functions force wide
Review of Corporate Communications	Review departmental structure, review the current printing dept facilities and potential inclusion of Market Research team.
Review of Archives and Exhibits	Reduction of overtime / cash and confiscations / lost and found property.

2018/19

Part Review of Corp Development	Scope disclosure functions force wide, including Information Management / Performance Management Team / GIS Mapping / Market Research. Scope force wide analytical functions.
Part Review of Intelligence	Review Firearms Licensing, Analytical function, COSINT, OSINT and ID Suite. and Digital Investigations.
Review of Force Digital Capability	Digital Investigations - Scope all areas of the force for Digital Investigations – Process map POLIT (PP), Fraud (SOC) & DEIU
Part Review of Public Protection	Review of PPU, including end to end review of domestic abuse and review of the MASH arrangements, resourcing for low risk RSO's, and potential for PPU staff to become first responders.

Consideration	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Board**
Date of Meeting:	**9th November 2017**
Report of:	**Nottinghamshire Police and Crime Commissioner**
Report Author:	**Dan Howitt**
E-mail:	**Daniel.howitt13452@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.

THE LAMMY REVIEW 2017

1. Purpose of the Report

1.1 Provide an overview of key findings and recommendations from David Lammy's Independent review[1] into the treatment of, and outcomes for Black, Asian and Minority Ethnic (BAME) individuals in the criminal justice system, which was published on 8th September 2017.

2. Recommendations

2.1 The Police and Crime Commissioner is invited to consider the implications of the Lammy Review and an increasing government focus on outcome disparity among Black, Asian and Minority Ethnic groups for policing and criminal justice services across Nottinghamshire.

3. Reasons for Recommendations

3.1 Recommendations reflect an increasing national cross-party focus on reducing disparity in outcomes among BAME individuals. The Equality Act 2010 also places a statutory duty on public bodies to pay due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and to foster good relations between people of BAME backgrounds and those who do not.

4. Summary of Key Points

4.1 In January 2016, the government commissioned Labour MP David Lammy to undertake an independent review into the treatment of and outcomes for Black, Asian and Minority Ethnic (BAME) individuals in the criminal justice system. The review was supported by a Ministry of Justice and a panel of expert advisers, considered evidence from the point of arrest onwards.

4.2 The final report was published on 8th September 2017 and highlighted the extent of disproportionality within the Criminal Justice System noting that:-

[1] https://www.gov.uk/government/publications/lammy-review-final-report

- Despite the overall number of young offenders falling to record lows, the BAME proportion of young people offending for the first time rose from 11% in 2006 to 19% between 2006 and 2016 while the proportion of BAME young offenders in custody rose from 25% to 41%

- The rate Black defendants pleading 'not guilty' in Crown Courts (41%) remained significantly higher than that of white defendants (31%) between 2006 and 2014, often on account of a 'trust deficit' among BAME defendants. As a consequence, fewer Black defendants receive the possibility of reduced sentences.

- For every 100 white women handed custodial sentences at Crown Courts for drug offences, 227 black women were sentenced to custody. For black men, this figure is 141 for every 100 white men.

- Failure to take effective action in response to parenting. Only 189 parenting orders were issued in 2016, despite 55,000 youth convictions.

- BAME disproportionality in the criminal justice system is estimated to cost the taxpayers across England and Wales at least £309 million each year

4.3 As part of the Review, Lammy also makes clear that many of the causes of BAME over-representation begin long before a guilty plea, court appearance, or prison sentence. Black children, for example, are more than twice as likely to grow up in a lone parent family, and black and mixed ethnic boys are more likely than white boys to be permanently excluded from school. The report makes clear that government policy can only go so far, and challenges communities to assume greater responsibility.

4.4 The Review made 35 recommendations, many inspired by international examples of innovation and good practice. These include:

- Rigorous assessments of a young offenders' maturity to inform sentencing decisions, taking inspiration from youth justice in Germany. Those judged to have low levels of maturity should receive extended support from the youth justice system until they are 21

- Exploring how the criminal records of ex-offenders that can prove to a judge or independent body that they have reformed can be 'sealed'. Their record would still exist, but would not be disclosed to employers

- Allowing some prosecutions to be 'deferred' so that low level offenders can receive targeted rehabilitation before entering a plea and if successfully completing programmes, would see their charges dropped

- Learning from Rangatahi courts in New Zealand, 'Local Justice Panels' should be established where local people with a direct stake in a young offender's life are invited to contribute to their hearings

- Publishing all sentencing remarks in the Crown Court in order to make justice more transparent for victims, witnesses and offenders and address the 'trust deficit' that exists amongst BAME defendants

- CPS should revisit the current approach to prosecuting gang members, including reviewing its role in the protection of vulnerable children/young people and women who are often coerced into gang-related activities

- CPS use of new legislation such as the Modern Slavery Act 2015 (and other tools should be maximised to deal with those who exploit young people for criminal purposes

- The government should set a national target to achieve a representative judiciary and magistracy by 2025 and the Prison Service should set targets for BAME staff leadership progression over the next 5 years

- Prison governors should ensure Use of Force Committees are not ethnically homogeneous and ensure that there are consequences for officers that misuse force on more than one occasion

- A new approach should be agreed to record and publish ethnicity data. In particular, the CPS and courts should collect more data on religion so the treatment of different religious groups can be examined

4.5 Subsequent to the publication of the Lammy Report, the Prime Minister published the UKs first Race Disparity Audit[2] on 10th October 2017. This provided a comprehensive overview of disparities between public service outcomes across different ethnic groups. In terms of crime and policing, the audit highlighted:-

- Lower levels of experience and fear of crime among white people compared to Mixed, Black and Asian adult populations, although feelings of safety have improved among Asian people since 2013/14
- Lower levels of confidence in police among people from Black or Mixed backgrounds, especially young people
- Ethnic minority groups being significantly more likely to be arrested and stopped and searched than White
- Black defendants being more likely to be remanded in custody than White and Asian defendants
- Average custodial sentence lengths for indictable offences have increased for all ethnic groups since 2009, but remains lower among white offenders (18 months) compared to Black (24) and Asian (25) offenders
- While the number of white young people held in custody has fallen by 73% since 2005/06, the number of young people from non-White ethnic minorities held in custody has only fallen by 43%

[2] https://www.gov.uk/government/publications/race-disparity-audit

- A higher proportion of non-White offenders committed offences of violence against the person (40%), robbery (27%) and drugs (13%) than White offenders (30%, 23% and 4% respectively)
- Black offenders had the highest rate of reoffending compared to other ethnic groups from 2006 to 2014.

4.6 Nottinghamshire police data indicates that that a number of findings from the Race Disparity Audit are reflected so some degree at a local level:-

- Arrest rates per 1,000 population, for example, remained significantly higher among BAME individuals (26.1) than for White individuals (16.1) in 2016/17, however the disparity has reduced compared to 2015/16

- Stop and search rates per 1,000 population among Black (8.5) and mixed heritage (4.1) individuals remain significantly higher than that of White (1.1)

4.7 The force's Equality and Diversity objectives commit the service to ensuring that policing powers are used proportionately, services are accessible to all and crimes which disproportionately affect and impact on particular protected groups are dealt with proactively. It also commits the force to regularly and meaningfully engaging with local and diverse communities to ensure that actions focus on their needs and reflect their concerns and experiences. The force also aims to increase the extent its workforce represents the communities it serves and that all staff have the opportunity to progress and develop within the organisation.

4.8 A range of actions are being taken to drive improvements in these areas which include:-

- Steady long term progress in against the ambition to achieve a police workforce that is representative of the communities it serves. BAME police officer representation stood at 4.5% in March 2017 with an ambition to increase this level to 11.2%. The current 6.7% point gap remains slightly smaller than that seen at a national level (7.7% point gap).

- A programme of work being undertaken by the Police Professional Standards Department, Office of the Police and Crime Commissioner, Youth Commission and other local stakeholder groups to improve access, understanding and confidence in the police complaints system among BAME individuals and communities

- Exploratory work being undertaken by the PCC and Criminal Justice partners to review and improve outcomes for BAME women within the criminal justice system in Nottinghamshire

- Roll out of the Nottinghamshire Police and Crime Survey, which will provide a robust insight into BAME experience and reporting of crime and perceptions of the police. Findings from the survey will be used to inform the

police and partnership response to disparities in confidence, perception and experience and monitor progress against local improvement plans

- Ongoing work of the BME Steering Group and Stop and Search Scrutiny Panel in improving police openness, transparency and accountability local policy, practice and decision making

4.9 While a range of projects and initiatives are underway to tackle inequity and improve trust, fair treatment and outcomes for BAME individuals across Nottinghamshire, it is clear that still more could be done. Areas of suggested focus for 2018 to 2021 include:-

- Developing a more comprehensive understanding of criminal justice outcome disparity at a local (force or regional) level

- Continuing to explore and evaluate the impact of training in 'unconscious bias' training within the force and other crime, community safety and criminal justice agencies

- Ensuring that the ambition to reduce outcome disparity across different social and demographic groups is sufficiently reflected within the emerging Police and Crime Plan for 2018-21

- Continuing to explore more flexible and diversionary approaches to managing risk of offending among BAME young people and exploring opportunities to help those that no longer pose a risk to society to 'start afresh'.

5. Financial Implications and Budget Provision

5.1 It is anticipated that organisational responses to reducing disparities in policing and criminal justice outcomes will be met within core budgets

6. Human Resources Implications

6.1 The report should be considered alongside the long term Police and Crime Plan ambition of Nottinghamshire Police to achieve a workforce which is representative of the communities it services

7. Equality Implications

7.1 Considerations set out in the Lammy Report and posed by the government's Race Disparity Audit are integral to delivery against the Equality Act and the development of local equality objectives and action plans across policing and criminal justice services.

8. Risk Management

8.1 Failure to reduce outcome disparity and secure trust and confidence in the criminal justice system among BAME communities presents a reputational risk to local criminal justice agencies and risks to both the delivery of local equality objectives and Police and Crime Plan ambitions outlined in paragraph 4.7.

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

9.1 The report and increasing government focus on outcome disparity should be considered alongside development of the 2018 to 2021 Police and Crime Plan

10. Changes in Legislation or other Legal Considerations

10.1 The Equality Act 2010 also places a statutory duty on public bodies to pay due regard to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and to foster good relations between people of BAME backgrounds and those who do not.

11. Details of outcome of consultation

11.1 The Lammy Review was informed by consultation via a 'Call for Evidence' between March and June 2016 which obtained 275 responses from members of the public, academics, individuals working in the Voluntary and Community Sector, businesses and Judicial and Legal Professionals.

11.2 The Ministry of Justice is yet to issue a formal response to the findings and recommendations of the report.

12. Appendices

12.1 The final report of the Lammy Review 2017 can be found at https://www.gov.uk/government/publications/lammy-review-final-report

For Information / Consideration / Comment / Decision (delete as appropriate)	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**9th November 2017**
Report of:	**The Chief Constable**
Report Author:	**Lizzie Starr**
E-mail:	**Elizabeth.starr16691@nottinghamshire.pnn.police.uk**
Other Contacts:	
Agenda Item:	**8**

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

Performance and Insight Report September 2017

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 in the twelve months to September 2017.

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 PCC and Force priorities, as set out in the Police and Crime Plan.

4. Summary of Key Points

4.1 The summary tables in the attached report (Appendix A) provide an overview of performance across the seven Police and Crime Plan strategic objectives. Performance compared to target (where applicable) as well as trends in the short and long term are considered, and operational insight is provided to add context.

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 regular basis through the provision of management information for all key areas of the business, and any exceptional performance is identified, assessed and responded to through the appropriate governance structure.

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: Performance and Insight report.

Nottinghamshire Police

Performance & Insight Report

PCC Themes One to Seven

Year-to-date 1st April 2017 – 30th September 2017

Guidance notes:

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2016-18. The information is organised in line with the seven strategic priority themes in the plan.

2. Summary performance information is for the period 1st April 2017 to 30th September 2017 compared to the equivalent period of last year, in line with the Police and Crime Plan requirements. Where information provided is for an alternative period this will be stated. Longer term trend information is provided wherever possible.

3. Where a measure has a designated target, a target position will also be provided and this will be assigned a RAGB status as follows;

- Where a measure is exceeding target (performance more than five per cent better than target) a measure will be rated blue
- For performance achieving target within five per cent it is rated green
- Measures not achieving target but within five per cent are rated amber
- Measures more than five per cent away from target are rated red

4. Additional insight is included in the report in order to provide context, particularly in relation to performance exceptions.

5. Some of the performance information in the report is refreshed quarterly. Where updated information is not available this is stated and the information from the previous report is provided.

6. Where data has been supplied by a source outside of the Nottinghamshire Police Management Information team, this will be stated.

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		**Objective / Target**	**Performance**		**Insight**
1.1	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	90.0%	●	In response to a change in the Home Office mandated survey requirements, the force is currently reviewing the local approach to surveying victims of crime and the wider community. While this review is on-going, the force continues to survey victims of Domestic Abuse (mandatory) and victims of Hate Crime (non-mandatory). In the 12 months to July 2017, the force surveyed a total of 550 Domestic Abuse survivors. 93.5% of those surveyed were fairly, very or completely satisfied with the service they received from the police. This figure represents a similar figure compared to previous months (93.1% of 539 survivors in June 2017 and 93.5% of 522 survivors in May 2017). Performance in respect of the aspects of satisfaction remains stable for 'ease of contact', 'actions taken' and 'treatment', with overall satisfaction ratings of above 90%. Satisfaction with 'kept informed' is lower at 79.3%. Over the same period, from a total of 351 Hate Crime victims surveyed, 84.6% were satisfied with the service they received from the police. This figure represents a slight decrease in satisfaction compared to the previous month (85.5% of 358 surveyed in June 2017), although this is not considered a significant change in performance. In terms of the aspects of satisfaction, 'actions taken' (80.5% overall satisfaction) and 'kept informed' (73.5%) are the lower rated aspects by Hate Crime victims, whereas 'ease of contact' and 'treatment' maintain satisfaction levels of above 90%.
1.3	Percentage of people who agree that the police and local councils are dealing with Anti-Social Behaviour and other crime issues	60% agreement by 2017/18	55.4%	●	**Current performance covers interviews in the year to June 2017[1]. Please note that this information is updated quarterly with the next update due in January 2018.** The Force is 4.6 percentage points below the 60% target. Considering the trend in the long term, there appears to be a slight

[1] *The sample size for the Crime Survey for England and Wales for Nottinghamshire in the current year is approximately 700 persons. The population of Nottinghamshire is 1,107,000 persons (Office for National Statistics mid-year estimate).*

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		**Objective / Target**	**Performance**		**Insight**
					downward trend, however the change on the previous year's position (58.6%) is not significant. The average for the Force's Most Similar Force group is 57.7% and Nottinghamshire is ranked in 5th place in this group of 8. Nottinghamshire is ranked first lowest in its MSF group for the 'risk of crime (personal crime)', with a risk level of 3.0% against a group average of 4.0%. This is also a marked improvement on the previous position for Nottinghamshire (6.0% in the previous year).
1.4	Percentage reduction of people that been repeat victims within the previous 12 months	a) A reduction in the number of repeat victims[2] of domestic violence compared to 2016-17	-13	●	***The Force definition of a repeat victim is based on the national definition. A Domestic Abuse (DA) repeat victim is a victim of a DA crime or incident in the current month who has also been a victim of one or more DA crimes or incidents at any point in the previous twelve months.*** Of a total of 1,063 Domestic Abuse victims in the month of September, 338 had been a victim of one or more previous domestic abuse incidents or crimes in the 12 months prior (October 2016 –September 2017). This compares to a baseline monthly average for the 2016/17 year of 351 repeat victims per month, which equates to a decrease of 3.7% in the month of September. As a proportion, 31.8% of DA victims in September were repeat victims, which is above the baseline average of 30.8%. It appears that the proportion of DA repeats has returned to within expected bounds after two months of recording at a higher rate. Following discussion at the September Force Performance Board meeting, further analysis is being carried out to try to identify what was behind the increased rates noted in July and August.

[2] *In order to capture the full picture of risk, repeats are counted as any repeat instance, whether incident or recordable crime. Victims are identified using a created golden nominal ID which is made up of information recorded on first name, surname and date of birth of the victim. This method is reliant on complete and accurate information being recorded on Niche for each victim. Data for Domestic Abuse and Hate Crime is reliant on the appropriate markers or qualifiers being added to records on Niche. Breach offences (such as breach of restraining order) are recorded as offences against the state and not against the victim (i.e. the subject of the order). As such it is not possible to include these in this measure.*

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		Objective / Target	Performance		Insight
		d) A reduction in the number of repeat victims of hate crime[3] compared to 2016-17	+7	●	***The Force definition of a repeat victim is based on the national definition. A hate crime repeat victim is a victim of a hate crime or incident in the current month who has also been a victim of one or more hate crimes or incidents at any point in the previous twelve months.*** Of a total of 150 hate crime victims in the month of September, 22 had been a victim of one or more previous hate crimes in the 12 months prior (October 2016 –September 2017). This compares to a baseline monthly average for the 2016/17 year of 15 repeat victims per month, which represents 7 more repeat hate crime victim in September compared to the baseline figure. As a proportion, 14.7% of hate crime victims in September were repeat victims. This figure is greater than the baseline monthly average for 2016/17 (11.5%).
		e) To monitor repeat victims of ASB incidents.	1,280		There were 1,280 victims of ASB in September 2017 who had reported a previous incident or incidents in the 12 months prior. This is a slight increase on the figures reported in August (1068). Despite an increase in repeat victims of ASB, it should be noted that overall ASB incidents reported to the police decreased in September with 2,831 incidents. (3,211 in August, 3,321 in July and 3,104 in June). This decrease is in line with the expected seasonal trend. As a proportion, repeat ASB accounts for 45.2% of all incidents in September, which shows an increase on the proportion recorded in previous months.
		f) To monitor the number of domestic abuse non-crimes and crimes and the proportion	1,330 crimes and non-crimes		The Force recorded 1,330 domestic abuse crimes and non-crimes in September 2017.

[3] *The term Hate Crime in relation to repeat victims includes incidents as well as recordable crimes.*

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people				
Measure		**Objective / Target**	**Performance**	**Insight**
		of which are repeats		Last year, the Force recorded an average of 1,375 Domestic Abuse crimes and non-crimes per month.
			Proportion that are repeats	Please see measure 1.4a (above)
1.5	Public confidence in reporting offences to the police	a) To monitor the number of Sexual Offences as a whole	1,738 offences	The Force has recorded 1,738 sexual offences this financial year to date. This equates to a 64.4% increase against the same period last year (681 more offences). Rape offences have seen an increase of 77.4% (+291 offences) this year, while other sexual offences increased by 57.3% (+390 offences). Following the National Crime Recording Standards (NCRS) audit, the Force continues to record Sexual Offences at a higher level than previously. Comparisons to the early part of last year will demonstrate large percentage increases when compared to the new 'normal' levels the force are now recording. Looking at the longer term trend, the force has recorded a 62.1% increase in sexual offences in the 12 months to September 2017, compared to the 12 months to September 2016, which equates to 1,257 additional offences recorded over the 12 month period. The last 3 months have seen significant increases in the recording of sexual offences in Nottinghamshire. Additional analysis has revealed increases in reports of both historic and recent sexual offences, with an increasing trend apparent across all offences types. The same trend is also apparent in national figures. The force will be carrying out further analysis, led by the market research team, to improve understanding of the drivers behind this increase.

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		**Objective / Target**	**Performance**		**Insight**
		b) To monitor satisfaction levels of victims of Domestic Abuse through the force victim surveys	93.1%		See measure 1.1 for details.
		c) To monitor the number of Hate Crimes and the proportion of which are repeats	129 hate crimes 45 hate incidents		There have been a total of 129 hate crimes in September. Over the same time period the Force has recorded 45 hate incidents, meaning that the overall total for August stands at 174 hate crimes/incidents. Year-to-date figures (April to September) show an increase of 15.9% (+167 more hate crimes and incidents) when compared to the same period last year. It is apparent that there is an increasing trend in the recording of overall hate crime in Nottinghamshire. Last year the Force had an average of 111 hate crimes and 62 Hate Incidents per month. The average total number of hate crime/incidents has increased this year to date by +29 Hate crime/incidents per month. Within this increase, the average number of hate crimes per month has increased (on average +33 hate crimes per month), whereas the average number of hate incidents per month has decreased (-4 hate incidents per month).
			Proportion that are repeats		Please see measure 1.4d (above)
1.6	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)	-33.6%	●	***Data is for quarters one and two; January 2017 to June 2017. Next update due in November.*** Data for quarters one and two (1st January 2017 – 30th June 2017) shows a 33.6% reduction (111 fewer persons) in persons Killed or Seriously Injured (KSI) on Nottinghamshire's roads compared to the 2005-2009 baseline period. However a slight increase is apparent when comparing the current year to the equivalent period of last year (+23.1% or 3 persons).
		b) Monitor KSIs for 0-15 year olds	-55.6%		

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		Objective / Target	Performance		Insight
					All user groups with the exception of pedal cyclists are seeing a reduction in KSIs when compared to the baseline average. Pedal cyclist KSIs have increased by 4.3% (1 person) against the baseline average this period. KSIs in the 0-15 age group have reduced by 55.6% (20 persons) compared to the 2005-2009 baseline.
1.7	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	+100%	●	***Data is for quarter one April-June 2017. Data for this measure is released quarterly, with the next update due November 2017.*** Two people have been presented to custody as a first place of safety in quarter one 2017. This compares to one person in the same Q1 period of last year. On average last year, less than three percent of mental health patients have been taken to custody, with the vast majority taken to the mental health suite. Source: East Midlands Criminal Justice Service (EMCJS).
1.8	The number of children detained in police custody overnight	A reduction in the number of children detained in police custody overnight[4] compared to 2015-16	24 detainees		***Data is for Quarter 1 April-June 2017. Data for this measure is released quarterly, with the next update due November 2017.*** There were 24 juveniles remanded into custody in quarter one 2017 compared to 26 in the same quarter in 2016. Source: East Midlands Criminal Justice Service (EMCJS).
1.9	Percentage of incidents responded to within the target time[5]	To monitor the percentage of Grade 1 and 2 incidents attended within the recommended timescale* for a) Rural	Grade 1 77.3% Grade 2 58.8%		In terms of Grade 1 incidents, the Force attended 77.9% of Urban areas and 75.3% of Rural areas within the advised times this year, giving a total 77.6% for all Grade 1 incidents. Whilst 59.6% of Grade 2 incidents were attended within 60 minutes. On average, the Force attends Grade 1 incidents within the recommended times. The average attendance time for Grade 1

[4] *It is not possible to define overnight detention for this measure and therefore figures given are for all juvenile detainees. Data for the 2016/17 performance year this data will be used to produce a baseline for future monitoring, so this indicator will be a monitoring indicator and not a reduction target.*

[5] *Outliers have been excluded from the overall figures*

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people				
Measure		**Objective / Target**	**Performance**	**Insight**
		b) Urban **The recommended timescales for grade 1 (immediate) and grade 2 (urgent) response incidents are as follows:* ▪ *Grade 1 incidents in Urban areas within 15 minutes and Rural areas within 20 minutes; and,* ▪ *Grade 2 incidents within 60 minutes.*		incidents has remained at around 14 minutes each month over the most recent five months. For the last 3 months the average attendance time for Grade 2 has been 90 minutes. The number of incidents requiring attendance has decreased this month, following a period of increase over the last three months due to an anticipated seasonal trend.

Strategic Priority Theme Two: Improve the efficiency and effectiveness of the criminal justice process					
Measure		**Objective / Target**	**Performance**		**Insight**
2.2	Crown and Magistrates' Courts conviction rates	To record a conviction rate in line with the national average	CC +0.0pp	●	***Data for this measure is released quarterly. The most recent quarter 1 data covers April to June 2017. Next update is due in the November report.*** Quarter four figures provided by the East Midlands Criminal Justice Service (EMCJS) reveal that the Crown Court recorded a conviction rate of 82.0% which is equal to the national average and the higher than the Q4 16/17 Crown conviction rate of 80.7% (+1.3pp). The Magistrates' Courts conviction rate is 86.7% for the same period and is again higher than both the national average (85.5%) and the Q4 16/17 figure of 84.8% (+1.9pp). Despite the apparent improvement on the previously reported position, file quality continues to be an issue for Nottinghamshire. Work is being carried out jointly with local partners using the EMCJS FIT model to deliver improvements in the quality of files submitted by the police to the Crown Prosecution Service (CPS).
			MC +1.2pp	●	
2.3	Early Guilty Plea rate for the Crown and Magistrates' Courts	An increase in the Early Guilty Plea rate compared to 2016-17.	CC +4.0pp	●	***Data for this measure is released quarterly. The most recent quarter 1 data covers April to June 2017. Next update is due in the November report.*** The Early Guilty Plea rate recorded in the Crown Court year-to-date to July 2017 was 38.0%, which is an improvement on the same period last year (+4pp), however a slight decline on the previous month (-0.6pp). The Early Guilty Plea rate recorded in the Magistrates' Court year-to-date to July 2017 was 66.5%, which is an improvement on the same period last year (+4.9pp) and equal to the previous month.
			MC +4.9pp	●	
		To be better than the national average	CC -4.8pp	●	

Strategic Priority Theme Two: Improve the efficiency and effectiveness of the criminal justice process					
Measure		**Objective / Target**	**Performance**		**Insight**
			MC -2.7pp		Rates for both courts are below the national averages; the Early Guilty Plea rate recorded in the Crown court for quarter 1 was -4.8pp below the national average of 42.8%, and the early guilty plea rate for Magistrates' Court was -2.7pp below the national average of 69.2%. The Transforming Summary Justice (TSJ) Board will help here in isolating issues and managing them collectively rather than in agency silos, which has happened in the past. EMCJS have also started the proof in absence pilot and wait to see the results of the texting defendant pilot to inform improvements to performance at the Magistrates' Court.

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial Behaviour					
Measure		**Objective / Target**	**Performance**		**Insight**
3.1	Reduction in All Crime across the force	a) A reduction in All Crime compared to 2016-17	+29.6%	●	The first six months of this year have seen the Force record a 29.6% (10,930 offences) increase in All Crime compared to the same period last year. Victim-Based crime has increased by 27.8% (9,180 offences) year-to-date. Other Crimes Against Society have increased by 44.3% (1,750 offences). The increase in Other Crimes Against Society is driven by a 108.2% increase in Public Order offences. Public Order offence volumes remain high following the NCRS audit, as a result of the daily incident checks now in place in force. Following the NCRS audit last year, the force has put in place new daily processes to maintain compliance with the national standards. This means that recorded crime volume remains at a higher level and this is expected to continue as the accepted new 'normal' level. The force is now recording around 2,000 offences more each month than this time last year. When considering the longer term trend, the Force has recorded a 30.4% (21,736 offences) increase in All Crime in the 12 months to September compared to the previous 12 months. Recently published national data (covering performance in the 12 months to June 2017) reveals that almost all forces in England and Wales are recording increases in crime. Nottinghamshire is recording an increase above both the national and regional average. At present, the local performance position is comparing a period of higher recording (following the change in process described above) to a lower period prior to this change, and as a result a large percentage increase is seen. Forecast figures suggest that at the end of the year this position will have stabilised and the force will

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial Behaviour					
Measure		**Objective / Target**	**Performance**		**Insight**
					end the year with an increase of approximately 12-17% which would be in line with the current national average increase.
		b) A reduction in Victim-Based Crime compared to 2016-17	+27.8%	●	The overall volume of Victim-Based crime year-to-date increased by 9,180 offences compared to last year (+27.8%). When considering the longer term trend, Victim-Based crime has increased by 27.8% (17,826 offences) in the 12 months to September 2017 when compared to the twelve months previous. Increases are apparent across most of the sub-categories within the Victim-Based crime group. Crime levels have remained consistent at approximately 7,000 crimes per month in the last four months which is the highest level seen in the last five years. Violence Against the Person (VAP) offences are responsible for a large proportion of the increase in overall Victim-Based crime. This is as a result of processes put in place to maintain compliance with the national standard; ensuring that the Force is responding to victims and putting in place the appropriate support, safeguarding and investigation. VAP has seen a 46.9% increase (+8,235 offences) in the 12 months to September when compared to last year. Performance is driven by an increase in Violence without Injury, with an 81.6% increase (+6,319 offences). Sexual Offences have increased by 62.1% (+1,257 offences) over the same period. In the 12 months to September, the force has also recorded increases in Robbery (+8.5% or 75 offences), Burglary (+6.4% or 505 offences), Theft (+27.5% or 5,079 offences) and Criminal Damage & Arson (+13.2% or 1,369 offences). Performance exceptions are monitored at the monthly Operational Performance Review meetings, with action to manage identified

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial Behaviour				
Measure		**Objective / Target**	**Performance**	**Insight**
				exceptions tasked from this meeting where appropriate.
		c) To monitor the number of offences in those local areas which experience high levels of crime		The five areas of Nottingham City that have been identified as experiencing high levels of crime have recorded a total of 4,787 crimes year-to-date. This represents a 26.1% (992 offences) increase in All Crime compared to last April to September. All five areas are recording an increase compared to last year, with these ranging from +7.1% on Bulwell (+74 offences) to +46.3% on Bridge (+240 offences). The percentage increase of 26.1% recorded over the five City areas is in line with the increase of 31.1% over the same period for the City overall. The increase on the Bridge area reflects the force level picture, with increases in Violence and Public Order driven by the NCRS audit activity. In addition Bridge has recorded increases in Other Theft (+42 offences), Shoplifting (+25 offences) and Burglary (+23 offences). The County priority areas have recorded a total of 8,208 crimes year-to-date, which equates to a 26.0% (1,693 offences) increase in All Crime compared to last year. This is similar to the increase of 27.4% for the County area as a whole. All of the nineteen priority areas on the County are recording an increase in crime compared to last year. Stanton Hill has had the largest percentage increase for the last five months. In September this increase stands at 57 offences year-to-date creating a 129.5% increase due to the small numbers. Trent Bridge recorded the second highest increase on the County, with 125 more crimes year-to-date which is a 59.5% increase. Similarly to Trent Bridge (above), both of these areas have experienced increases in violence without injury and public order offences. In addition to this Stanton Hill has recorded small increases across most crime types, with Other Theft and Burglary

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial Behaviour					
Measure		**Objective / Target**	**Performance**		**Insight**
					offences having the slightly larger volume increases (+7 and +5, respectively). The largest volume increases on Trent Bridge are in Other Theft, Shoplifting, Bicycle Theft and Criminal Damage & Arson, with these offences accounting for more than three quarters of the overall increase.
		d) To reduce the levels of rural crime compared to 2016-17 and report on: 1.1. Rural 1.2. Urban	+25.3%		The Force has recorded 5,875 rural crimes year-to-date, which is an increase of 1,185 offences (25.3%) compared to last year-to-date. This is in line with the overall All Crime performance for the force. Over the same period crime in urban areas has increased by 30.0% (9,625 offences). The average monthly volume last year was 814 rural crimes per month and so far this year the monthly average is 979. The rate of offences per 1,000 population in rural areas is 27.5 compared to 47.5 in urban areas. This is higher than the same period last year (22.0 in rural areas and 36.6 in urban areas). Crime in rural towns and fringes has increased by 31.8% (844 offences) year-to-date, crime in rural villages has increased by 7.5% (111 offences) and crime in rural hamlets and isolated dwellings has increased by 42.1% (230 more offences). Rural areas recorded increases in Arson and Criminal Damage offences year-to-date with a 34.3% increase (214 more offences). Other crime types are showing increases in line with the offences that were part of the NCRS audit (VAP/Sexual/Public Order offences). The position is similar on the Urban areas with the crime types included in the NCRS audit showing increases.
3.2	Reduction in Anti-Social Behaviour (ASB) incidents across the force	A reduction in ASB incidents compared to 2016-17 and report on: a) Personal b) Nuisance	-8.0%		Over the first six months of this financial year, the Force has recorded 18,361 ASB incidents. This compares to 19,959 incidents in the same six months of 2016 (a reduction of 8.0%). ASB Incidents have decreased again in September 2017 this is expected due to seasonality with trends in ASB incidents increasing in spring

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial Behaviour					
Measure		**Objective / Target**	**Performance**		**Insight**
		c) Environmental			and summer months, and reducing into the autumn winter period. The City partnership area has recorded a reduction in ASB, with 927 fewer incidents this year, which represents a 9.9% reduction. The County partnership recorded a reduction of 6.3% (-671 incidents). ASB Environmental (-4.6% or 62 fewer incidents), Personal (-13.7% or 421 fewer incidents) and Nuisance incidents (-7.2% or 1,115 fewer incidents) have all reduced in the first six months of this performance year when compared to the same period of the previous year. Up to date national data for recorded ASB is not available, however the measure of 'ASB perception' in the Crime Survey for England & Wales provides an indication of local and national trends in respect of public perception of ASB. This data reveals a decreasing trend in public perception of ASB issues in their local area, both in Nottinghamshire and across England & Wales forces. This suggests that the reduction in recorded ASB in Nottinghamshire is reflective of a change in the incidence of ASB across the country.
3.3	The detection rate (including Positive Outcomes) for Victim-Based Crimes	a) An increase in the positive outcome rate for Victim-Based Crime where Threat, Harm or Risk is high e.g. serious sexual crime*. **In the absence of a recognised measure for High Threat, Harm or Risk, Nottinghamshire Police are not in a position to report on this specific target. The*	-2.6pp	●	The Force has recorded 480 more positive outcomes for Victim-Based Crime year-to-date when compared to last year-to-date. When looking at the positive outcome rate, (the number of positive outcomes divided by the overall number of crimes) the force is recording a positive outcome rate of 14.6% compared to 17.2% the previous year-to-date. This reduction in rate is influenced by the increase in recorded crimes over the last year. Looking at the longer term trend over the last 12 months (October 2016 to September 2017) and comparing that time range to the same one the previous year, it can be seen that the force are achieving 920 more positive outcomes (last 12 months 12,908 and

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial Behaviour					
Measure		**Objective / Target**	**Performance**		**Insight**
		information provided is for all Victim-Based Crime.			previous year 11,988). It is important to note that although the current outcome rate is lower than it has been in the past, performance for the volume of positive outcomes achieved has stabilised over the last 12 months. In addition, the reduction in positive outcome rate noted in Nottinghamshire is in line with the national trend, and the force continues to perform favourably in its Most Similar Forces group.
		b) To monitor the proportion of Community Resolution disposals	12.9%		The Force recorded a total of 792 community resolutions for Victim-Based Crime in the first six months of 2017, which equates to 12.9% of all Positive Outcomes over the same period. Looking at the longer term trend over the last 12 months (October 2016 to September 2017) and comparing that time range to the same one the previous year, it can be seen that the force is achieving fewer Community Resolutions (last 12 months 1,853 and previous year 3,983).
		c) To monitor the positive outcome rate for All Crime	17.1%		The positive outcome rate for All Crime is 17.1% year-to-date compared to 20.2% for last year.

Strategic Priority Theme Four: Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour				
Measure		**Objective / Target**	**Performance**	**Insight**
4.1	The number of Alcohol-Related Crimes	a) To monitor the number of crimes and ASB incidents which appear to be Alcohol-Related	Crime 2,648 (5.5%) ASB 2,277 (12.4%)	The Crime Survey for England and Wales estimates that between 13% - 15% of All Crime and ASB is Alcohol-Related. The reported number of Alcohol-Related Crimes year-to-date (according to NICL qualifiers in Niche) was 2,648 which equates to 5.5% of all recorded crime, while alcohol-related incidents account for 12.4% of all ASB incidents (2,277 Incidents). The disparity between the crime survey figure and the local figure is attributed to the poor use of alcohol markers in the crime recording system, meaning that the incidence of alcohol-related crime in Nottinghamshire is likely to be higher than the crime data suggests. Through the data quality working group, the force is exploring how the application of the markers could be improved.
		b) To monitor the proportion of alcohol-related violent crime	1,555 (12.1%)	The proportion of Alcohol-Related Violence in Nottinghamshire year-to-date is 12.1%. The current level is less than half that is estimated nationally, based on findings from the Crime Survey for England and Wales.
		c) To monitor the number of violent crimes which appear to be Alcohol-Related in the NTE	767 crimes	There have been 767 Night-Time Economy VAP offences flagged on Niche as being alcohol-related year-to-date, which accounts for 48.8% of all Night-Time Economy VAP. Last year the average monthly figure was 141 and so far this year the average monthly figure is 127.

Strategic Priority Theme Five: Reduce the threat from organised crime					
Measure		**Objective / Target**	**Performance**		**Insight**
5.1	The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders	a) A 10% increase in the number of orders compared to 2016-17	-48.7pp	●	The Force recorded 46 fewer Confiscation and Forfeiture Orders compared to last year-to-date; this equates to a reduction of 38.7%, placing the Force 48.7 percentage points below the 10% increase target. **It should be noted that any decision to apply for an order is made by the Crown Prosecution Service, based on information and advice provided by the police.** **A decision to grant an order is one for the court alone.** **An order is not granted until sentencing and in many cases there can be a gap of many months between point of arrest and an order being granted.**
5.2	Force Threat, Harm and Risk (THR) assessment level	To reduce the Threat, Harm and Risk assessment below the 2015-16 level			**Intelligence Threat Assessment of Organised Crime: Position Summary at the end of Quarter two 2017/18** All mapped active Organised Crime Groups (OCGs) are recorded on the national OCGM database. The threat posed by an OCG is assessed in terms of its criminal intent and capability. The known threat from Organised Crime in Nottinghamshire is unchanged in the last quarter*. Identifying and mitigating known and unknown organised criminality remains a considerable threat to the police. In a challenging financial climate that continues to see investigative, proactive intelligence development and analytical resources reduced, this threat is exacerbated by the emergence of increasingly complex and/or international OCGs involved in human trafficking & modern slavery (HTMS), cyber enabled fraud, child sexual exploitation & abuse (CSEA), etc. The majority of Nottinghamshire OCGs continue to be involved in drug supply and serious violence. ** When compared with the 12 month period up to the end of the previous quarter. (The Organised Crime threat measure is derived*

Strategic Priority Theme Five: Reduce the threat from organised crime				
Measure		**Objective / Target**	**Performance**	**Insight**
				from the combined monthly Intent and Capability scores for all mapped active OCGs in Nottinghamshire). Note: Due to a national embargo on the archiving of OCGs that remained in place until January 2016, data prior to April 2016 has been deemed unsuitable for use with this threat measure.
5.3	Reported drug offences	To monitor the number of production and supply drug offences	340 offences	There have been a total of 340 production and supply drug offences so far this year-to-date, which represents 9 fewer offences when compared to last year. The number of supply offences has increased by 2 offences, while production offences reduced by 11.
5.4	The number of Cyber Crimes	To monitor the number of Cyber Crimes in 2016-17		**This measure is reported quarterly. Data shown is Quarter 2 July to September 2017. Next update due in the January report.** In the second quarter of 2017/18 the Force recorded 566 online crimes[6]. This equates to 2.3% of all recorded crime[7]. The majority of offences (54.2% or 307 offences) are harassment/malicious communication offences, with 255 of these offences occurring via social media. There are also a number of offences in the Miscellaneous Crimes Against Society category which relate to the obscene publications act. In total, of the 566 online crimes recorded in the second quarter, 70.0% (396 offences) involved social media.

[6] *Online crime is as per the Home Office definition*

[7] *It is important to note that this does not include fraud offences as these are dealt with by Action Fraud.*

Strategic Priority Theme Six: Prevention, early intervention and reduction in re-offending				
Measure		**Objective / Target**	**Performance**	**Insight**
6.1	Reoffending of offenders in the Force IOM cohort	Monitor the number and seriousness of offences committed by offenders in the IOM cohort		***The current update is to the end of June with data being presented quarterly. Next update will be in the November report.*** Data from the Integrated Offender Management (IOM) Team Tracking Tool reveals that 167 nominals have entered the system since January 2016. Of these, 43 (25.4%) have since exited the programme. The average entry score for all nominals who have entered the programme since January 2016 is 456, while the average exit score is 98. This reveals a reduction in risk score of -358 (-78% lower than the entry score). 27 nominals have exited with a risk score of less than fifty and 5 of these have exited with a risk score of zero. Mid-point scores for the April to June 2016 (Quarter 1 2016/17) cohorts have now been calculated. The combined risk score for the three cohorts when they entered the IOM programme was 9,851. The mid-point scores (assessed in April 2017) for the same group of offenders is 854. This represents a significant 91% reduction in the risk score for these three groups over the 12 months that the groups have been on the IOM programme.
6.2	Youth Offender re-offending rates	To monitor re-offending rates and offending levels of Youth Offenders in the Youth Justice System (YJS)		Data from the Youth Offending Team (YOT) for the City shows that 29.0% of youth offenders (105) within the cohort have re-offended in the last 12 months, with a re-offending rate of 0.73. Nationally, the latest data to 2011/12 shows an average re-offending rate of 35.5%. The 12 month picture is for the September 2015 – August 2016 cohort of 362 youth offenders (City YOT only).

Strategic Priority Theme Six: Prevention, early intervention and reduction in re-offending				
Measure		**Objective / Target**	**Performance**	**Insight**
6.3	Community Resolutions for Youth Offenders	To monitor re-offending in Youth Offenders who have received a Community Resolution disposal	78	Based on the date detected, in September 2017 a total of 78 positive outcomes have been issued to youth offenders who had previously received a community resolution in the 2 year period from October 2015- September 2017. 2,060 youth offenders were dealt with by way of community resolution in the 2 year period 2015-17. This equates to a monthly reoffending rate of 3.8% for September 2017 against 2 cohorts of a total 2,060 youth offenders. This information is based on the offenders who were classed as 'youth offenders' (i.e. aged 17 or under) at the time that the original community resolution was given.

Strategic Priority Theme Seven: Spending your money wisely					
Measure		**Objective / Target**	**Performance**		**Insight**
7.1	Make efficiency savings	To make £5.5m saving by March 2018			**Latest position statement – September 2017.** Financial savings continue to be closely monitored as we end the first half of the year ensuring that they are aligning to the Medium Term Financial Plan (MTFP) and the recent ADA business planning process. Indications still show that we are on course to meet our financial objectives for this year whilst maintaining the levels of planned recruitment throughout the organisation. Departmental budget meetings will commence in October to begin the process for assessing any further risks or opportunities for 2018/19.
7.2	Total number of days lost to sickness	a) 3.7% for officers (8.2 days)	5.3% (Officers)	🟡	**Data is to the end of September 2017.** The latest rolling 12 month (October 2016 to September 2017) sickness data for the Force reveals that officer sickness is 5.3% against the target of 3.7%. This equates to 11.6 days lost to sickness versus the target of 8.2 days. September, August and July have remained stable following recent months of an increasing trend for police officer sickness. For the same period, staff sickness was 3.5% against the target of 3.7%. This equates to 7.7 days lost to sickness versus the target of 8.2 days. Staff sickness rates continue to reduce month on month.
		b) 3.7% for staff (8.2 days)	3.5% (Staff)	🟢	
7.3	BME representation	Increase BME representation within the Force to reflect the BME community	4.7%	🔴	September data shows that BME headcount is at 4.62% for Police Officers and 4.69% for Police Staff. This is below the 11.2% for Nottinghamshire resident population (2011 Census).
7.4	Improve data quality and Compliance with national recording standards.	Compliance rate with national recording standard in respect of All Crime.			**This measure is reported quarterly. Latest position statement for August 2017. The next update will be in the November Report.** The NCRS Compliance Team will be phased in throughout 2017, albeit with a leaner structure than first proposed. The team will be responsible for reviewing all crime related incidents, immediately after opening, to record crimes where the basic principles for doing so are met. Where there is insufficient information initially

Strategic Priority Theme Seven: Spending your money wisely				
Measure		**Objective / Target**	**Performance**	**Insight**
				recorded to make a determination, incidents will be reviewed again for compliance if closed without a crime number. Processes will evolve and be regularly reviewed to ensure that excellent levels of NCRS compliance are consistently achieved. The Force are still due to be subject to a Crime Data Integrity Inspection by the HMIC at some point in the future. The HMIC visits are unannounced with forces being given three weeks' notice of their intention to arrive in force. The work already undertaken and proposed for the future puts Nottinghamshire Police in a strong position ahead of the HMIC inspection. The latest weekly audit conducted by the Force Crime Registrar (FCR) revealed a compliance level of 91.9%, in respect of the appropriate creation of crimes from incidents. Compliance for violence and sexual offences was found to be extremely good at 100%. Compliance for burglary and robbery offences was lower however and requires action to improve. The FCR has communicated a reminder to all sergeants and performance will be monitored through the on-going audit process.
7.5	Manage Demand for Service with partners	Monitor the number of: a) Total Calls received at Control Room	52,641	The Force received 52,641 calls to the control room in September 2017. Performance year to date (April to September 2017) suggests an approximate 8% increase in the number of calls to the control room against predicted values for the same period.
		b) 999 calls per 100k Population	1,366	Of the calls to the control room, a total of 14,915 were 999 calls which is below the anticipated level (average 16,200 calls anticipated in September). This equates to 1,366 calls per 100k population.

For Information	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance**
Date of Meeting:	**9th November 2017**
Report of:	**Paul Dawkins**
Report Author:	**David Machin**
E-mail:	**David.Machin10991@Nottinghamshire.pnn.police.uk**
Other Contacts:	**Mark Kimberley**
Agenda Item:	**9**

Finance Performance & Insight Report for 2017/18 as at September 2017

1. Purpose of the Report

1.1 The purpose of this report is to provide an update on the projected financial outturn position for revenue against the key financial performance headlines for Nottinghamshire Police as at 30th September 2017 (Period 6).

2. Recommendations

2.1 It is recommended that the contents of the attached report in Appendix A and virements approved under delegated arrangements cumulative to September are shown in Appendix B are noted.

2.2 Appendix C shows virements of less than £100k requiring Chief Constable approval. Appendix D contain those forecast movements which are greater than £100k requiring Chief Constable recommendation and OPCC approval.

2.3 Appendix E shows the capital virements to the gross value of £1,612k; slippage to the value of £3,120k; underspends of £124k; and potential overspends of £230k requiring OPCC approval.

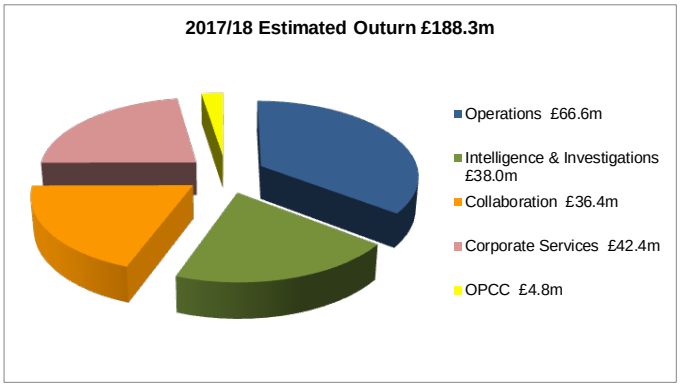
2.4 **Background**

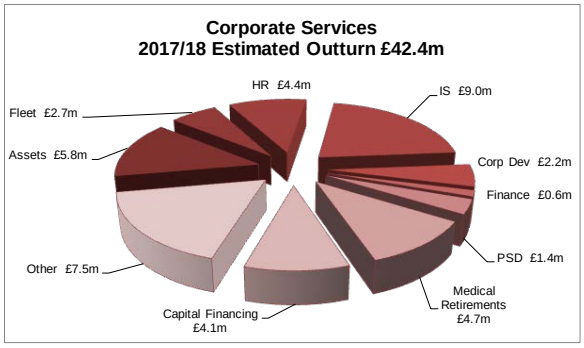
The full year net revenue budget for 2017/18 is £190,105k. This is split the Force Budget £185,347k and the Office of the Police and Crime Commissioner (OPCC) £4,758k.

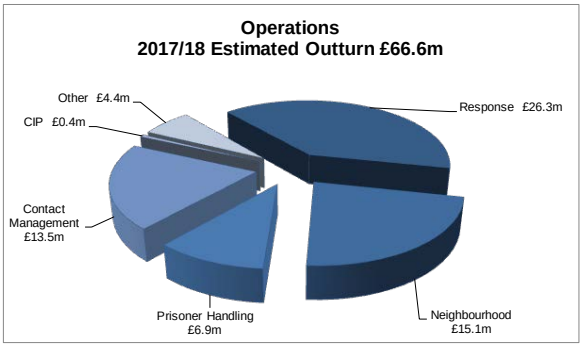
During September, Finance in conjunction with the organisation has continued to review the year end position (Appendix A). At the end of September the projected year end outturn is:

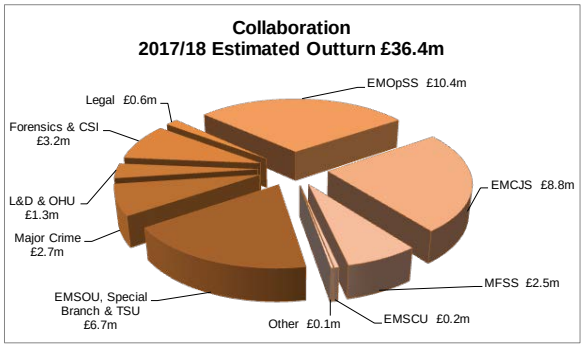
Entity	Budget £'000	Forecast Outturn £'000	Variance to Budget £'000
Force	185,347	183,501	(1,846)
OPCC	4,758	4,758	-
	190,105	**188,259**	**(1,846)**

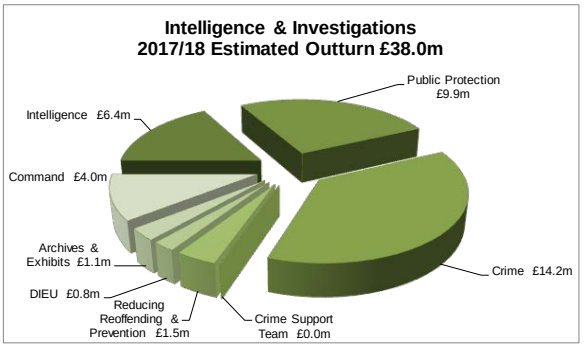
Analysis of the 2017/18 Estimated Outturn

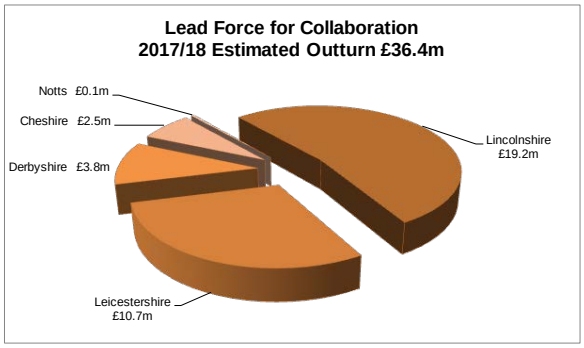


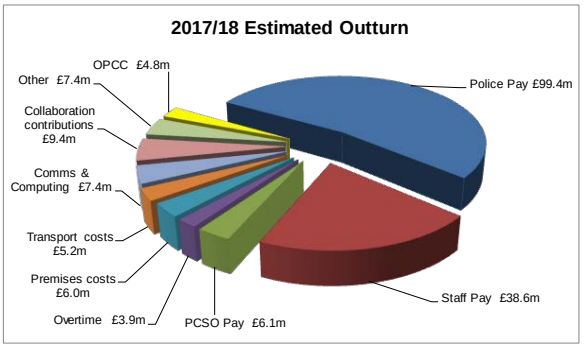












3. Reasons for Recommendations

3.1 To update the Chief Officer Team and the Office of the PCC on the Force's budgetary position for 2017/18 and complies with good financial management and Financial Regulations.

4. Summary of Key Points

Revenue

4.1 The review during September of revenue expenditure is forecasting an under spend in the Force budget of £1,846k with a projected revenue spend of £183,501k; and an on budget position within the OPCC of £4,758k. Appendix A provides a more detailed position.

This under spend is predominately being delivered through transport costs, comms & computing, collaboration contributions and capital financing. Payroll savings on staff and PCSO's are offsetting the additional officer recruitment. The forecast, however, does not take into account any additional cost implications that could be incurred due to the recent Annual Departmental Assessments (ADA's), which will be monitored closely over the forthcoming months as they are evaluated.

It is assumed that any underspends within the OPCC during the year will be transferred to OPCC's Commissioning reserve.

The table below shows the projected Force (including externally funded and seconded officers/staff) variances against the 2017/18 budget as at the end of September:

Nottinghamshire Police Group Position Total:
Budget Variance Analysis

	Variance to Budget			
	£'000	£'000	£'000	Note
Pay & allowances				4.2
Police officer	1,618			
Staff	(1,080)			
PCSO	(568)			
		(31)		
Overtime				
Police officer	-			
Staff	-			
PCSO	-			
		-		
Other employee expenses		287		4.3
Medical retirements		295		4.4
		551		
Premises costs	(38)			4.5
Transport costs	(408)			4.6
Comms & computing	(513)			4.7
Clothing, uniform & laundry	128			4.8
Other supplies & services	38			4.9
Collaboration contributions	(374)			4.10
Capital financing	(400)			4.11
Other	13			4.12
		(1,554)		
Income		(844)		4.13
Force underspend		**(1,846)**		
OPCC		**-**		
Group underspend		**(1,846)**		

A year to date under spend of £10,217k against the cash flow forecast is shown in detail in Appendix A. These differences represent timing differences between the agreed estimated spend profile and latest provisions. Overall this difference has no impact in outturn over and above that reported in the above table.

The cash flow forecast is split £9,084k for the Force and £1,133k for the OPCC. The cash flow under spend is largely due to staff and PCSO payroll changes which has a net reduction in cost that has been reflected in the estimated outturn.

The year to date reduction in cash flow forecasting within the OPCC of £1,133k is due to the phasing of payments relating to the community safety grant, which is expected to reverse over the remainder of the financial year.

4.2 Pay & allowances

Police officer pay forecast for the year is £99,447k, which is a projected over spend of £1,618k against the original budget. This is based on the assumption of natural leavers at 4.5 FTE's per month, however the recent trend has seen an increase to 6.5 to 7 FTE's per. If this trend continues it may cause operational pressures. It has been assumed in the forecast that those officers reaching their 30 years' service will leave, unless otherwise advised by HR; and includes the revised officer recruitment profile of 162 FTE's between September and March. The forecast reflects £200k for the decision to increase the starting salary for new recruits and £575k for the additional 1% non-consolidated pay award. The forecast reflects a movement in externally funded and seconded officers of £139k which has been offset by income.

Police staff and PCSO pay combined forecast for the year is £44,716k, which is a projected under spend of £1,648k against the original budget and is a result of the decision to invest in front line officers as opposed to the original budget intentions to increase the number of PIO's to front line. This includes the additional PCSO cohorts compared to the original budget (7 FTE's joined in August and 36 FTE's are planned in two cohorts in October) and natural wastage to take into account leavers and also those who may transfer with continued officer recruitment.

The costs of additional PIO's to achieve an over establishment of 10 FTE's and the recruitment of graduate PIO's has been included at a cost of £593k. The forecast does not take into account any additional cost implications that could be incurred due to the recent Annual Departmental Assessments (ADA's), which will be monitored closely over the forthcoming months as they are evaluated. The forecast reflects a movement in externally funded and seconded staff of £511k which has been offset by income.

Included above is additional savings of £32k that have been realised through Bear Scotland payments which is forecasted at £337k against the original budget of £369k.

4.3 Other employee costs

Other employee costs forecast for the year is £1,961k, which is a projected over spend of £287k against the original budget. Virements to realign budgets account for £262k of this over spend and the remainder is largely due to training costs for Tasers; and kiosks within DIU.

4.4 Medical retirement

Medical retirement costs forecast for the year is £4,713k, which is a projected over spend of £295k against the original budget due to more officers than expected receiving an ill health / injury pension.

4.5 Premises costs

Premises costs forecast for the year is £5,952k, which is a projected under spend by £38k against the original budget. Virements to realign budgets account for £179k of the under spend; which has been partly offset by a charge from Gleeds for fees in respect of the proposed new build at FHQ which is not budgeted for.

4.6 Transport costs

Transport costs forecast for the year is £5,229k, which is a projected under spend by £408k against the original budget. Virements to realign budgets account for £255k of the under spend with the remainder due to the savings on fuel from lower petrol costs as a result of having a smaller number of petrol vehicles in the fleet; essential mileage where the budget had been set at 65p per mile and actual is now 45p; and reflecting year to date savings from Vensons for vehicle daily slot charges (DSAF) and pence per mile (PPM) charges.

4.7 Comms & Computing

Comms & computing forecast for the year is £7,434k, which is a projected under spend of £513k against the original budget. Virements to realign budgets account for £246k of the under spend with the remainder due to the savings kiosks licences funded from the Niche provision; savings on Holmes cloud where the budget included the full cost but it is now regional so we only pay a share; savings on Artemis; reduction is various network costs; and an amendment to an inflation assumption.

4.8 Clothing, uniform & laundry

Clothing, uniform & laundry forecast for the year is £611k, which is a projected over spend of £128k against the original budget. The over spend is due to the additional recruits.

4.9 Other Supplies & services

Other Supplies & services forecast for the year is £2,982k, which is a projected over spend of £38k against the original budget. Virements to realign budgets account for £742k of the over spend; these have been partly offset by reduced insurance contributions of £200k as a result after additional payments made in 2016/17, and the release of numerous other budget savings.

4.10 Collaboration contributions

Collaboration contributions forecast for the year is £9,423k, which is a projected under spend of £374k against the original budget. Virements to realign budgets account for £637k of the under spend, partly offset by additional contributions for Op Encore and charge for regional staff for the ESN project.

4.11 Capital financing

Capital financing forecast for the year is £4,131k, which is a projected under spend of £400k against the original budget. This saving is due to lower interest charges as a result of reduced borrowing; and a reduction in the Minimum Revenue Provision (MRP) as a result of the actual 2016/17 capital spend being lower than budgeted assumption, combined with reduced borrowing.

4.12 Other

Other costs forecast for the year is £6,038k, which is a projected over spend of £13k against the original budget. Virements to realign budgets account for £229k of the over spend; savings due to the release of budget relating to Tri-Force costs of £500k have been partly offset by increased forensics costs around electronic devices; shared staffing costs for strategic alliance; contribution to the police treatment centre; DIU internships; contribution towards a CP environmental health officer; and EMCJS command staff costs.

4.13 Income

Income forecast for the year is £12,995k, which is projected to be £844k above the original budget. Virements to realign budgets account for £50k of the additional income; along with £371k to offset payroll costs for seconded officers/staff and externally funded projects; the remainder is due to recharges of buildings (such as Arrow centre, Titan and Themis); recharge of expenses to CNPS; collaboration income; IS Transformation income; recharges to the City Council which previously had been an externally funded project; additional monies from insurance claims; and EMSCU framework income.

4.14 Efficiencies

The 2017/18 efficiency target in order to achieve a balanced budget is £1,250k as per the table below:

Efficiencies Target for 2017/18	
	£'000
Procurement	250
Medical Retirements	500
Tri-Force	200
Capital Financing	300
	1,250

Finance and the change team are constantly reviewing all efficiency projects with the organisation to identify any possible risks or opportunities to delivering the yearend target. Overall the total savings are expected to be achieved.

4.15 OPCC

The OPCC is projecting an on budget performance with an outturn of £4,758k. It is assumed that any under spend that may arise during the year will be transferred to the OPCC's Commissioning reserve at year end.

4.16 Capital

The capital budget for 2017/18 is £13,181k. This is made up of slippage from 2016/17 of £6,012k and new budget allocation of £7,169k. There are currently 70 'live' capital projects, 12 of which are work streams under the Information Services Tri-Force collaboration.

After taking into account slippage of £3,120k into future years the projected outturn for 2017/18 is £10,061k. However if the projected under/over spends contained in Appendix E are approved by the OPCC this would increase the outturn to £10,167k.

Tri-Force IT collaboration at £1,657k is the largest item within the £3,120k of slippage where Nottinghamshire is the accountable body on behalf of Nottinghamshire, Leicestershire and Northants. The specifics of this project are monitored directly by the OPCC's Chief Financial Officer.

As at the end of September spend to date was £1,451k, which is analysed within Appendix E.

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 – Revenue Report to September 2017
12.2 Appendix B – Virements approved under delegated arrangements
12.3 Appendix C – Forecast movements less than £100k
12.4 Appendix D – Forecast movements greater than £100k
12.5 Appendix E – 2017/18 Capital Projects as at September 2017

Appendix A

Nottinghamshire Police
Revenue Budget Monitoring as at September 2017

NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

	2017/18 Approved Budget £'000	Virements £'000	Opportunities / Risks £'000	Seconded & EF Projects £'000	Revised Budget £'000	Year to Date Revised Budget £'000	2017/18 Expenditure £'000	Year to Date Variance £'000	Projected Over/ (Under)spend £'000	Movement £'000
Operations										
Uniformed Operations	51,156	(5)	1,599	-	52,750	25,360	25,127	(233)	1,594	296
Contact Management	12,873	(25)	658	-	13,506	6,353	6,507	154	633	130
Citizens in Policing	309	60	0	-	369	189	226	37	60	(199)
	64,338	**31**	**2,257**	**-**	**66,626**	**31,902**	**31,859**	**(43)**	**2,288**	**227**
Intelligence & Investigations	40,565	(92)	(2,459)	-	38,014	19,960	19,015	(945)	(2,551)	(722)
Collaboration - Operational										
EMOpSS	10,300	(86)	219	-	10,433	4,881	4,709	(172)	133	135
EMCJS	8,765	(11)	30	-	8,784	4,250	4,391	141	19	37
Forensics	2,565	(425)	9	-	2,149	1,142	398	(744)	(416)	-
CSI	1,125	(5)	(68)	-	1,052	558	523	(34)	(72)	19
Special Branch	759	-	211	-	970	378	412	35	211	199
Major Crime	2,588	(35)	120	-	2,673	1,263	1,210	(53)	85	3
EMSOU CID	2,888	-	30	-	2,918	1,444	100	(1,344)	30	(14)
TSU	615	-	(3)	-	612	294	38	(256)	(3)	(0)
EMSOU SOCU	2,306	-	(135)	-	2,171	1,147	990	(156)	(135)	(48)
	31,913	**(562)**	**413**	**-**	**31,763**	**15,355**	**12,771**	**(2,583)**	**(149)**	**332**
Corporate Services										
Assets	6,060	(149)	(148)	-	5,763	3,155	2,865	(289)	(297)	2
Fleet	2,913	(112)	(137)	-	2,663	1,398	646	(753)	(250)	(176)
Finance	727	-	(136)	-	592	366	270	(96)	(136)	7
Human Resources	4,266	165	(20)	-	4,411	2,244	2,330	86	145	(26)
Information Services	9,759	(235)	(510)	-	9,014	5,326	5,455	129	(745)	(206)
Corporate Development	2,659	20	(458)	-	2,221	1,369	1,141	(228)	(438)	(110)
Corporate Communications	703	-	(114)	-	589	358	284	(74)	(114)	(3)
Command	595	25	209	-	829	337	428	90	234	31
PSD	1,458	-	(12)	-	1,445	748	697	(51)	(12)	86
Procurement	701	120	(24)	-	797	450	294	(156)	96	(0)
Central Codes	12,798	601	(2,811)	-	10,588	7,599	4,273	(3,326)	(2,210)	76
Other	1,237	204	2,089		3,530	618	404	(215)	2,293	(549)
	43,875	**638**	**(2,073)**	**-**	**42,441**	**23,969**	**19,086**	**(4,883)**	**(1,435)**	**(868)**
Collaboration - Corporate Services										
MFSS	2,500	-	45	-	2,545	1,000	952	(48)	45	20
Learning & Development	781	(14)	5	-	773	-	19	19	(9)	0
EMSCU	173	-	(13)	-	160	173	169	(5)	(13)	133
Force Collaboration	143	(32)	0	-	110	-	(26)	(26)	(32)	-
Collaboration Contributions	-	-	(43)	-	(43)	-	(81)	(81)	(43)	-
IS Transformation	-	-	21	-	21	24	199	175	21	151
Legal	549	43	(0)	-	593	88	64	(24)	43	-
OHU	510	(12)	(0)	-	498	5	(8)	(13)	(12)	-
	4,656	**(15)**	**16**	**-**	**4,657**	**1,290**	**1,289**	**(2)**	**1**	**304**
Externally Funded	**-**	**-**	**-**	**-**	**-**	1,043	141	**(901)**	-	**-**
Seconded Officers	**-**	**-**	**-**	**-**	**-**	-	274	**274**	-	**-**
Force Total	**185,347**	**(0)**	**(1,846)**	**-**	**183,501**	**93,518**	**84,435**	**(9,084)**	**(1,846)**	**(727)**
OPCC	**4,758**	**-**	**-**	**-**	**4,758**	**1,403**	**270**	**(1,133)**	**-**	**-**
Group Position Total	**190,105**	**(0)**	**(1,846)**	**-**	**188,259**	**94,921**	**84,704**	**(10,217)**	**(1,846)**	**(727)**

Appendix A

Nottinghamshire Police
Revenue Budget Monitoring as at September 2017

NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

	2017/18 Approved Budget £'000	Virements £'000	Opportunities / Risks £'000	Seconded & EF Projects £'000	Revised Budget £'000	Year to Date Revised Budget £'000	2017/18 Expenditure £'000	Year to Date Variance £'000	Projected Over/ (Under)spend £'000	Movement £'000
Pay & Allowances										
Police Officer	97,829	(137)	1,894	(139)	99,447	49,028	48,720	(308)	1,618	(12)
Staff	39,698	(83)	(1,504)	507	38,619	19,980	19,024	(956)	(1,080)	844
PCSO	6,665	-	(572)	4	6,097	3,277	2,863	(414)	(568)	(25)
	144,193	**(220)**	**(182)**	**371**	**144,162**	**72,286**	**70,608**	**(1,678)**	**(31)**	**806**
Overtime										
Police Officer	3,213	-	-	-	3,213	1,404	2,366	962	-	(8)
Staff	611	-	-	-	611	267	359	92	-	-
PCSO	35	-	-	-	35	18	27	9	-	-
	3,859	**-**	**-**	**-**	**3,859**	**1,689**	**2,752**	**1,063**	**-**	**(8)**
Other Employee Expenses	1,675	262	25	-	1,961	777	1,040	262	287	(166)
Medical Retirements	4,418	234	61	-	4,713	2,042	2,270	228	295	61
	154,145	**276**	**(96)**	**371**	**154,696**	**76,793**	**76,669**	**(124)**	**551**	**693**
Premises costs	5,990	(179)	141	-	5,952	3,015	2,551	(464)	(38)	38
Transport costs	5,637	(255)	(153)	-	5,229	2,873	2,168	(705)	(408)	(132)
Comms & computing	7,947	(246)	(267)	-	7,434	4,402	4,826	424	(513)	(246)
Clothing, uniform & laundry	482	120	9	-	611	309	217	(92)	128	-
Other supplies & services	2,944	742	(704)	-	2,982	1,545	1,010	(534)	38	(442)
Collaboration contributions	9,797	(637)	263	-	9,423	3,460	1,274	(2,186)	(374)	45
Capital Financing	4,531	-	(400)	-	4,131	3,694	670	(3,024)	(400)	(200)
Other	6,025	229	(216)	-	6,038	2,710	2,032	(678)	13	(422)
	43,353	**(226)**	**(1,328)**	**-**	**41,799**	**22,007**	**14,748**	**(7,259)**	**(1,554)**	**(1,359)**
Total Expenditure	**197,498**	**50**	**(1,424)**	**371**	**196,495**	**98,800**	**91,418**	**(7,383)**	**(1,003)**	**(666)**
Income	(12,151)	(50)	(422)	(371)	(12,995)	(5,282)	(6,983)	(1,701)	(844)	(61)
Force	**185,347**	**-**	**(1,846)**	**-**	**183,501**	**93,518**	**84,435**	**(9,084)**	**(1,846)**	**(727)**
OPCC	**4,758**	**-**	**-**	**-**	**4,758**	**1,403**	**270**	**(1,133)**	**-**	**-**
Group Position Total	**190,105**	**-**	**(1,846)**	**-**	**188,259**	**94,921**	**84,704**	**(10,217)**	**(1,846)**	**(727)**

Appendix B

2017/18 Forecast Movements - Cumulative from April 2017
Virements

		£
Police Officer Pay		
AO110 Police Officer - Basic Pay	ACC Prior Recharge from Leicestershire	(98,139)
AO310 Police Officer - NI	ACC Prior Recharge from Leicestershire	(12,749)
AO380 Police Officer - Standard Employer's Pension Contribution	ACC Prior Recharge from Leicestershire	(23,768)
AO420 Police Officer - Rent Allowance	ACC Prior Recharge from Leicestershire	(2,304)
		(136,960)
Police Staff Pay		
AE110 Agency / Temp Staff	Vehicle recovery income moved to PP for Nicola Kidd costs	9,000
AS110 Police Staff - Basic Pay	Transfer of costs for P Eaton	(18,680)
AS690 Police Staff - Other Allowances	Transfer of costs for P Eaton	13,570
AS850 Other Indirectly Employed Non Officers	Strategic Alliance additional funds required	(86,642)
		(82,752)
Other Employee Costs		
AE320 External Training Courses	ETB 16-17 C/F Virement	100,000
AE320 External Training Courses	KIOSK Training one-off funded from Niche over budget	32,258
AE320 External Training Courses	Tazer training 17/18 funded from Niche over budget	94,500
AE507 ACPO Private Medical Insurance	Transfer of costs for P Eaton	5,110
AE514 Other Medical Costs	Insurance costs moved to a single place	10,000
AE990 Other Employee Costs	Move the Appentice Levy to the new code	(564,000)
AE995 Apprentice Levy	Move the Appentice Levy to the new code	564,000
AE501 Occupational Health Employee Costs	Counselling costs - allocation moved from region	20,000
		261,868
Medical Retirements		
AR130 Police Officer Ill health Pension - Capital Equivalent	Realignment of budgets and adjustment for efficiency target	(190,000)
AR110 Police Pension - Injury	Realignment of budgets and adjustment for efficiency target	221,000
AR220 Pre 74 Police Pension - Injury	Realignment of budgets and adjustment for efficiency target	203,000
		234,000
Property Related		
EP102 Planned Maintenance	Movement between maintenance budgets	(258,919)
EP121 Reactive Maintenance	Movement between maintenance budgets	182,064
EP123 Building Maintenance - Day to Day	Movement between maintenance budgets	76,855
EP201 Gas	Gas over budgeted	(90,455)
EP204 Other Energy Costs	Enviroenery costs Bridewell	18,100
EP251 Hire of Rooms/Premises	Insurance costs moved to a single place	(10,000)
EP353 Confidential Waste	EMSCU contract saving (Shredit to Shred Station)	(32,410)
EP401 Contract Cleaning	EMSCU contract saving (Mitie to Solo)	(64,015)
		(178,780)
Transport costs		
ET190 Petrol	Reduction inline with 16-17 spend plus less petrol cars now on fleet	(34,920)
ET218 Venson PPM	Apr/May Charges variance to forecast ytd	(12,000)
ET219 Venson DSAF	Apr/May Charges variance to forecast ytd	(8,000)
ET252 Vehicle Insurance - Excess Self Insurance 3rd Party	Insurance costs moved to a single place	(200,000)
		(254,920)
Communications & Computing		
EC310 Postage Costs	EMSCU contract saving (Neopost to Fran)	(830)
EC310 Postage Costs	Virement request as per T Blincow	(20,000)
EC510 Software - purchase	Overspend on social media software	9,556
EC512 Software Licences	Kiosk licenses - funded from Niche over-budget	98,812
EC526 Systems Development	KIOSK Training one-off funded from Niche over budget	(32,258)
EC526 Systems Development	Niche over budgeted, move to cover Tazer costs	(98,812)
EC526 Systems Development	Tazer training 17/18 funded from Niche over budget	(94,500)
EC526 Systems Development	Tri Force saving per MK	200,000
EC526 Systems Development	Underspend of Niche	(82,886)
EC590 Other IT Costs	Correct Inflation Adjustment	(225,000)
		(245,918)
Clothing & Uniforms		
EU111 Clothing & Uniforms	Cost of new recruits 17-18	**119,953**

Appendix B

2017/18 Forecast Movements - Cumulative from April 2017
Virements

		£
Other supplies & services		
EX330 Other Insurance	Insurance costs moved to a single place	200,000
EX431 Maintenance/Consumables Specialist Op Equipment	Vehicle recovery income moved to Forensics for SARC forensic equipment	41,000
EX901 Legal Costs	EMP Tribunal reserve	50,000
EX910 Court Fees	Double counted charge against DVPO's in Sept 2015	(4,500)
EY104 Gifts & Mementoes	Apr/May Charges variance to forecast ytd	20,000
EY104 Gifts & Mementoes	Consultancy - A Ford	(20,000)
EY104 Gifts & Mementoes	Control Room furniture	(20,453)
EY104 Gifts & Mementoes	Correct Inflation Adjustment	225,000
EY104 Gifts & Mementoes	Cost of new recruits 17-18	(119,953)
EY104 Gifts & Mementoes	Double counted charge against DVPO's in Sept 2015	4,500
EY104 Gifts & Mementoes	EMP Tribunal reserve	(50,000)
EY104 Gifts & Mementoes	EMSCU contract saving (Mitie to Solo)	64,015
EY104 Gifts & Mementoes	EMSCU contract saving (Neopost to Fran)	830
EY104 Gifts & Mementoes	EMSCU contract saving (Shredit to Shred Station)	32,410
EY104 Gifts & Mementoes	Enviroenery costs Bridewell	(18,100)
EY104 Gifts & Mementoes	ETB 16-17 C/F Virement	(100,000)
EY104 Gifts & Mementoes	Gas over budgeted	90,455
EY104 Gifts & Mementoes	NPAS Contribution reduced for 17/18	85,758
EY104 Gifts & Mementoes	Reduction in line with revised budget	207,212
EY104 Gifts & Mementoes	Reduction inline with 16-17 spend plus less petrol cars now on fleet	34,920
EY104 Gifts & Mementoes	Reverse V11 Red in line with 2017/18 revised	(207,212)
EY104 Gifts & Mementoes	Savings from P1 + P2 Cintra bills	13,000
EY104 Gifts & Mementoes	Strategic Alliance additional funds required	(7,000)
EY104 Gifts & Mementoes	Tri Force saving per MK	(200,000)
EY104 Gifts & Mementoes	Underspend of Niche	82,886
EY104 Gifts & Mementoes	Budget realignment	(234,000)
EY104 Gifts & Mementoes	OHU Collaboration underspend	12,160
EY104 Gifts & Mementoes	L&D Collaboration underspend	14,040
EY104 Gifts & Mementoes	Legal Collaboration underspend	6,540
EY104 Gifts & Mementoes	EMPCT Collaboration underspend	32,400
EY104 Gifts & Mementoes	Savings against 2017/18 forensic collaboration	364,252
EY104 Gifts & Mementoes	Forensic predicted outturn 16/17 savings	102,069
EY104 Gifts & Mementoes	MAPPA stayed the same as last year	6,250
EY104 Gifts & Mementoes	Medical gas solutions budgeted for twice in 2017/18	4,832
EY104 Gifts & Mementoes	Reduction in Bidvest costs coming through	25,000
EY104 Gifts & Mementoes	Movement of Pathology fees to cover where actual costs are coming through	11,000
EY150 Subscriptions	Neighbourhood alerts subs	4,800
EY150 Subscriptions	Reduction in Bidvest costs coming through	(25,000)
EY203 Publicity	Neighbourhood alerts subs	(4,800)
EY203 Publicity	Overspend on social media software	(9,556)
EY250 Consultants Fees	Consultancy - A Ford	20,000
EY251 Professional Fees	Strategic Alliance additional funds required	7,000
		741,755

Collaboration contributions		
EJ601 Collaboration service	NPAS Contribution reduced for 17/18	(85,758)
EJ601 Collaboration service	Reduction in line with revised budget	(207,212)
EJ601 Collaboration service	Reverse V11 Red in line with 2017/18 revised	207,212
EJ601 Collaboration service	OHU collaboration counselling costs	(20,000)
EJ601 Collaboration service	OHU Collaboration underspend	(12,160)
EJ601 Collaboration service	L&D Collaboration underspend	(14,040)
EJ601 Collaboration service	Legal Collaboration underspend	(6,540)
EJ601 Collaboration service	EMPCT Collaboration underspend	(32,400)
EJ601 Collaboration service	Savings against 2017/18 forensic collaboration	(364,252)
EJ601 Collaboration service	Forensic predicted outturn 16/17 savings	(102,069)
		(637,219)

Other		
EL110 Interpreters Fees	Savings from P1 + P2 Cintra bills	(13,000)
EE110 Furniture	Control Room furniture	20,453
EE110 Furniture	Virement request as per T Blincow	20,000
EJ190 Other Partnerships	ACC Prior Recharge from Leicestershire	136,960
EJ190 Other Partnerships	Strategic Alliance additional funds required	86,642
EJ190 Other Partnerships	MAPPA stayed the same as last year	(6,250)
EF170 SOC Consumables	Medical gas solutions budgeted for twice in 2017/18	(4,832)
ED111 Detained Persons - Meals / Refreshments	Movement of Pathology fees to cover where actual costs are coming through	(11,000)
EI120 Informant Fees	Radio frequency propogation survey equipment	
		228,973

Appendix B

2017/18 Forecast Movements - Cumulative from April 2017
Virements

		£
Income		
IF620 Vehicle Recovery	Vehicle recovery income moved to Forensics for SARC forensic equipment	(41,000)
IF620 Vehicle Recovery	Vehicle recovery income moved to PP	(9,000)
		(50,000)
		-

Chief Officer Team:

Approved by:
Date:

Finance:

Approved by:
Date:

Appendix C

2017/18 Forecast Movements - Cumulative from April 2017
Less than £100k

		£
Police Officer Pay		
Various	Reflects the move to the new police model	
Police Staff Pay		
AE110 Agency / Temp Staff	Support for CC Guildford lead on National complaints	25,000
AE110 Agency / Temp Staff	Various agency workers	240
AE110 Agency / Temp Staff	Staff will have left by end of Sept	(65,300)
		(40,060)
Other Employee Costs		
AE404 Recruitment Relocation Cost	This is a finders fee expected to pay due to agency post being made perm	9,000
AE990 Other Employee Costs	Six appeals expected - budget was was four	8,000
AE990 Other Employee Costs	One-off settlement payment to a serving officer	8,000
AE990 Other Employee Costs	Two officers have won appeal against being initially declined an injury pension. Expectation that there will be others by end of year	16,000
AE402 External Advertising	Based on actual costs to date being over budget	50,000
AE990 Other Employee Costs	Reduced costs	(16,000)
AE402 External Advertising	Further costs notified so expect the overspend to be higher	50,000
		125,000
Medical Retirements		
Various	Various	(320)
AR110 Police Pension - Injury	Revised following meeting with Steve Mitchel - Ex officer likely to have his band increased backdated for 12 years	31,000
AR220 Pre 74 Police Pension - Injury	More officers are winning appeal and getting their band reinstated	14,000
AR210 30+ Pensions Costs	Increased based on YTD	16,000
		60,680
Property Related		
EP141 Annual Servicing	New contract awarded for fire alarm/ext maintenance	(5,500)
EP250 Rent	Move from 31S7650 ET252	17,525
EP250 Rent	Rent for new Kirkby at ADC	5,000
EP251 Hire of Rooms/Premises	Beechmast charges - storage of furniture	3,600
EP253 Service Charge	2016/17 Contribution to Nottm City Council for Byron House, costs have come in less and a refund has been authorised	(12,153)
EP253 Service Charge	Contribution for Police Federation	3,000
EP302 Council Tax	Reduction for Kirkby and Bingham (vacated)	(6,495)
EP302 Council Tax	Themis House - Void (Recharged to Leics)	55,402
EP302 Council Tax	NNDR for Meadows - budget was taken out as per David Heason's information	11,376
EP302 Council Tax	Bill received from RBC	11,105
EP401 Contract Cleaning	Orbis contract	8,800
EP450 CCTV	Additional costs for Safe & Sound based on invoices received	6,500
EP302 Council Tax	NNDR Charges	4,090
EP250 Rent	Rent for new Kirkby at ADC. Budget of £1,250 pm actual £1,667 pm. Plus additional costs for Jan-Mar not accrued in 2016/17	6,205
EP251 Hire of Rooms/Premises	CIP movement of budget to where actual expenditure is sat	1,861
EP302 Council Tax	Refund from Nottm City Council for change to RV Band Valuation Sneinton	(7,255)
EP302 Council Tax	Refund from Nottm City Council for change to RV Band Valuation Riverside	(12,068)
EP302 Council Tax	Sold to City Council July 17, reduced to 6 months charges	(5,690)
EP353 Confidential Waste	Adjusted for old Shred It charges	1,045
EP401 Contract Cleaning	Cleaning of lab coats not budgeted (income will be received from Leics)	1,205
EP101 Fees Planned	Building Condition Surveys	53,000
		140,553
Transport Related		
ET104 Vehicles - Tyres & Tubes	£5k saving Q1, presume same level for whole year	(15,000)
ET104 Vehicles - Tyres & Tubes	April - June year to date actual saving against forecast	(5,000)
ET250 Vehicle Insurance	Actual annual renewal - Arthur Gallagher	(7,200)
ET250 Vehicle Insurance	Legal Protection Insurance for 2017/18	(4,570)
ET250 Vehicle Insurance	Receiving a 'low claims' credit for 2015/16	(15,930)
ET450 Air travel	Op Heron	2,000
ET218 Venson PPM	Legal Fees for PLG work into Vensons Contract	5,000
ET218 Venson PPM	PLG charges for work into Vensons Contract	20,000
ET218 Venson PPM	Further Legal Fees for PLG work into Vensons Contract - Need to appoint QC as per Angela Hudson	6,160
ET450 Air travel	Increase in flight costs for extraditions	15,000
ET103 Vehicles - Spares	One Stop Shop Commissioning vehicle kit order	2,500
ET103 Vehicles - Spares	Kuga Livery Kits and Tom Toms	6,000
ET211 Hire of Transport - Operational	YTD costs for Fairfax Holdings	7,300
ET211 Hire of Transport - Operational	Reduction in LTH commitments	(42,000)
ET191 Diesel	YTD costs for special transport costs	3,000
ET191 Diesel	Reduction inline with ytd spend and current PPL of £0.93 against budget of £1.13	(20,000)
ET403 Essential Users Mileage	Reduction due to budget being calculated at 65p actuals will be coming through at 45p	(50,000)
ET191 Diesel	Transfer of £60k to CIP to cover cost of volunteer exps, one-off transfer for 2017/18	(60,000)
		(152,740)

Appendix C

2017/18 Forecast Movements - Cumulative from April 2017
Less than £100k

		£
Communications & Computing		
EC130 Mobile Phone Call Charges & Contract Cost	To fund archive storage for DIU to accommodate POLIT and SEIU	(28,308)
EC130 Mobile Phone Call Charges & Contract Cost	Replacing the SIMS is the cars for Artemis	(34,920)
EC130 Mobile Phone Call Charges & Contract Cost	APN - EE sim cards for vehicles	4,054
EC410 Network Services	BT Global Nexus three years Maintenance paid in advance in 2016/17	(11,453)
EC420 Network Management	WAN links provided by Virgin - (Track my crime)	(10,763)
EC420 Network Management	Vodafone 3rd camera in Janet Carlin	2,752
EC420 Network Management	BT One Bill reassessed	(19,300)
EC420 Network Management	Crime Tracker is cancelled	(75)
EC420 Network Management	ISDN emergency line rental	(1,000)
EC420 Network Management	Worksop - Queens St ANUK line was cancelled	(1,416)
EC441 Network HOLMES 2	Unisys Ltd Holmes Cloud budgeted for full cost of invoice £135,800. It is a regional cost so 27.6% is Notts cost £37,481	(98,319)
EC501 Hardware - purchase	Archive storage for DIU to accommodate POLIT and SEIU	28,308
EC501 Hardware - purchase	Cost of hardware infrastucture re the confidential network hardware replacement	32,000
EC501 Hardware - purchase	Desktop infrastucture upgrade to accommodate SEIU storage	5,000
EC501 Hardware - purchase	DIU SWARM archive storage platform expansion	9,000
EC501 Hardware - purchase	Increase in pricing of BT Polycom Video Conferencing after tender process by EMSCU	4,250
EC501 Hardware - purchase	Nottinghamshire Police private cloud expansion	8,000
EC501 Hardware - purchase	SEIU storage re archive storage platform	11,000
EC501 Hardware - purchase	Storage solution	8,062
EC501 Hardware - purchase	Digital investigation storage	8,877
EC501 Hardware - purchase	Intrusion Detection Service - (Track my crime)	(6,400)
EC501 Hardware - purchase	Log management & monitoring - (Track my crime)	(3,607)
EC501 Hardware - purchase	ANPR Support Maintenance cancelled	(10,000)
EC501 Hardware - purchase	Correction to orignal adjustment of Nimble was to EC501 Should be EC502	(16,939)
EC502 Hardware - maintenance	Additional maintenance re braile keyboard by Blazie	985
EC502 Hardware - maintenance	Correction to orignal adjustment of Nimble was to EC501 Should be EC502	16,939
EC510 Software - purchase	Civica Invoice - system enhancements in Tranman and to our web portal	3,420
EC511 Software - upgrade	WPC reduction in costs due to Niche	(4,483)
EC511 Software - upgrade	Child Abuse Image Database (CAID)	1,858
EC511 Software - upgrade	i2 Access for All, taken out of the budget as notified not required, however contract states we have to continue to pay for the next 2 years	7,688
EC511 Software - upgrade	Advanced Business Solutions re EFIN Access invoiced to 2022 in 2015/16 so prepayments not budgeted so needs adding	13,740
EC512 Software Licences	Increase in pricing of Counter Corruption Audit & Support after contract renegotiating by EMSCU	8,584
EC512 Software Licences	Increase in pricing of the Imprivita one sign support following negotiations by EMSCU	1,600
EC512 Software Licences	Mash IT ongoing annual costs	1,900
EC512 Software Licences	Microsoft Licences for main production virtual platform	31,666
EC512 Software Licences	NIA Copyright Licences now in the Corp Comms budget	(1,510)
EC512 Software Licences	SLA PA costs - Additional support costs for new features	2,290
EC512 Software Licences	Support & maintenance for the switchboard	6,060
EC512 Software Licences	National DNA Delivery Unit (NDNU)	23,867
EC512 Software Licences	Cancel Avatu contract for Fortek	(1,380)
EC512 Software Licences	Use funds from cancelled Avatu contract for Fortek to purchase new software	1,380
EC512 Software Licences	Cancel Avatu contract for Fortek ACC	(4,795)
EC512 Software Licences	Use funds from cancelled Avatu contract for Fortek ACC to purchase new software	4,795
EC512 Software Licences	SLA PA costs - Additional Display Licence	495
EC512 Software Licences	Avatu renewed	(1,910)
EC512 Software Licences	Number of licences had been reduced to 6 re IBM SPSS PASW	(3,833)
EC522 Minor Systems	To fund other IT costs break fix	(38,000)
EC522 Minor Systems	Storage solution	(8,062)
EC522 Minor Systems	Digital investigation storage	(8,877)
EC522 Minor Systems	To fund support & maintenance for the switchboard	(6,060)
EC522 Minor Systems	To fund i2 Access for All	(7,688)
EC522 Minor Systems	To fund SLA PA costs	(2,785)
EC522 Minor Systems	To fund Microsoft licences for virtual platform	(31,666)
EC522 Minor Systems	To fund Mash IT annual ongoing costs	(1,900)
EC590 Other IT Costs	Break fix for other IT costs	38,000
EC590 Other IT Costs	Intergrated Offender Mgt (ID-IOM	(1,031)
EC590 Other IT Costs	National Procurement Hub Procserve P2P (NPPH)	(19,196)
EC590 Other IT Costs	National Policing Risk Mgt Team (NPRIMT)	(528)
EC590 Other IT Costs	IAM	17,287
EC590 Other IT Costs	Ident	9,707
EC590 Other IT Costs	Pentip	(6,389)
EC590 Other IT Costs	NADC (ANPR database)	(14,051)
EC590 Other IT Costs	PNC & SIS II combined services	(49,122)
EC590 Other IT Costs	PND	(36,200)
EC590 Other IT Costs	NMAT2, CASEWEB & MIRWEB	(7,222)
EC590 Other IT Costs	ACRO microfiche	464
EC590 Other IT Costs	National DNA Database (NDNAD)	33,987
EC590 Other IT Costs	VISOR - Home Office	18,223
EC590 Other IT Costs	NFLMS - Home Office	29,348

Appendix C

2017/18 Forecast Movements - Cumulative from April 2017
Less than £100k

		£
EC590 Other IT Costs	NABIS - Home Office	7,591
EC590 Other IT Costs	DVI - Home Office	1,884
EC590 Other IT Costs	ACRO (ICCE) - no longer required.	(25,000)
EC590 Other IT Costs	Civica PNC Gateway maintenance cancelled	(16,040)
EC590 Other IT Costs	Civica PNC Gateway maintenance was cancelled	16,040
EC510 Software - purchase	Process Evolution software	42,820
EC510 Software - purchase	Process Evolution annual running cost	10,350
EC130 Mobile Phone Call Charges & Contract Cost	Reduction of mobile phones	(13,460)
EC410 Network Services	Reduction in price for latest years invoice	(2,103)
EC410 Network Services	Myracle no longer invoiced separately	(1,805)
EC410 Network Services	Credit note issued re last years charges	(14,492)
EC410 Network Services	Portal software accrued on Y/E & CMA so double counted	(1,790)
EC410 Network Services	Mcaffe One Time accrued for last year still not invoiced	(3,103)
EC420 Network Management	Reduction of 2 private circuits from the previous year	(15,010)
EC420 Network Management	Reduction of private circuits from last year and yearly invoices budgeted as qtrly offset by increase next line	(44,259)
EC420 Network Management	Yearly invoices wrongly budgeted in Qrtly invoice	16,960
EC420 Network Management	EMRN ethernet mans budgeted as per FHQ but invoice less	(3,857)
EC420 Network Management	101 call rate invoices reduced substantially	(7,800)
EC420 Network Management	Artemis annual rent not invoiced in last two years	(15,000)
EC420 Network Management	Artemis router not invoiced in last two years	(1,200)
EC501 Hardware - purchase	Reduction at the end of last year from £8.8k to £6.6k	(9,451)
EC501 Hardware - purchase	EMC Centera support not being renewed as per MR	(16,466)
EC501 Hardware - purchase	Break-Fix re hardware purchases	9,000
EC501 Hardware - purchase	Part year in this year	(7,334)
EC502 Hardware - maintenance	No maintenance agreement invoiced	(985)
EC502 Hardware - maintenance	Break-fix re hardware maintenance	19,000
EC502 Hardware - maintenance	Additional costs from 2016/17	(1,114)
EC511 Software - upgrade	Reduction in contract price	(1,287)
EC511 Software - upgrade	EMSCU renegotiated contract	(28,493)
EC511 Software - upgrade	No longer a separate Invoice	(2,115)
EC511 Software - upgrade	Release of 2016/17 accrual where invoice not received	(4,861)
EC512 Software Licences	Not to be renewed	(181)
EC512 Software Licences	CUCM Platform no longer supported by supplier	(7,534)
EC512 Software Licences	Byron House desktop licences picked up by alternative supplier	(2,935)
EC512 Software Licences	This cost was accrued on EC512-104 and therefore did not need budgeting	(29,000)
EC512 Software Licences	Opex maintenance budget turned out to be four years worth	(6,000)
EC512 Software Licences	No longer using the same number of licences and dongles	(12,310)
EC512 Software Licences	Stopped on the 30/07/17	(1,500)
EC512 Software Licences	New Contract no longer Insight Direct	28,416
EC512 Software Licences	New Supplier cost reduction	(1,807)
EC512 Software Licences	Oracle Data base invoiced less than budget which was based on last year	(4,092)
EC512 Software Licences	SQL Licence not prepaid last year but prepaid this year	(15,073)
EC512 Software Licences	Ramps we have assumed that this is picked up in the new charge	(1,800)
EC512 Software Licences	Equitrac is to be renewed preppaid last year + full year this year	4,453
EC512 Software Licences	Split is based on regional use so notts share reduced this year	(9,793)
EC512 Software Licences	No loger required	(107)
EC512 Software Licences	Latest Invoice higher than Budget	343
EC512 Software Licences	Accrual not enough so increase cost in this year's cost	1,947
EC512 Software Licences	Year 1 maintenance lower than yr 2 & yr 3 budget has yr 2 price	(3,856)
EC512 Software Licences	Full years cost budgeted but only for part year this year	(22,563)
EC512 Software Licences	Reduced the number of Licence renewal	(3,000)
EC590 Other IT Costs	Recharged through activity code 38004	(12,000)
EC590 Other IT Costs	Break-fix charge estimate to low	30,139
EC590 Other IT Costs	No longer required	(8,000)
EC210 Radio / Airwave - Equipment	Breakfix for Airwaves assumed replaced by ESN	26,000
		(267,234)

Clothing & Uniforms		
EU114 Laundry	Increase in laundry budget	8,500
		8,500

Other Supplies & Services		
EX210 Employers Liability	Actual annual renewal - Arthur Gallagher	9,000
EX230 Insurance Personal Accident	Actual annual renewal - Arthur Gallagher	(18,500)
EX240 Insurance ACPO/Supers Legal Protection	Actual annual renewal paid CPOSA - see email for price increase above inflation	3,100
EX240 Insurance ACPO/Supers Legal Protection	COT CPOSA Insurance (the element the Force pays for) - additional charge due to price increase 24%	3,000
EX280 Libel & Slander Insurance	Actual annual renewal - Arthur Gallagher	15,400
EX310 Property Related	Actual annual renewal - Arthur Gallagher	(5,000)
EX310 Property Related	Not budgeted for 'rental properties' as used to be in Estates area	16,930
EX320 Engineering Insurance	Actual annual renewal - Arthur Gallagher	(1,200)
EX340 Brokers & Claim Handling Fees	Actual annual renewal for Claims Management and Brokers Fee- Arthur Gallagher	9,600
EX340 Brokers & Claim Handling Fees	Receiving a 'low claims' credit	(9,600)
EX431 Maintenance/Consumables Specialist Op Equipment	Additional costs for A&E Gunnebo annual maintenance	3,000

Appendix C

2017/18 Forecast Movements - Cumulative from April 2017
Less than £100k

		£
EX610 Police Dogs - purchase	Purchase of police dogs - Hope, Harper, Buddy & Elvis	8,500
EX652 Other Operational Expenses	DIU outsourcing	50,000
EX652 Other Operational Expenses	Op Heron	3,000
EX652 Other Operational Expenses	Q1 - included in average calculations for in error	(3,300)
EX702 Weaponary Supplies	CS Gas	2,000
EY104 Gifts & Mementoes	Cost Management Accrual not been reversed	(76,410)
EY150 Subscriptions	Funding for PFEW officials 2016/17	16,320
EY250 Consultants Fees	Cost to be met from 2016/17 year end accruals	(20,000)
EY250 Consultants Fees	Grant Thornton requested to work with forces for implemention of cloud based system	20,572
EY250 Consultants Fees	Police ICT consultants - need more resources. Resource cost should be matching Police ICT Income	15,000
EY251 Professional Fees	EMSCU revised contract savings on Kier Pensions service	(4,680)
EY501 Hotel Accommodation	Op Heron	1,000
EX610 Police Dogs - purchase	Purchase of police dogs - Yager, Dora	2,200
EY104 Gifts & Mementoes	Process Evolution consultancy	(99,170)
EY250 Consultants Fees	Process Evolution consultancy	66,000
EX431 Maintenance/Consumables Specialist Op Equipment	Additional £3.6k for pallet bills & additional £2.6k for WA produts etc	6,200
EX431 Maintenance/Consumables Specialist Op Equipment	Additional budget to account for WA products orders YTD	3,200
EX431 Maintenance/Consumables Specialist Op Equipment	Additional for Dive comms sets ordered	2,500
EX431 Maintenance/Consumables Specialist Op Equipment	Money saved against National Monitoring is being used to pay for headsets	3,500
EX652 Other Operational Expenses	CIP movement of budget to where actual expenditure is sat	(1,861)
EX652 Other Operational Expenses	Covert payment authorised by Paul Dawkins - may be recovered at later date through insurance	75,000
EX901 Legal Costs	£4k ytd Apr-Sep, not in original budget	8,000
EY104 Gifts & Mementoes	Building Condition Surveys	(53,000)
EY251 Professional Fees	Appointed Kier to look at GMP pensions work - only allowed £3k in budget	16,200
EY501 Hotel Accommodation	Higher than budgeted	3,698
EX410 Specialist Operational Equipment	Additional based on actuals YTD	10,860
EX553 Covert Alarms Installation & Monitoring	Move £3500 to cover headsets purchased	(3,500)
EX611 Police Dogs - Feed/kennelling/vets	Underspending, this will offset increase for purchase for police dogs	(10,000)
		67,559

Collaboration Contributions		
EJ601 Collaboration service	Op Encore Q1	9,900
EJ601 Collaboration service	Op Encore Q2 - Q4 estimate	19,800
EJ601 Collaboration service	Contribution to project team. PCC Governance - Lincolnshire	38,200
EJ601 Collaboration service	Ongoing Maintenace Driver Module Chronicle	5,000
EJ601 Collaboration service	DMS Upgrade	45,000
		117,900

Other		
EF110 Pathologists Fees	Autopsies - refects year to date costs	7,000
EF110 Pathologists Fees	Increase in autopsies is a trend rolling on from last year	50,000
EF120 Forensic Analysis	Additional for NABIS	9,367
EF130 Electronic Forensics	Increase 10% as per Austin Fuller	30,000
EJ190 Other Partnerships	APOLLO UKNACE for Special Branch from Derbyshire PCC	7,500
EJ190 Other Partnerships	Charge for CP Environmental Health Officer contribution 50%	18,500
EJ190 Other Partnerships	Contribution to the Police Treatment Centre	10,000
EJ190 Other Partnerships	EMCJS 3 new staff posts	44,000
EJ190 Other Partnerships	Increase 7% for crimestoppers	2,198
EJ190 Other Partnerships	Increased wildlife charge.	1,062
EJ190 Other Partnerships	DIU Internships - University of Nottingham	12,000
EJ190 Other Partnerships	Reduce total budget for EMCJS	(11,146)
EJ190 Other Partnerships	Additional monies required for ACC Prior	16,652
EJ190 Other Partnerships	NPCC spending review / efficiency review contribution	2,761
EJ801 PNC Costs	National Collision Datavbase (CRASH) subscription	602
EJ801 PNC Costs	IL4 NETWORK - Data charges	21,444
EJ801 PNC Costs	Civica PNC Gateway maintenance was cancelled	(16,040)
EJ190 Other Partnerships	Op Elter contribution to the Met 2016/17	27,883
EJ190 Other Partnerships	Op Elter contribution to the Met 2017/18	27,883
EJ190 Other Partnerships	Additional monies required for ACC Prior based on current ytd spend	13,340
EJ190 Other Partnerships	Online Crime Reporting contribution 2017/18 to Leicestershire	3,000
EJ801 PNC Costs	IL4 network - data charges £1,776 per month, accrual not needed	(3,552)
EJ801 PNC Costs	IL4 network connection firewall was capital now rev £804 per month	9,684
EI120 Informant Fees	Reduce by £2500 to move to cover PLE Vehicle Kit	(2,500)
EO110 Contract Catering	YTD costs for football meals	1,560
EO112 External Catering	YTD costs for football meals	1,200
		284,398

Income		
IF310 Accommodation Rental / Hire	Themis House - VoidNNDR (Recharged to Leics)	(55,402)
IF310 Accommodation Rental / Hire	Income From CJ EF DBS rental Phoenix House	(20,320)
IF310 Accommodation Rental / Hire	Additional income from 2016/17 following adjustments - Arrow	(19,595)
IF310 Accommodation Rental / Hire	Additional income from 2016/17 following adjustments - Titan	(14,119)
IF310 Accommodation Rental / Hire	Additional income from 2016/17 following adjustments - Themis	(9,904)

Appendix C

2017/18 Forecast Movements - Cumulative from April 2017
Less than £100k

		£
IF310 Accommodation Rental / Hire	3 years income from VOSA for Trowell	(7,500)
IG810 Local Partnership Funding	Recharge of expenses to CNPS	(37,500)
IO990 Miscellaneous Income	Live Links CCTV no longer connected to CPS so 50% recharge no longer applicable	3,130
IO990 Miscellaneous Income	Addititional income expected from Frameworks	(24,000)
IO990 Miscellaneous Income	Reduce income to offset the Budget in EC590	1,600
IR210 Income from Collaborative Arrangements	EM TSU underspend	(15,600)
IR210 Income from Collaborative Arrangements	Late notification from Region	(65,180)
IR360 Warrant Officers Income	Removal of breach warrents	15,000
IO990 Miscellaneous Income	Staff will have left by end of Sept so recharge will be less	47,020
IG810 Local Partnership Funding	Income for 2017/18 recharge to Notts City Council. Was previously an EF project	(43,870)
IO990 Miscellaneous Income	ANPR kit costs less than anticipated so income higher than costs	(4,559)
IO151 Insurance received	Revised based on ytd actuals - £81k ytd actuals, average £5k mth	(60,000)
		(310,799)
		33,757

Chief Officer Team:

Approved by:	
Date:	

Finance:

Approved by:	
Date:	

Appendix D

2017/18 Forecast Movements - Cumulative from April 2017
Greater than £100k

		£
Police Officer Pay		
Various	Reflects the move to the new police model	1,893,866
		1,893,866
Police Staff Pay		
Various	Reflects lower 2016/17 year end position, estimated savings through vacancies and POI recruitment	(1,617,855)
AE110 Agency / Temp Staff	Not budgeted for - costs are offset against income but Notts share is net balance	154,100
		(1,463,755)
PCSO Pay		
Various	Reflects lower 2016/17 year end position, leavers and transfers to officers	(572,143)
		(572,143)
Other Employee Costs		
AE820 Redundancy Costs	Based on known structure changes not expecting a large number of staff to leave	(100,000)
		(100,000)
Other Supplies & Services		
EY250 Consultants Fees	Grant Thornton additional work on Fusion £225k total charge 50:50 Notts:Northants	112,500
EY104 Gifts & Mementoes	Release of budget savings	(684,231)
EX330 Other Insurance	Insurance cost budget not required due to additional top-up payments made in 2016/17	(200,000)
		(771,731)
Collaboration Contributions		
EJ601 Collaboration service	Estimated Regional ESN people costs	145,150
		145,150
Capital Financing		
KI110 Interest Paid	Reduction in borrowing requirements	(200,000)
KM110 Minimum Revenue Provision	Reduction in year end outturn in relation to underspend last year	(200,000)
		(400,000)
Other		
EJ110 Partnership Projects	Release of Tri Force budgets	(500,000)
		(500,000)
Income		
IO990 Miscellaneous Income	Not budgeted for - income is offset against agency costs	(111,560)
		(111,560)
		(1,880,174)

Chief Officer Team:

Approved by:	
Date:	

Finance:

Approved by:	
Date:	

Appendix E

Nottinghamshire Police
2017/18 Capital Projects as at September 2017

Project Name	Slippage From 2016/17 £'000	Budget 2017/18 £'000	Virements 2017/18 £'000	Total Available for Project 2017/18 £'000	Projected Slippage into Future Years £'000	Revised Budget 2017/18 £'000	Projected Underspend 2017/18 £'000	Projected Overspend 2017/18 £'000	Expenditure to Date 2017/18 £'000
Assets									
CB - Custody improvements	6	170	(176)	-	-	-	-	-	-
CB - CCTV (non Custody)	3	-	-	3	-	3	-	6	9
CB - FHQ kennel fencing	86	-	-	86	-	86	-	-	21
CB - Access control improvement works	157	-	-	157	-	157	(37)	-	186
CB - Bridewell major refurbishment	588	-	(588)	-	-	-	-	-	-
CB - Oxclose Lane refurbishment	82	-	30	112	-	112	-	157	116
CB - Cyber Crime/Digital Investigation Unit	8	-	-	8	-	8	(8)	-	-
CB - Watnall Road response hub	20	-	-	20	-	20	(14)	-	6
CB - West Bridgford police station 1st floor refurb	290	-	-	290	(90)	200	-	-	-
CB - Radford Road lift	14	-	(14)	-	-	-	-	-	-
CB - FHQ external street lighting	30	-	-	30	-	30	(15)	-	5
CB - FHQ tanking to property store	-	-	-	-	-	-	-	-	0
CB - Carlton EMAS community station	11	-	-	11	-	11	-	-	6
CB - Eastwood replacement	4	-	-	4	-	4	-	67	15
CB - Kirkby shared service hub	11	-	-	11	-	11	(11)	-	-
CB - Building Management System (BMS)	348	50	-	398	(310)	88	-	-	10
CB - Bridewell new build	-	162	1,273	1,435	-	1,435	-	-	38
CB - Automatic gates/barriers various	200	-	-	200	(200)	-	-	-	-
CB - Bunkered fuel tank works	225	-	-	225	(165)	60	-	-	-
CB - Mansfield lift replacement	55	-	29	84	-	84	-	-	0
CB - Mansfield create open plan space	700	-	(700)	-	-	-	-	-	-
CB - Southern Public Protection refurb	30	-	(30)	-	-	-	-	-	-
CB - FHQ new locker & gym	-	125	-	125	(125)	-	-	-	-
CB - FHQ new perimeter fence - enhanced metal fence	-	160	-	160	(160)	-	-	-	-
CB - FHQ new surfacing for drive/paths	-	25	-	25	-	25	-	-	-
CB - Hucknall EMAS - extension	-	235	-	235	(200)	35	-	-	-
CB - Mansfield replace tea points & showers on all floors	-	150	-	150	-	150	-	-	-
CB - Fire alarm panel replacements	-	45	-	45	-	45	-	-	-
CB - Fixed electrical works	-	30	-	30	-	30	-	-	-
CB - Generator & associated replacements	-	20	-	20	-	20	-	-	-
CB - Bridewell Custody improvements - retention	-	25	176	201	-	201	-	-	-
	2,868	**1,197**	**-**	**4,065**	**(1,250)**	**2,815**	**(85)**	**230**	**412**
Information Services									
CIT - Telephony project	255	-	-	255	-	255	-	-	-
CIT - Improvements Digital Investigation storage (DIEU)	104	-	-	104	-	104	-	-	-
CIT - Regional LAN desk merger	450	-	(35)	416	-	416	-	-	-
CIT - Local perimeter security enhance	13	-	-	13	-	13	-	-	15
CIT - Migrate to PSN	-	-	-	-	-	-	-	-	-
CIT - Storage solutions	77	-	35	112	-	112	-	-	76
CIT - Regional ANPR solution for East Mids	99	-	-	99	-	99	-	-	-
CIT - Exchange 2010	5	-	-	5	-	5	-	-	-
CIT - Mobile data platform	239	-	-	239	-	239	-	-	18
CIT - Network infrastructure improvements	248	-	-	248	-	248	-	-	-
CIT - Private cloud expansion	-	80	-	80	-	80	-	-	4
CIT - Virtual desktop infrastructure	173	-	-	173	-	173	-	-	6
CIT - Intrusion - monitor & health software	26	-	-	26	-	26	-	-	19
CIT - Upgrade audio visual equipment	41	-	-	41	-	41	-	-	12
CIT - Upgrade control room SICCS workstations	470	-	-	470	-	470	-	-	-
CIT - System Centre Operation Manager (SCOM)	70	-	-	70	-	70	-	-	7
CIT - Sharepoint portal	200	50	-	250	-	250	-	-	16
CIT - Regional agile working	39	-	-	39	-	39	(39)	-	-
CIT - Digital investigation unit equipment	13	-	-	13	-	13	-	-	-
CIT - ANPR camera replacement	-	100	(100)	-	-	-	-	-	(88)
CIT - Ring of steel ANPR cameras	202	-	100	302	-	302	-	-	-
CIT - Sourceone centera hardware replacement	-	60	-	60	-	60	-	-	-
CIT - Confidential network hardware refresh	-	160	-	160	-	160	-	-	(4)
CIT - ESN	-	830	-	830	(213)	617	-	-	-
CIT - IVR replacement (auto attender)	-	50	-	50	-	50	-	-	-
CIT - Juniper gateway replacement	-	160	-	160	-	160	-	-	-
CIT - Laptops for CID	-	225	-	225	-	225	-	-	-
CIT - SEIU storage - POLIT	-	250	-	250	-	250	-	-	-
CIT - Team foundation server & visual studio upgrade	-	30	-	30	-	30	-	-	1
CIT - Technology services refresh & upgrades	-	470	-	470	-	470	-	-	-
	2,724	**2,465**	**-**	**5,189**	**(213)**	**4,976**	**(39)**	**-**	**82**
Other									
CO - Non-slot vehicle replacement	-	507	-	507	-	507	-	-	-
CO - Evidence storage A&E	54	-	-	54	-	54	-	-	28
CO - Taser deployment	86	-	-	86	-	86	-	-	72
CO - Firearms cabinets & access storage	80	-	-	80	-	80	-	-	50
CO - Northern property store increased storage	200	-	-	200	-	200	-	-	-
CO - Networked locks for 34 cash & drugs safes forcewide	-	2	-	2	-	2	-	-	-
Information Services Tri-Force collaboration	-	2,998	-	2,998	(1,657)	1,341	-	-	806
	420	**3,507**	**-**	**3,927**	**(1,657)**	**2,270**	**-**	**-**	**957**
	6,012	**7,169**	**-**	**13,181**	**(3,120)**	**10,061**	**(124)**	**230**	**1,451**

For Information	
Public	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**9th November 2017**
Report of:	**Chief Constable Craig Guildford**
Report Author:	**Laura Spinks, Staff Officer**
E-mail:	**Laura.spinks@nottinghamshire.pnn.police.uk**
Other Contacts:	**Insp Claire Rukas**
Agenda Item:	**10**

Chief Constable's Update Report

1. Purpose of the Report

1.1 The purpose of this report is to update members of the Strategic Resources and Performance Board of significant events and work that has taken place since the previous update in July 2017.

2. Recommendations

2.1 It is recommended that the contents of the attached report are noted.

3. Reasons for Recommendations

3.1 To ensure that the Office of the Police and Crime Commissioner (OPCC) is aware of significant and notable events since the previous update report in July 2017.

4. Summary of Key Points

4.1 Please see Appendix 1 for the full report.

.

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 This is an opportunity to make the OPCC aware of the significant events for Nottinghamshire Police, the majority of which are already in the public domain. There are no associated risks regarding this report.

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 legal considerations

11. Details of outcome of consultation

11.1 There has been no consultation on this report as it is for information only.

12. Appendices

12.1 Appendix 1 – Chief Constable's Update Report 9th November 2017.

Appendix 1

NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

Chief Constable's Update Report

Strategic Resources and Performance Board

November 2017

Version 1

1.0 Introduction

1.1 Since my previous update to you in July there has been a tremendous amount of work taking place across all areas of the organisation. This report will cover the majority of these areas but I would also like to take this opportunity to thank all officers and staff working for Nottinghamshire Police for their continued hard work and dedication.

1.2 In October my Chief Officer colleagues and I chaired an interview panel, along with Candida Brudenell from the City Council, for a Chief Superintendent to replace Mark Holland who is due to retire from the Force imminently. The successful candidate was Rob Griffin, currently Head of Public Protection, who I know is looking forward to the new challenges ahead. I would like to thank Mark for his dedication to the Force and for his valued input as a senior colleague. I wish him all the best in his retirement and I look forward to working with Rob when he takes up his new role.

1.3 September has been a particularly busy month having had Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) attend to conduct the latest PEEL Effectiveness Inspection, further recruitment for Police Constables, numerous notable arrests for burglary and robbery, the National Police Memorial Day, Goose Fair and winning Gold in the World Corporate Cup of Dragon Boat Racing to name just a few.

1.4 I am incredibly proud to lead Nottinghamshire Police and I continue to receive reports of good news and thanks on a regular basis. I am pleased to share some of these stories with you at the end of this report.

1.5 This report gives an update on just some of the work that has been taking place recently and is set out by each of the Police and Crime Commissioner's seven strategic priority themes:

1. Protect, support, and respond to victims, witnesses and vulnerable people
2. Improve the efficiency, accessibility and effectiveness of the Criminal Justice Process
3. Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour (ASB)
4. Reduce the impact of drugs and alcohol on levels of crime and (ASB)
5. Reduce the threat from organised crime
6. Prevention, early intervention and reduction in reoffending
7. Spending your money wisely

2.0 Priority 1: Protect, support, and respond to victims, witnesses and vulnerable people

2.1 We are currently reviewing our approach for surveying victims of crime and the wider community in response to a change in the Home Office mandated survey requirements. In the meantime, we continue to survey victims of domestic abuse and victims of hate crime. In the 12 months to June, 93.1% of domestic abuse victims surveyed were fairly, very or completely satisfied with the service they received from the police, a similar figure compared to previous months. Over the same period 85.5% of hate crime victims were satisfied with the service they received from the police. This figure represents a slight uplift compared to the previous month (84.6% in the 12 months to May 2017).

2.2 In the Control Room, a significant amount of work has been undertaken to ensure that all incidents have a THRIVE (Threat, Harm, Risk, Investigation, Vulnerability, and Engagement) assessment recorded on them but also, more importantly, to ensure the threat, harm and risk the caller is exposed to is identified and prioritised. Clear standards have been set for the Contact Management team and audit work has been undertaken to ensure the requirement is met.

2.3 Repeat caller work has also been undertaken with the top 20 callers to ensure that an appropriate response is identified either through the Mental Health Team, the NHP team or if appropriate through prosecution. This piece of work remains on-going.

2.4 We have also recently seen the launch of a joint protocol between Nottinghamshire Police, Nottingham City Youth Offending Team, Notts Integrated Children and Families Services and the CPS. This is a City wide multi agency approach to prevent unnecessary criminalisation of children in care by agencies utilising appropriate and proportionate responses to dealing with Antisocial Behaviour (ASB) and offending. This process/protocol is now being discussed with County colleagues to ensure a consistent approach Force wide.

2.5 September also saw the introduction of the new Missing from Home Policy, which adopts the new Authorised Professional Practice (APP) guide. This has involved consultation with other forces for best practice.

2.6 I was pleased to see the figures released by the CPS for the first quarter of this year (April – June 2017) that showed us to have a conviction rate of 79% (437 of the 553 domestic violence cases that went to court). That's a conviction rate which is above the national average of 76.6% and above the regional average of 77.9%. A significant amount of work has taken place to raise awareness, conduct training, vulnerability briefings amongst others. This is a fantastic achievement and is down to the work of those who take the initial calls, officers who attend and all those who support victims.

2.7 Senior leaders in the County are working with Adult Social Care to find ways to support the local District to manage vulnerable people that do not always meet safeguarding thresholds. There is now agreement and funding to align a social care worker to work with the Vulnerable Persons Panels and provide expertise to the local teams. A meeting was held recently with the Chief Exec of the County Council, health leads, Change Grow Live (CGL), the OPCC and the Chief Exec of Bassetlaw DC, Supt Fretwell and local Inspector Neil Bellamy to discuss the rise in ASB associated with street drinking and a homeless problem that is linked to alcohol and drug issues. It was also agreed to manage the cohort of problematic / vulnerable persons on ECINS in order to be able to baseline the current issues and evaluate success of the new approach. The interesting part of the discussion for us was the recognition that this has to be a true partnership approach.

3.0 Priority 2: Improve the efficiency, accessibility and effectiveness of the Criminal Justice Process

3.1 The East Midlands Criminal Justice Service (EMCJS) has continued to work hard with local managers to improve file quality, particularly around the Magistrates Court. Since October 2016 we have been using the FIT model to assess files coming into the Criminal Justice unit and are pleased to say that improvements are being achieved as a result.

3.2 We continue to work with CJS partners in order to drive through performance improvement across the entire system and, in quarter 1 of 2017/18, Nottinghamshire achieved a position of 28th in the country in terms of Magistrates Court performance. This is the best position for Nottinghamshire since the commencement of the Transforming Summary Justice (TSJ) initiative in 2015. However, we are not complacent in terms of improvement and are now party to a TSJ Board under the RCJB and are focussing hard on improving our guilty plea at first hearing rate.

3.3 Since April EMCJS and the Force have worked together to implement the new legislation for managing bail. Nottinghamshire have managed to achieve the government's intentions of reducing the amount of bail and the length of time people are bailed for. Figures to date suggest prior to the Act nearly 30% of our first arrivals would have been bailed in recent months this as fallen to just 1%. Prior to the Act the average length of bail for a first arrival would have been 30-40 days, that than has been reduced to nearer 20 days. Whilst it is still early days and a full, more detailed evaluation is required, implementation of the Bail Act in Nottinghamshire seems to have gone well.

3.4 Over the next 12-18 months EMCJS will work with partners and Forces to bring about significant IT improvements aimed at making the system more efficient and

taking the opportunities from increased digitalisation. We are in the midst of forming a project team funded by the 6 Niche forces. This team will implement a two way interface between the police and the CPS and look to explore opportunities for digital storage. Clearly benefits exist from optimising both Niche and digital technologies in terms of speed and accessibility.

4.0 Priority 3: Focus on those priority crime types and local areas that are most affected by crime and anti-social behaviour (ASB)

4.1 Following the NCRS audit last year, the force has put in place new daily processes to maintain compliance with the national standards. This means that recorded crime volume remains at a higher level and this is expected to continue as the accepted new 'normal' level. The force is now recording around 2,000 offences more each month than this time last year.

4.2 In relation to ASB, over the first five months of this financial year, the Force recorded a reduction of 8.9% when compared to the same five months in 2016. In this financial year the Force saw a decrease in ASB incidents following a three month period of increase, which is expected due to seasonality trends. The City partnership area has recorded a reduction in ASB of 828 fewer incidents this year, which represents a 10.4% reduction. The County partnership recorded a reduction of 7.6% (-685 incidents).

4.3 The Deputy Chief Constable (DCC) chairs the monthly Force Performance Board to review the Force position and to hold senior leaders to account in relation to priority crime types and local areas that are most affected by crime and ASB. The Chief Officer team is then briefed on significant performance trends at the monthly Force Executive Board by the DCC.

4.4 In the city and the county proactive policing and patrol activity is directed by the Force tasking process, with activity directed at the areas of most threat of risk and harm. Performance is managed on a daily basis by line managers through this process and also via the performance dashboards produced daily by Management Information.

4.5 Specifically in the county the teams continue to focus on ASB issues. Examples of good work are a policing Operation in Netherfield to target an off road motorcycle problem and Op Yarley in Worksop, which is targeting ASB in the town centre. We continue to embed the partnership hub approach which is delivering improved joint tasking and problem solving.

4.6 In the City, Op Yearling, a stop and search policing operation from February, has been very impactive. The Operation, funded by Nottingham City Council, was the first of its kind within the area to utilise partners as well as an array of officers from all areas of Nottinghamshire Police as a method of tackling violent crime in

the City. We saw some excellent results including; 20 arrests, 9 voluntary attendances, 9 cannabis warnings, 4 warrants executed and drugs recovered. This work is also linked to 'Priority 4' below.

5.0 Priority 4: Reduce the impact of drugs and alcohol on levels of crime and ASB

5.1 I am extremely pleased to be able to say that in October, the city of Nottingham secured the Purple Flag accreditation for the eighth consecutive year. This is a fantastic achievement for the Force and partner organisations involved in working together to secure this status. The Force has worked in partnership with the Nottingham Business Improvement District (BID), the City Council, Community Protection, the Crime and Drugs Partnership, the University of Nottingham and Nottingham Trent University to ensure that the City continues to be recognised as a safe place to live, visit and work within.

5.2 There are a number of activities organised by the Nottingham BID that help the city centre achieve Purple Flag status, including the Best Bar None scheme. This provides accreditation to licensed premises that are well managed and operated. Nottingham has one of the most successful Best Bar None schemes in the country with around 70 venues in the city centre securing accreditation and 50 gaining the 'top gold award.'

5.3 Over the coming months we will launch new initiatives in the night time economy (NTE) to further reduce the vulnerability of people enjoying the City, including introducing Drinkaware Club Crews in more venues, training fast food venue staff on how to identify vulnerable people and intervening early to reduce the likelihood of people becoming victims of crime and outbreaks of disorder as well as infrastructure changes to remove vehicles from specific areas of the City Centre.

5.4 There is an immense amount of work taking place to reduce the impact of drugs and alcohol on the levels of crime and ASB across Nottinghamshire but particularly in the City, some of which is outlined above. With regard to a recent issue around Mamba use and admissions to the QMC as well as demand on EMAS resources, the City centre Neighbourhood Policing Team (NPT) are working with the South NPT under Op Narwal to tackle the issue. This consists of various covert and overt policing tactics to monitor and act on intelligence regarding specific individuals and locations.

5.5 In the County, two areas in particular were identified in regards to managing a problem around homeless/street drinking issues and through the Scanning Analysis Response Assessment (SARA) problem solving activity held within ECINS there has been a significant reduction in this problem. A joint partnership solving approach has also been designed to tackle ASB associated with street

drinking and homeless problems linked to drugs and alcohol issues in the north of the County. A task and finish group convened and support was also provided form the OPCC to assist the funding of an additional outreach worker for 'Change, Grow Live' to do more targeted work in the area.

6.0 Priority 5: Reduce the threat from organised crime

6.1 The Organised Crime Department has worked consistently to reduce the threat posed by Organised Crime Groups (OCGs) and the individuals mapped within them, reducing the threat risk and harm posed by them to communities of Nottinghamshire. Some recent examples of specific policing operations in this area are:

Operation Kahani: In the early hours of 27/12/16 members of a St Anns OCG were involved in a firearms incident whereby an imitation firearm was pointed at a male causing fear and distress to other members of community who had been enjoying a festive celebration. The Organised Crime team commenced an investigation into the incident, supported by the NPT whose close links within the community enabled the investigation team to identify and support witnesses, securing the conviction of Mechach PRESTON on 22/09/2017.

Operation Besomer: This operation targeted an OCG suspected of involvement in the supply of drugs and firearms. The team formed an effective partnership with the East Midlands Special Operations Unit (EMSOU) who were pursuing different members of the same group. The operation has resulted in the recovery of a firearm and a number of members of the group are on remand awaiting trial for various matters and the communities of Nottinghamshire are undoubtedly much safer as a consequence.

Operation Door: This operation saw the Organised Crime team, along with partners, seize an opportunity, as a consequence of a fraud enquiry, to disrupt an OCG suspected of involvement in the trafficking of people for the purposes of sexual exploitation. On a day of enforcement against the group, 10 warrants were executed, 7 arrests made and useful intelligence on the group was gathered.

Operation Flagstone: This operation was launched in 2015 after a rise in violence, which was linked to disputes among rival factions of drug dealers over the student drug market in Nottingham. Detectives used telephone analysis, intelligence and covert tactics to unpick the network and bring 8 men to justice. On 22nd June 2017 8 men were jailed for a total of more than 70 years for their part in a drugs conspiracy targeting students in Nottingham. In order to tackle this problem from an alternative angle the Organised Crime team also worked closely with partner agencies, including Nottingham City Council and the universities, to educate potential users about the wider implications of drug use and to provide information around health services.

6.2 The Financial Investigation Team has sought to disrupt organised criminality through the recovery of assets from people who have been the subject of confiscation orders on conviction. In the past 3 months, I'm pleased to report that the team have recovered £307,615.47.

6.3 In addition to operational activity, the Organised Crime Department has delivered a series of briefings to Neighbourhood Policing Teams, both to strengthen the department's relationship with officers at the frontline of tackling Organised Crime and to provide an up-to-date understanding of the Organised Crime Groups impacting the areas they work and of current issues.

7.0 Priority 6: Prevention, early intervention and reduction in reoffending

7.1 A week of action in September led by EMOpSS resulted in a number of successful arrests. Operation Barric was a cross border police operation whereby officers from EMOpSS engaged in targeting travelling criminals using the main arterial routes through the East Midlands region to target crime. This approach ensured the successful prevention of crime, including the theft of high value loads from parked up goods vehicles and is an excellent example of our collaborative approach to proactive policing in the East Midlands.

7.2 I am a huge believer in early intervention. There are many reasons for this; to prevent young people from making the wrong life choices regarding crime and offending, to improve our relationship with young people, to build trust and confidence for them with the Force, and to encourage any interest they may have in joining the Police if they wish to at some point in their future. As such, we are currently running a trial of the re-introduction of School and Early Intervention Officers (SEIOs) into the schools and academies of Nottinghamshire. The 39 week pilot commenced in the new academic year (August/September). The pilot will see three Police Constables (two from the County area and one from the City) assigned four schools/academies to work with. Within this requirement each officer will develop close links with identified Specialist School, Pupil Referral Units (where they exist), and Alternative Education Provision.

7.3 Back in July I mentioned that we have had seven new Rural Parish Special Constables join the Force. They continue to work with their tutors and between them they have worked a total of 613 hours from May to September. All Special Constables play a hugely important role in different aspects of policing but especially in preventing crime and providing visibility across the Force. The Rural Parish Specials have been attending rural wildlife training on badgers, the Harworth Family Fun Day, basic driver training, and Environmental Agency fishing/poaching operations to name just a few.

7.4 A specific example of early intervention recently can be seen from the identification of three juvenile females from the Ashfield area who were emerging

as regular missing persons with concerns to Child Sexual Exploitation (CSE) and wider issues. Multi Agency work was undertaken around housing the young females and potential perpetrators have been dealt with using Child Abduction Warning Notices and an arrest.

7.5 We are committed to working with partners and offenders to reduce reoffending in Nottingham and Nottinghamshire. Neighbourhood policing teams are focussed on integrated offender management and Mansfield, for example, have recently re-formed an offender management team to ensure focus in this area. Engagement and problem solving processes, along with the Superintendent scrutiny panels in the City and the County, are currently being carried out to further improve our approach. One specific example is the use of Specials through new working practices, such as within the Child Sexual Exploitation Specials Team.

7.5 In September the Knife Crime Team seized their 100th weapon since being set up in 2016. The team carry out plain clothes proactive patrols to reduce knife crime within the conurbation after being tasked by local area commanders. The officers on the team are extremely hard working and have had many successes in the recovery of weapons and in the positive outcome rate with stop and search. Seizing these weapons and removing them from the streets undoubtedly contributes to the prevention of crime.

8.0 Priority 7: Spending your money wisely

8.1 The Chief Officer Team continue to monitor the Force's budgetary position throughout the year at the monthly Force Executive Board. Our Head of Finance provides us with the most recent position with regards to revenue expenditure and Capital finances to ensure that we can closely monitor the situation during the year.

8.2 We will begin discussions with the Head of Finance and our Senior budget managers to plan for the 2018/19 budget later this month with the final budget to be presented to the Commissioner by the end of February 2018.

8.3 As reported in my previous update, we are continuing to welcome new recruits to the organisation. The latest intake of Nottinghamshire Police officers were sworn in at their attestation on 11th September and are continuing with their training. We also launched our latest round of recruitment in September, which closed in October with 597 applicants, 12% of whom were from Black and Minority Ethnic communities. We are recruiting to a range of roles, from volunteer Special Constables to front-line regular officers. We have had a fantastic response rate and we are encouraging more people to apply as we will be continuing to recruit during 2018.

8.4 We welcomed our latest cohort of PCSO recruits into the Force on 29th September. Eight new PCSOs attended their passing out ceremony and are now working alongside their colleagues within communities in Nottinghamshire.

8.5 In August, we launched a new online service to allow victims of crime in Nottinghamshire to go online to report a crime or incident and track their investigation through to conclusion rather than to call us on the telephone should they wish. Although there is clearly still an option for people to call us and speak with us directly, this is an excellent facility for victims of crime to keep up-to-date with progress of an investigation and for those who prefer digital communication. We have invested in this online reporting tool to provide more options for members of the public around how they get in touch with us and we hope that the convenience of this helps people get in touch in a way that suits them.

8.6 We are constantly reviewing our costs to identify where we can do things differently in order to save money and reinvest it elsewhere. In June, we chaired a series of extra-ordinary Force Executive Board meetings as part of 'Our Priority Plan' where we considered a number of proposals across the organisation to help shape the efficiency and effectiveness of the Force. One of the areas for discussion was the potential to close Newark Custody Suite. The business case was presented to the Force Executive Board in the summer and the decision was taken to mothball Newark Custody Suite. This was done in October and will lead to savings to go towards maintaining and investing in the frontline for Nottinghamshire Police.

9.0 Some Examples of our work

- An investigation in the summer by Police Investigation Officer, Michelle Pickering, has resulted in a disclosure by Snapchat to the US-based National Center for Missing and Exploited Children'. The report came about after a teenage girl from Nottinghamshire was added on Snapchat by a man who lived in Canada and who then sent her a number of explicit images involving children via the app. The girl and her mother reported this to Nottinghamshire Police. In July, the FBI contacted us to say that as a direct result of the inquiry with Snapchat, a 5 year old girl had been 'rescued' by the FBI and a man had been arrested in California. He is currently due to stand trial.

- A team of Nottinghamshire Police Cadets took part in the Cadets United National Cadet Competition in July in Shropshire and won third place out of 21 teams. The event involved around 200 youngsters form 16 forces across the UK battling it out in a series of team-building activities and challenges. The events included mental, physical and team working exercises and the Notts team did exceptionally well to rank so highly in the competition.

- On Friday 11th August, Public Protection officers secured a 22 year prison sentence for a Bilborough paedophile, Lee MARTIN, with him being found to have raped and sexually abused two boys in the late 90s. He was first arrested in 2015 and was charged and subsequently sentenced following a three week trial. As well as a prison sentence, MARTIN will have to sign the sex offenders register for life, received an automatic ban from working with children and was issued with an indefinite Sexual Harm Prevention Order. This is a superb outcome and demonstrates that we will do everything we can to bring such offenders to justice and provide some encouragement to victims to continue to report these incidents to us.

- Nottinghamshire Police's first 'victim's right to review' was carried out this year and, in September, resulted in a decision to overturn the initial decision to 'no further action' a suspect leading to a charge and conviction at court.

- The tenacity and hard work of three Nottinghamshire Police Constables paid off in September when they were given the task to arrest a prolific burglar at Force tasking and made the arrest that same day. The burglar was jailed for five years and six months after pleading guilty to three burglaries when he appeared at court following the arrest and thorough investigation that was carried out as a result. Anthony MURDOCH admitted burgling homes in Mansfield Woodhouse, Kirkby-in-Ashfield and Warsop between 13 and 21 July this year. Property stolen from the addresses included a television, a laptop, a handbag, car key and car as well as jewellery, cash and electrical items. MURDOCH was identified as a priority arrest at Force tasking and was arrested that same day. The arrest undoubtedly prevented many more people becoming victims of acquisitive crime.

Ends

For Consideration	
Public/Non Public	**Public**
Report to:	**Strategic Resources & Performance**
Date of Meeting:	**9 November 2017**
Report of:	**The Chief Executive**
Report Author:	**Sara Allmond**
E-mail:	**sara.allmond@nottscc.gov.uk**
Other Contacts:	
Agenda Item:	**12**

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

29 MARCH 2018, 10:00am		
ITEM	**FREQUENCY**	**LEAD OFFICER**
Topic: • ***CDP/SNB – Performance & Delivery***		
Progress on collaboration between Nottinghamshire Police & Nottinghamshire Fire & Rescue Service	Annual	DCC Barber
Workforce planning (Force)	Annual	Force
Environmental management performance	Annual	
Strategic Policing requirement compliance	Annual	Force
Information management and security – breaches and information – Commissioner's Office notification.	Annual	Force
Engagement and consultation	Annual	Force
Fees and charging policy	Annual	Force
Police and Crime Plan	Annual	OPCC
Standard items:-	Every meeting	Force
Performance and insight	Every meeting	Force
Force Finance Update Report	Every meeting	Force
Police & Crime Delivery Plan – monitoring	Every meeting	OPCC/Force
Regional collaboration update (verbal)	Every meeting	Force