

**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 7<sup>TH</sup> 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 30<sup>th</sup> 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 PCSOs 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 (5<sup>th</sup> and 20<sup>th</sup>).
- 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 (1<sup>st</sup> January 2017 – 31<sup>st</sup> 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