

# **STRATEGIC RESOURCES & PERFORMANCE MEETING**

**Thursday 8 November 2018 at 11.15 am**  
**Nottinghamshire County Council, County Hall, West Bridgford**  
**Nottingham NG2 7QP**

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## **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  
Mark Kimberley – Head of Finance, Notts Police

## **A G E N D A**

- 1 Apologies for absence
- 2 Minutes of the previous meeting held on 6<sup>th</sup> September 2018
- 3 Force Public Protection and Safeguarding Report
- 4 Workforce Planning Update
- 5 Force Report on Stop and Search
- 6 Staff Health and Wellbeing
- 7 Equality, Diversity and Human Rights Performance and Monitoring 2017/18
- 8 Annual Departmental Assessment Outcomes
- 9 Specials, Volunteers and Cadets

- 10 Performance and Insight Report – Update to September 2018
- 11 Capital Report for Period 5 – August 2018-19
- 12 Finance Revenue Budget Outturn for 2018/19 as at August 2018
- 13 Regional Collaboration Update (verbal)
- 14 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 8445998 or email [nopcc@nottinghamshire.pnn.police.uk](mailto: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](mailto: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 6<sup>TH</sup> SEPTEMBER 2018**

**AT GEDLING BOROUGH COUNCIL, CIVIC CENTRE, ARNOT HILL PARK,  
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
- Craig Guildford - Chief Constable, Nottinghamshire Police
- A Rachel Barber - Deputy Chief Constable, Nottinghamshire Police
- A Steven Cooper - Assistant Chief Constable, Nottinghamshire Police
- Mark Kimberley - Head of Finance, Nottinghamshire Police

**OTHERS PRESENT**

James Woolley – Chief Inspector, Nottinghamshire Police  
Pete Barker – Democratic Services, Nottinghamshire County Council

**1. APOLOGIES FOR ABSENCE**

Apologies were received from DCC Rachel Barber and Charlie Radford.

**2. MINUTES OF THE PREVIOUS MEETING HELD ON 19 JULY 2018**

Agreed.

**3. AN UPDATE ON OUR COMPLIANCE WITH THE VICTIM'S CODE**

CI James Woolley introduced the report which provided an update on the developments over the last 12 months on the implementation of the Victim's Code of Practice (VCOP) and the monitoring of compliance.

During discussions the following points were raised:

- Compliance is good
- Procedures are now embedded
- Performance has improved
- Training was rolled out last year and is working well
- New recruits are now trained
- System is now centralised and on NICHE, including previous reports
- The Compliance Audit showed no correlation between compliance and customer satisfaction - the most important factors being the quality of the officer and the relationship between them and the victim.

- Thought to be given to rewording the Audit questions regarding Victim Information Packs - only 55% of victims accept the packs but all victims are offered one.
- Research needed into low rate of referrals to Victim Care. Workload has reduced since introduction of GDPR which means only those giving consent are now seen.
- The Northants Force has taken this service back in-house and compliance has increased as a result.
- Nottingham Citizens to be contacted to identify support for improving referrals for hate crime
- The Force's approach is victim-focussed and research shows that satisfaction with the Force's service is high from victims of hate crime.

#### **RESOLVED 2018/028**

To note the report.

#### **4. FORCE MANAGEMENT STATEMENT – NEXT STEPS AND LESSONS LEARNED**

CC Craig Guildford introduced the report which informed the Commissioner of the contents of the Statement and outlined the next steps.

During discussions the following points were raised:

- To ensure transparency a full report will be taken to the Police and Crime Panel.
- No formal response from the HMICFRS will be made regarding the Statement but informal feedback has been positive.

#### **RESOLVED 2018/029**

To note the report.

#### **5. CHIEF CONSTABLE'S UPDATE REPORT**

CC Craig Guildford introduced the report which updated members on the significant events and work that had taken place since the previous update in May 2018.

During discussions the following points were raised:

- The summer had been a busy time with the World Cup and the visit of Donald Trump.
- Recruitment continues with the exception of the March cohort which has been cancelled due to the number of leavers having been over-estimated.
- Tension in Radford and St Ann's has been helped by the positive work that has been undertaken resulting in the taking of 10 firearms and the arrest of key players.
- The call abandonment rate has fallen as a result of recruitment and other changes.
- Preparation for the forthcoming IICSA inquiry is ongoing.

- Quality candidates have been recruited into CID and the firearms section.
- The Report refers to the 7 Objectives/Priorities of the old plan rather than the new one.

#### **RESOLVED 2018/030**

To note the report.

#### **6. POLICE AND CRIME PLAN (2018-21) – THEME 4: TRANSFORMING SERVICES AND DELIVERING QUALITY POLICING**

Kevin Dennis, Chief Executive OPCC, introduced the report which detailed how the Chief Constable and partners are delivering the strategic activities in respect of Theme 4 of the Plan and identified the activities planned for 2018-19 and those which have been progressing across policing and community safety.

During discussions the following points were raised:

- The report will be submitted to the Police and Crime Panel meeting in November allowing time for any amendments to be made if required.

#### **RESOLVED 2018/031**

To note the report.

#### **7. PERFORMANCE AND INSIGHT REPORT TO JULY 2018**

CC Craig Guildford introduced the report which contained details of the key performance headlines for Nottinghamshire Police in the 12 months to July 2018.

During discussions the following points were raised:

- Burglary dwelling is reducing. Car crime is increasing.
- The Force is concentrating on personal robbery and theft (mobile phones, wallets etc) which is increasing across the County and the City. Some of these incidents have been reported in the past but not recorded, for example children stealing bikes.
- Chief Constable to provide an explanation to the PCC on why safeguarding referrals are increasing, but serious sexual assaults on children are reducing.

#### **RESOLVED 2018/032**

To note the report.

#### **8. FINANCE REVENUE BUDGET OUTTURN FOR 2018/19 AS AT JUNE 2018**

Mark Kimberley, Head of Finance Notts Police, introduced the report which provided an update on the projected financial outturn position for revenue against the key financial performance headlines for Nottinghamshire Police as at 30<sup>th</sup> June 2018 (Period 3).

During discussions the following points were raised:

- Savings have been used to bring the recruitment process forward.
- The vacancy rate of 7% is approximately double the normal rate but this is because the number of posts anticipated in the medium term is in excess of the number accounted for at the moment.
- The number of transferees (in excess of 10) had not been predicted. The process is being managed and discussions have taken place with HR to allow the easier identification of vacancies.
- Positive predictions for income to be included in future base budgets
- This report to be submitted to the Police and Crime Panel but with updated figures

### **RESOLVED 2018/033**

1. That the contents of the report and Appendix A be approved.
2. That the virements contained in Appendix B of the report be approved.
3. That the forecast movements of less than £100k requiring Chief Constable approval, as set out in Appendix C, be noted.
4. That the forecast movements of greater than £100k requiring Chief Constable recommendation, as set out in Appendix D, be approved.
5. That the planned PCSO recruitment planned for October 2018 be delayed until March 2019.

### **9. CAPITAL OUTTURN REPORT FOR QUARTER 1 2018-19**

Mark Kimberley, Head of Finance Notts Police, introduced the report which provided an update on the projected financial outturn position for capital as at 30<sup>th</sup> June 2018 (Period 3, Quarter 1).

During discussions the following points were raised:

- The format of the report has been changed. There are now separate reports for revenue and capital.
- Appendix 1 contains the details of the virements which require approval and which add up to zero.
- No scheme detailed in the report has changed fundamentally.
- Traditionally there is slippage in the capital programme and such schemes are detailed in Appendix B of the report. A RAG system has been developed in-house as a new planning tool which uses financial and non-financial data to minimise slippage in the future. Schemes designated 'Red' are where requests for underspends are anticipated.

- There needs to be a cultural change to the way capital projects are managed. More flexibility is required with multi-year approvals needed compared to the one year approvals at present.

#### **RESOLVED 2018/034**

1. That the projected outturn position as set out in Appendix A of the report be noted.
2. That the ESDN budget of £1,492k be removed from the current Capital Programme.
3. That the projects listed in Appendix B of the report be removed from the Capital Programme if expenditure/spending plans are not available by 30<sup>th</sup> September 2018 (Q2).
4. That £500k in respect of SARC be added to the 2018/19 Capital Programme.
5. That the virements detailed in Appendix A of the report be approved.

#### **10. REGIONAL COLLABORATION - VERBAL UPDATE**

CC Guildford advised the Board that the recent meeting with the Fire and Rescue Service had been positive, though more resource was required from their side.

During discussions the following points were raised:

- Key milestone meetings are due in September 2018 and February 2019.
- The Force are clear how many of their staff will be in the new building but confirmation of staff numbers is required from the Fire and Rescue Service.
- The Force are using the Fire and Rescue training facilities free of charge.
- Instead of verbal updates a regular, written report is required, alongside a programme and a written narrative, to ensure progress is maintained.
- A report on the subject of EMSOU is imminent.

#### **11. WORK PROGRAMME**

##### **RESOLVED 2018/035**

That the contents of the meeting be noted.

The meeting closed at 11.19am

CHAIR



<b>For Information only</b>	
<b>Public/Non Public:</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance</b>
<b>Date of Meeting:</b>	<b>8<sup>th</sup> November 2018</b>
<b>Report of:</b>	<b>Chief Constable</b>
<b>Report Author:</b>	<b>Antony Watson –Resourcing Advisor</b>
<b>E-mail:</b>	<b>Antony.watson10071@nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	<b>Clare Preston-Davies Inspector, People Development &amp; Wellbeing</b>
<b>Agenda Item:</b>	<b>4</b>

## **WORKFORCE PLANNING UPDATE**

### **1. Purpose of the Report**

- 1.1 The purpose of this report is to provide an update on the Police Officer and Police Staff establishment as at 31<sup>st</sup> August 2018.

### **2. Recommendations**

- 2.1 It is recommended that the Commissioner notes the contents of this report.

### **3. Reasons for Recommendations**

- 3.1 To ensure that the Police and Crime Commissioner is aware of the most recent update on the Police Officer and Police Staff establishment.
- 3.2 Workforce planning is a process used to identify current and future staffing needs and development needs of the workforce to meet future requirements.
- 3.3 There are typically four stages to developing a workforce plan as follows:
- Identify the workforce requirements for the future.
  - Develop a profile of the current workforce (e.g. skills, training etc.).
  - Carry out a gap analysis between current and future requirements.
  - Develop an action plan to meet future requirements.

### **4. Summary of Key Points**

#### **4.1 Police Officers**

The target is to reach and maintain the establishment of 1,940 officers FTE (Full Time Equivalent) by the end of March 2019.

<b>Officer Numbers (Substantive)</b>	<b>Headcount</b>	<b>FTE</b>
Total Number of Officers *	2,002	1,955.37
Officers funded by Nottinghamshire Police	1,937	1,893.90
<i>Partnership Funded</i>	17	15.73
<i>Collaboratively Funded</i>	34	33.6
<i>Seconded</i>	1	1
Total External Funded Officers	52	50.33
Career Break	13	11.13
Joiners	1	
Leavers	3	
Difference from last month	-2	-1.94

\*Total Substantive Officers includes all funding, secondments and career breaks.

The 1 Police Officer joiner was a transferee. The 3 leavers were all standard retirements.

Appendix 2 shows the police officer numbers by business area and appendix 3 highlights the number of deployable resources by business area.

Appendix 4 shows the actual strength at 31<sup>st</sup> August 2018 further broken down by substantive rank and current rank, including officers classed as externally funded and on secondment.

Breakdown for remaining new recruits Cohorts (training groups) for the 2018/2019 Financial Year are broken down as follows;

October 2018                      x 18 – Commenced 05/10/2018  
February 2019                      x 16 – Police Constable Degree Apprenticeship  
(PCDA) – 2<sup>nd</sup> Cohort

As per Force Executive Board instructions, the two November 2018, January 2019 and March 2019 Cohorts have now been cancelled in order to meet the 1,940 Officer full time equivalent at the end of the financial year.

**Table 1 - Officers in Acting and Temporary Roles (including those of Work Based Assessment (WBA))**

<b>Temporary &amp; Acting Rank</b>	<b>Local</b>	<b>Collaborative Partnership Regional</b>	<b>Secondment</b>	<b>Total FTE</b>	<b>Variance to last month</b>
ACC	1	0	0	1	1
Chief Superintendent	0	0	0	0	0
Superintendent	2	0	1	3	0
Chief Inspector	5	0	1	6	0

Inspector	16	0	0	16	-2
Inspector WBA	5	0	0	5	
Sergeant	19.9	1	0	20.9	-7
Sergeant WBA	5	1	0	6	
	53.9	2	2	57.9	-8

#### 4.2 **Police Staff**

Appendix 2 details the force funded Police Staff numbers as at 31st August 2018.

Substantive Staff excluding Police Community Support Officers (PCSOs) *	Headcount	FTE
Total Staff	1,274	1,155.60
Staff funded by Nottinghamshire Police	1,183	1,079.64
Partnership Funded	78	64.43
Collaboratively Funded	4	3.81
Seconded	1	1
Career Break	8	6.71
* unable to capture all Staff joiners and leavers due to Staff moving between multiple roles and moving between person types		

The HR matrix (Appendix 3) breaks this information down by Police Staff and Police Community Support Officers (PCSOs) and provides additional information relating to available resources by business area.

#### 4.3 **Police Community Support Officers (PCSOs)**

Substantive PCSOs*	Headcount	FTE
Total PCSOs	196	188.28
PCSOs funded by Nottinghamshire Police	195	187.28
Career Breaks	1	1
* unable to capture all PCSO joiners and leavers due to Staff moving between multiple roles and moving between person types		

As at 31<sup>st</sup> August 2018 the number of Police Community Support Officers (PCSO's) was 18 full time equivalent (FTE) which is a decrease of 5 compared to the previous month.

The ambition is to maintain the establishment at 200 FTE; however this is not currently being actively pursued.

The viability of the cohort planned for March 2019 is still yet to be agreed.

#### 4.4 **Police Investigatory Officers (PIOs)**

The Police Investigatory Officers (PIO) Headcount Breakdown is shown in Appendix 5. There are 57 (54.36 FTE) PIOs against an establishment of 53. This is slightly different to the previous month (-2). 21 (21 FTE) graduate PIOs remain. The total figure including the 21 graduate PIOs is 78 (75.36 FTE) (-2). Appendix 5 refers.

#### 4.5 **Abstractions**

Police Officer sickness levels have increased with a monthly total for August 2018 of 4.64% for officers (an increase of 0.60%) and for staff there was a monthly total of 4.73% (an increase of 0.23%).

The rolling 12 month total shows an increase for Officers to 4.67%, and also an increase for staff to 4.99%.

The top three reasons are psychological disorders, 972, musculoskeletal 478 and minor illness 348 (number of working days lost for each).

### **5. Financial Implications and Budget Provision**

- 5.1 The number of funded police officers/police staff (including Police Community Support Officers (PCSOs) has a direct impact on the budget and planned efficiency savings.

### **6. Human Resources Implications**

- 6.1 Developing the detailed workforce plan and supporting the Priority Plan will require people services resource.

### **7. Equality Implications**

- 7.1 The force will continue to deliver positive action initiatives aimed at retention and progression and seek to encourage individuals from under-represented groups to consider opportunities to work with Nottinghamshire Police as police officers, police staff, special constables, cadets and volunteers.
- 7.2 The diversity picture remains the same as the previous month. The male to female ratio remains 55.7% male to 44.3% female. Black, Asian and Minority Ethnic (BAME) representation for the force increased slightly to 5.48% (+0.07%). The percentage of the force with a self-declared disability has increased by 0.06% at 2.97%.
- 7.3 The majority of staff falls into the **26 to 40** and **41 to 55** age bands (39.99% and 42.53% respectively). Approximately 9.63% of the force are 25 and under and 7.84% of the force are in the 55+ age band.

7.4 The first Police Constable Degree Apprenticeship (PCDA) cohort started on 7<sup>th</sup> September 2018 with 31 officers. The diversity profile was 19.35% BAME.

## **8. Risk Management**

8.1 Recruitment and training plans are in place and reviewed on an on-going (monthly) basis.

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

9.1 The Medium Term Financial Plan (MTFP) workforce plan was developed to link in and compliment the police and crime plan priorities.

## **10. Changes in Legislation or other Legal Considerations**

10.1 None.

## **11. Details of outcome of consultation**

11.1 Consultation has taken place within HR and Business and Finance.

## **12. Appendices**

12.1 2017/18 Police Officer Forecast – Appendix 1

12.2 Performance & Insight Establishment Report – Appendix 2

12.3 HR Matrix Detailing Available Resources – Appendix 3

12.4 Police Officer – Actual Rank Breakdown – Appendix 4

12.5 Police Staff Police Investigatory Officers (PIOs) Breakdown – Appendix 5



The below figures are all based on Substantive

### Head Count Officer Tracker - April 2018 to March 2019

	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Total
Starting Headcount Core Funded	1,904	1,898	1,875	1,931	1,939	1,937	1,961	1,964	1,960	1,955	1,943	1,945	
Planned Probationer Cohorts	0	0	54	20	0	31	18	0	0	0	16	0	139
Planned Transferees	0	0	6	2	1	3	2	2	0	0	2	2	20
Anticipated Natural Leavers	-6.0	-8.0	-2.0	-2.0	0.0	-1.0	-5.0	-5.0	-5.0	-5.0	-5.0	-5.0	-49
Anticipated Retirements	-5.0	-18.0	-3.0	-8.0	-3.0	-13.0	-12.0	-1.0	0.0	-7.0	-11.0	-2.0	-83
Concluding Headcount Core Funded	1,898	1,875	1,931	1,939	1,937	1,961	1,964	1,960	1,955	1,943	1,945	1,940	
Partnership / Collaborative	50	50	49	52	51	48	48	48	48	48	48	48	
Seconded	3	1	1	1	1	1	1	1	1	1	1	1	
Career Breaks	11	11	11	12	13	12	12	12	12	12	12	12	
<b>Total</b>	<b>1,962</b>	<b>1,937</b>	<b>1,992</b>	<b>2,004</b>	<b>2,002</b>	<b>2,022</b>	<b>2,025</b>	<b>2,021</b>	<b>2,016</b>	<b>2,004</b>	<b>2,006</b>	<b>2,001</b>	

### FTE Officer Tracker - April 2018 to March 2019

	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Total
Starting Core Funded	1858.73	1852.66	1829.91	1886.84	1895.84	1893.90	1916.70	1919.70	1915.70	1910.70	1898.70	1900.70	
Planned Probationer Cohorts	0	0	54	20	0	31	18	0	0	0	16	0	139
Planned Transferees	0	0	6	2	1	3	2	2	0	0	2	2	20
Anticipated Natural Leavers	-6.00	-7.45	-2.00	-2.00	0.00	-1.00	-5.00	-5.00	-5.00	-5.00	-5.00	-5.00	-48.45
Anticipated Retirements	-5.00	-18.00	-3.00	-8.00	-3.00	-13.00	-12.00	-1.00	0.00	-7.00	-11.00	-2.00	-83
Concluding Core Funded	1852.66	1829.91	1886.84	1895.84	1893.90	1916.70	1919.70	1915.70	1910.70	1898.70	1900.70	1895.70	
Partnership / Collaborative	48.73	48.73	47.33	50.33	49.33	46.27	46.27	46.27	46.27	46.27	46.27	46.27	
Seconded	3.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Career Breaks	9.41	9.41	9.41	10.13	11.13	10.72	10.72	10.72	10.72	10.72	10.72	10.72	
<b>Total</b>	<b>1,913.80</b>	<b>1,889.05</b>	<b>1,944.58</b>	<b>1,957.31</b>	<b>1,955.37</b>	<b>1,974.69</b>	<b>1,977.69</b>	<b>1,973.69</b>	<b>1,968.69</b>	<b>1,956.69</b>	<b>1,958.69</b>	<b>1,953.69</b>	

19.33

<b>Year End Target</b>	<b>1,940.00</b>
<b>Predicted Year End Variance</b>	<b>13.69</b>

### Actual Leavers and Joiners

April 2018: 11 Leavers (5 Retirements, 4 Transfers, 2 Resignations)  
 May 2018: 26 Leavers (18 Retirements, 3 Transfers, 5 Resignations)  
 June 2018: 5 Leavers (1 Retirement, 1 Medical, 2 Transfers, 1 Dismissal)  
 July 2018: 10 Leavers (5 Retirements, 3 Medical, 2 Resignation)  
 August 2018: 3 Leavers (3 Retirements, 0 Medical, 0 Resignation)  
 September 2018: 14 Leavers (13 Retirements, 1 Resignation)

No Officer joiners  
 1 Joiner (Transferee)  
 60 Joiners (54 Standard Recruits, 6 Transferee/Re-joiners)  
 22 Joiners (20 Standard Recruits, 2 Transferee/Re-Joiners)  
 1 Joiner (Transferee)  
 34 Joiners (31 PCDA, 3 Transferee)

Appendix 2 - P&I Establishment

	Police Officers					
	Substantive Actual Headcount	Substantive Actual FTE	Budgeted Establishment	Variance to Establishment	Externally Funded Actual Headcount	Externally Funded Actual FTE
Local Policing						
City	469	462	453	9	9	9
County	549	537	535	2		
Force Response	125	124	6	118		
Strategic Partnerships	63	63	63	(0)	1	1
Contact Management	62	59	68	(9)		
	<b>1,268</b>	<b>1,244</b>	<b>1,125</b>	<b>119</b>	<b>10</b>	<b>10</b>
Investigations & Intelligence						
Complex Crime	8	8	-	8		
Organised Crime	63	62	73	(11)		
Intelligence	105	102	106	(4)	7	6
Archives & Exhibits	1	1	-	1		
Public Protection	189	176	224	(48)		
	<b>366</b>	<b>349</b>	<b>403</b>	<b>(54)</b>	<b>7</b>	<b>6</b>
EMCJS	44	44	55	(11)		
EMOpSS	141	141	130	11		-
Operational Support	3	3	5	(2)		
EMSOU	67	65	81	(16)	34	34
Regional	10	10	6	4	-	-
	<b>265</b>	<b>263</b>	<b>276</b>	<b>(14)</b>	<b>34</b>	<b>34</b>
Command	4	4	4	-		
Senior Leaders	2	2	2	-		
Corporate Services	32	32	28	3		
	<b>1,937</b>	<b>1,894</b>	<b>1,839</b>	<b>55</b>	<b>51</b>	<b>49</b>

Budgeted Establishment (31 March 2019)	<b>1,940</b>
Variance to budgeted establishment (31 August 2018)	<b>(46.1)</b>

Headcount	
Specials	<b>169</b>

The above totals are exclusive of Officers and Staff who are seconded, on career break and externally funded, the later are shown separately.

The total head count (Officer, Staff and Specials excludes secondmentsbut includes Career Breaks) is:

	Police Staff						Force Funded	
	Substantive Actual Headcount	Substantive Actual FTE	Budgeted Establishment	Variance to Establishment	Externally Funded Actual Headcount	Externally Funded Actual FTE	Total Substantive Actual Headcount	Total Substantive Actual FTE
	97	95	93	2			566	557
	137	130	128	2			686	667
	5	4	38	(34)			130	128
	29	28	17	11	50	41	92	91
	324	292	293	(1)			386	350
	<b>592</b>	<b>549</b>	<b>569</b>	<b>(20)</b>	<b>50</b>	<b>41</b>	<b>1,860</b>	<b>1,793</b>
	-	-	-	-			8	8
	28	27	19	8	1	1	91	89
	116	105	132	(27)	5	5	221	207
	33	31	33				34	32
	65	62	37	25			254	239
	<b>242</b>	<b>225</b>	<b>221</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>608</b>	<b>574</b>
	157	140	146	(6)			201	184
	22	19	9	10			163	160
	19	17	13				22	20
	54	49	55	(6)	5	5	121	114
	29	25	22	2			39	34
	<b>281</b>	<b>249</b>	<b>245</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>546</b>	<b>512</b>
	10	8	8	-			14	12
	-	-	-	-			2	2
	253	236	264	(28)	21	17	285	267
	<b>1,378</b>	<b>1,267</b>	<b>1,306</b>	<b>(41)</b>	<b>82</b>	<b>68</b>	<b>3,315</b>	<b>3,161</b>

PCSO (included within Staff)					
	Substantive Headcount	Substantive Actual FTE	Budgeted Establishment	Variance to Establishment	Externally Funded Actual FTE
	200	187	200.0	(12.7)	-

**3,633**



**Appendix 4 - Actual Rank Breakdown as at midnight 31 August 2018 (current posts - includes temporary and acting duties)**

**Force Funded Officers (excludes career break)**

	Senior Leaders	City	County	UOC Force Reponse	UOC Strategic Partnerships	UOC Contact Management	Command Team	Corporate Services	I&I Complex Crime	I&I Organised Crime	I&I Intelligence Command	I&I Archives & Exhibits	I&I Public Protection	EMCJS	EMOpSS	Operational Support	EMSOU	Region	Grand Total	
Chief Constable							1.00													1.00
Assistant Chief Constable							1.00													1.00
Temporary Assistant Chief Constable							1.00													1.00
Deputy Chief Constable							1.00													1.00
Chief Superintendent	1.00																			1.00
Detective Chief Superintendent	1.00																			1.00
Superintendent			1.00	1.00	2.00	1.00		1.00		1.00						1.00				8.00
Detective Superintendent		1.00						1.00			1.00		1.00							4.00
Temporary Superintendent								1.00												1.00
Temporary Detective Superintendent										1.00										1.00
Chief Inspector		3.00	3.00		1.00	3.00	1.00													11.00
Detective Chief Inspector		1.00	1.00					2.00		3.00	1.00		2.00							10.00
Temporary Chief Inspector			1.00					1.00						1.00		1.00				4.00
Temporary Detective Chief Inspector													1.00							1.00
Inspector		13.00	17.00		1.00	7.00		5.00			1.00			6.00	5.00					55.00
Detective Inspector		1.00	1.00					1.00		3.00	4.00		5.00	1.00			6.00			22.00
Temporary Inspector		5.00	1.00											3.00	1.00					10.00
Temporary Detective Inspector		3.00	2.00								1.00		4.00							10.00
Acting Inspector								1.00												1.00
Sergeant		39.59	56.51	0.60	6.00	13.72		4.75	1.00		9.80	1.00	0.78	32.00	13.00	1.80	1.00			181.54
Detective Sergeant		9.00	7.00					2.95		8.00	3.00		27.02	1.00	2.00		9.00			68.97
Temporary Sergeant		8.00	5.00	1.00	1.00	3.00					0.90				1.00					19.90
Temporary Detective Sergeant													1.00				2.00			4.00
Acting Sergeant			1.00																	1.00
Constable		370.41	424.48	87.00	45.56	31.92		5.00	10.00	23.75	59.52		61.15		112.00		3.90	9.00		1243.69
Detective Constable		29.45	32.26			1.00		3.94	1.00	24.40	15.39	0.84	69.67		3.00		42.38	0.80		224.12
<b>Grand Total</b>	<b>2.00</b>	<b>483.44</b>	<b>553.24</b>	<b>89.60</b>	<b>56.56</b>	<b>60.64</b>	<b>5.00</b>	<b>29.64</b>	<b>12.00</b>	<b>64.15</b>	<b>96.61</b>	<b>1.84</b>	<b>172.62</b>	<b>44.00</b>	<b>138.00</b>	<b>3.80</b>	<b>64.28</b>	<b>9.80</b>	<b>1887.22</b>	

**Partnership Funded Officers**

	City	UOC Strategic Partnerships	I&I Intelligence Command	Grand Total
Inspector	1.00	1.00		2.00
Sergeant	1.00		1.00	2.00
Temporary Sergeant	1.00			1.00
Constable	6.00		5.11	11.11
Detective Constable			0.63	0.63
<b>Grand Total</b>	<b>9.00</b>	<b>1.00</b>	<b>6.73</b>	<b>16.73</b>

**Collaborative Funded Officers**

	EMSOU	Grand Total
Detective Chief Superintendent	1.00	1.00
Detective Superintendent	2.00	2.00
Detective Chief Inspector	2.00	2.00
Sergeant	1.60	1.60
Detective Sergeant	4.00	4.00
Temporary Sergeant	1.00	1.00
Constable	11.00	11.00
Detective Constable	12.00	12.00
<b>Grand Total</b>	<b>34.60</b>	<b>34.60</b>

**Seconded Officers**

	Corporate Services	Region	Grand Total
Superintendent		1.00	1.00
Temporary Detective Superintendent		1.00	1.00
Temporary Chief Inspector		1.00	1.00
Sergeant	1.00	1.00	2.00
Constable		1.00	1.00
<b>Grand Total</b>	<b>1.00</b>	<b>5.00</b>	<b>6.00</b>

PIO Breakdown

Posts				
Sum of Position FTE	Column Labels			Grand Total
	P4:Investigator	A1:Investigator	A2:Investigator	
Row Labels	Level 2	Level 1	Graduate	
City	7	12	0	19
County	7	18	0	25
I&I Organised Crime	0	0	0	0
I&I Public Protection	6	0	0	6
<b>Grand Total</b>	<b>20</b>	<b>30</b>	<b>0</b>	<b>50</b>

Actuals				
Sum of FTE	Column Labels			I&I Organised Crime
	City	County	Ops Force Response	
Row Labels				
<b>P4-Investigator Level 2</b>	<b>4.94</b>	<b>7.00</b>		
Staff	4.94	7.00		
Agency				
<b>A1-Investigator Level 1</b>			<b>2.00</b>	
Staff			1.00	
Agency			1.00	
<b>A1-Investigator Level 1 MIT</b>	<b>10.54</b>	<b>16.01</b>		
Staff	10.54	16.01		
<b>A2-Investigator Graduate</b>				<b>5.00</b>
Staff				5.00
<b>Grand Total</b>	<b>15.47</b>	<b>23.01</b>	<b>2.00</b>	<b>6.00</b>

24 Graduate PIOs were recruited in October 2017 with 6 in Organised Crime and 18 in PP

<b>I&amp;I Intelligence Command</b>	<b>I&amp;I Public Protection</b>	<b>Grand Total</b>
	<b>8.41</b>	<b>20.34</b>
	7.00	18.94
	1.41	1.41
	<b>5.48</b>	<b>7.48</b>
	5.48	6.48
		1.00
		<b>26.54</b>
		26.54
<b>3.00</b>	<b>13.00</b>	<b>21.00</b>
3.00	13.00	21.00
<b>3.00</b>	<b>26.88</b>	<b>75.36</b>

<b>For Information</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance Meeting</b>
<b>Date of Meeting:</b>	
<b>Report of:</b>	<b>Chief Constable</b>
<b>Report Author:</b>	<b>Supt Burrows</b>
<b>E-mail:</b>	<a href="mailto:Paul.burrows@nottinghamshire.pnn.police.uk">Paul.burrows@nottinghamshire.pnn.police.uk</a>
<b>Other Contacts:</b>	
<b>Agenda Item:</b>	<b>5</b>

\*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 the Police and Crime Commissioner notes the attached report.

### **3. Reasons for Recommendations**

- 3.1 To ensure that the Police and Crime Commissioner is 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: 22<sup>nd</sup> August 2018

Throughout 2017/18 Nottinghamshire Police maintained its focus on the intelligence-led, fair and effective use of stop and search powers. The force saw a steady reduction in the volume of stop and searches carried out during 2017/18, while increasing the arrest and positive outcome rates arising from the use of these powers. However, the number of stop and searches are starting to rise again and this will be reported in more detail in the 2018/19 annual report. 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, as the Home Office publication 'Police powers and procedures England and Wales year ending 31 March 2017' second edition does not present this level of detail although Nottinghamshire is in the lowest band of use at less than two searches per 1,000 population.

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 2017/18, 307 arrests were made as a result of the use of stop and search powers; this includes 58 arrests for possessing weapons. This represents 18.9% (up from 17.1% in 2016/17) 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 is 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 and focus on weapons and key crimes.

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 2017/18, 20.5% of all stop and searches were for weapons, 15.7% for going equipped and handling stolen goods and 62.7% for drugs (54.9% after the proactive operations are removed – see later). The uplift in the number of searches for weapons is seen to be positive as it reflects both the crime trends being experienced and the concerns being raised by the public. The issue of drugs searches is dealt with in greater detail later as many of these searches are undertaken whilst undertaking operations to reduce both violent crime, and more specifically knife crime.

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 2017/18, 307 (16.1%) of all stop and searches led to an arrest and there were a further 414 'positive outcomes' (21.7%) or 37.8% of all searches resulted in an arrest or positive outcome. There is no national comparative data though it is believed this arrest and positive outcome rate will compare favourably and be amongst the highest in the country.

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. The force achieved 30.9% in 2017/18 excluding cannabis warnings. Work is currently underway to increase the actual number of officers who use this power appropriately rather than this being restricted to specialist teams. Further information on this work will be reported in the 2018/19 annual Stop and Search report.

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 from 4,157 recorded in 2014/15 to 2,712 in 2015/16, 1,957 in 2016/17 and 1,908 in 2017/18. Between 2014/15 and 2017/18 this represents a 54.1% reduction in searches. Of the people who were stopped and searched in 2017/18, 52.6% were white, 12.9% black and 6.6% Asian. There were a total of eight public complaints relating to stop and search encounters in the 2017/18 financial year that collectively raised 14 allegations. Six further complaints were resolved 'there and then'.

Of these complaints two were raised by individuals who identified as being black, two Asian and one white. All were male and there was a spread of ages. The remaining three complainants elected not to disclose their ethnicity. Every complaint can have a number of 'sub-complaints' within it. The four main themes of these complaints were that the legal aspects of the search were not properly explained (five); that the correct documentation was not supplied (four); that excessive force was used (one); and that the search was racially motivated (one). Two of these complaints were investigated by the Professional Standards Department, neither of them was upheld. Five complaints were locally resolved and one complaint was withdrawn. Regarding the 'there and then' complaints (complaints that are dealt with immediately on them being reported, usually on the phone), five elected not to state their ethnicity, the person who did, reported themselves as being Asian. All six complaints had different causes; from the complainant not

understanding the law, which was then explained; to incivility and the search being based upon the race of the person stopped.

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](http://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 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 certain communities in Nottinghamshire, and also highlighted in 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 number of searches conducted within a specific BAME community is compared to the resident population of that community; this creates a 'rate of search per 1000 population'. The population is taken from the 2011 Census data. The rate per 1000 population from this BAME community is then compared to the rate per 1000 population for the white community; with the white community being the baseline population against which other communities are compared. 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 2017/18**

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 also included within the force level number.

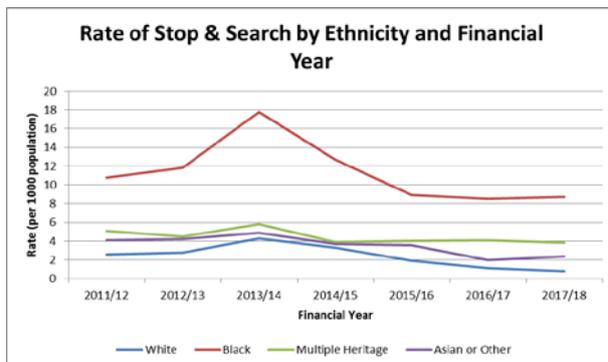
Use of s.1 PACE & s.23 MDA stop and search 2017/18							
Ethnicity	White	Black	Mixed	Asian or other	Not Stated	White	BME
No. of Searches	949	232	117	151	356	949	500
Rate	1.0	8.5	3.8	2.4	-	1.0	4.1
Ratio	-	8.7	3.9	2.4	-	-	4.2

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 2017/18 in Nottingham City							
Ethnicity	White	Black	Mixed	Asian or other	Not Stated	White	BME
No. of Searches	658	216	104	133	277	658	453
Rate	3.0	9.7	5.4	3.0	-	3.0	5.2
Ratio	-	3.2	1.7	1.0	-	-	1.7

Disproportionality rates can be seen to change more, as the number of searches reduces, 16 searches of black people in the county, which includes the conurbation around Nottingham City, increases the disproportionality rate from 3.2 in the city, to 8.7 in the Force; similarly 18 searches of Asian people caused the rate to rise from 1.0 to 2.4. As a result of the reduction in the total number of searches, the proportionality / disproportionality rates fluctuate more than they might otherwise do.

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 1000 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	2.0
2017/18	1.0	8.7	3.9	2.4

### Understanding the volume of drugs searches

Nottinghamshire Police, like many other forces, has a high volume of drugs searches compared to the overall volume of searches. In 2017/18 this was 62.7% drugs searches. This high volume

has been the subject of comment previously by both HMICFRS and the Stop and Search Scrutiny Board, who queried that as drugs were not a priority, why were there so many of them?

The reason for this high volume of searches begins with the fact that cannabis is easy to smell and therefore formulating lawful grounds is much easier than for other offences like the carrying of knives. Equally, there are a number of searches conducted following reports of items being handed between people by CCTV operators and the public; as well as reports being made by door-staff working during the night-time economy. These can all be classed as 'reactive' searches rather than 'proactive' searches where officers are patrolling to undertake drugs searches.

There is also a more complex reason for the high volume of drugs searches based upon the intelligence-based tasking of operations designed to reduce other criminality most, notably violent crime and the carrying of knives. These would be classed as 'proactive' searches.

### **Operations Promote and Yeoring**

Operation Promote is an operation that is run frequently, and is designed to tackle the use and distribution of drugs within the Nottingham City Centre. Operation Yeoring runs in the south of the city. The use of illegal stimulant drugs has been found to be a factor in causing violent crime within the night-time economy (primarily Wednesday, Friday and Saturday evenings) particularly when these drugs are taken with alcohol.

The operations run with a passive drugs dog; this is a police dog that is trained to smell illegal drugs. The drugs dog is supported by a number of plain-clothed and uniformed officers who, when there is an indication by the dog that the individual is in possession of drugs, can use stop and search powers to identify the substance smelt.

Officers are briefed that they need to establish grounds for the search that go beyond the smell of the drugs alone; they are directed to ask questions relating to why the dog may have indicated they were carrying drugs, their physical appearance or evasiveness to questions or the fact that the person sought to avoid the drugs dog. These factors should be recorded within their grounds to justify the use of stop and search.

This operation has resulted in a quantity of illicit substances being seized and, depending on the substance recovered and the behaviour of the individual who was in possession, individuals arrested, warned or otherwise advised.

145 drugs searches were undertaken with **Operation Promote** during 2017/18; these searches delivered the following outcomes:

<b>Outcome</b>	<b>Number</b>	<b>Object Found Linked to search</b>	<b>Object found Not linked to search</b>
Arrest	15	13	2
Article found	3	3	
Caution	4	4	
Drugs Possession Warning	15	14	1
Fixed Penalty Notice	2	2	
Psychoactive substances	1		1
Other	22	11	11
Summons to Court	8	8	
Voluntary Attendance	11	11	
<b>Total Arrests / Positive Outcomes</b>	<b>81 (55.9%)</b>	<b>66 (45.5%)</b>	<b>15 (10.3%)</b>
No Further Action	64		

While it is much harder if not impossible to evidence a reduction in violent crime in part to the change in the application of the Home Office rules there have been a number of positive outcomes from this operation. These are recorded as follows:

47 drugs searches were undertaken with **Operation Yeorling** during 2017/18; these searches delivered the following outcomes:

<b>Outcome</b>	<b>Number</b>	<b>Object Found Linked to search</b>	<b>Object found Not linked to search</b>
Arrest	2	1	1
Community Resolution	1	1	
Drugs Possession Warning	10	9	1
Other	2		2
Summons to Court	1	1	
Voluntary Attendance	2	2	
<b>Total Arrests / Positive Outcomes</b>	<b>18 (38.3%)</b>	<b>14 (29.8%)</b>	<b>4 (8.5%)</b>
No Further Action	29		

Operations Promote and Yeorling Combined: 192 drugs searches

<b>Outcome</b>	<b>Number</b>	<b>Object Found Linked to search</b>	<b>Object found Not linked to search</b>
<b>Total Arrests / Positive Outcomes</b>	<b>99 (51.6%)</b>	<b>70 (36.5%)</b>	<b>19 (9.9%)</b>
No Further Action	93		

There are a number of occasions reported when the dog has indicated a person to be in possession of a substance but this has not been found, drug paraphernalia has been found; items such as 'grinders' or empty bags; or that the person has admitted to taking a substance earlier in the evening.

During 2017/18 the arrest or positive outcome rate in the force for all searches was 37.8%; a 51.5% arrest and positive outcome rate for these passive drugs dog operations that are targeted at reducing violent crime is therefore presented as a positive outcome. Unfortunately it is not possible to estimate the impact on recorded violent crime.

### **Knife Crime**

Violent knife crime is increasing nationally, an increase that is reflected in Nottinghamshire. As evidenced previously within this report there has been an increased focus on using stop and search powers to help deter, disrupt and detect criminal activity by taking weapons off the street and thereby reduce violent crime.

This focus has been provided, in part, by the Knife Crime Team; the team has delivered notable results. In 2017/18, the arrest or positive outcome rate from the searches conducted was 65%. The use of intelligence supports the proactive nature of the teams' efforts and offers the ability to identify prolific and habitual knife carriers.

Nottinghamshire Police established the Knife Crime Team in January 2016. Since its inception, the team has seized over 100 weapons. The first knife to be seized was a small kitchen knife, the 25th a sword, 29th a Taser and 54th a firearm. These weapons have been recovered through intelligence-led stop and search encounters. This is not as a result of the indiscriminate use of these powers, but from using information given by the public to target those who are believed to be carrying knives and other weapons.

The Knife Crime Team has made a significant investment in ensuring their stop and search powers are properly used, having had team briefings from the force stop and search lead and by

getting regular feedback on the quality of the grounds being recorded following their searches from the various force-level audits.

More recently the skills of the Knife Crime Team is being utilised to mentor officers who are less confident in the use of these powers; a programme of secondments to the team has been established to maximise the effect of this programme.

What has been evidenced through a review of the team's activity is that despite being tasked through the intelligence received on those carrying knives; a significant number of the searches conducted are using grounds established under the Misuse of Drugs Act.

232 searches were undertaken under Operation Gurnet the Knife Crime Team operation during 2017/18; of these 193 were for drugs, one was for going equipped and 38 were for offensive weapons. This is because those involved in drug supply and possession are frequently found to carry drugs and because when the team deploy to intelligence based locations they discover drugs offences that cannot be ignored. These searches delivered the following outcomes:

Legislation	Outcome	Number	Object Found Linked to search	Object found Not linked to search
<b>Drugs (193)</b>	Arrest	47	29	18
	Article found	8	3	5
	Caution	3	3	
	Drugs Possession Warning	13	12	1
	Psychoactive substances	2	2	
	Other	9	2	7
	Summons to Court	32	29	3
	Verbal Warning	5	2	3
	Voluntary Attendance	14	11	3
	<b>Arrests / Positive Outcome</b>	<b>133 (68.9%)</b>	<b>93 (48.1%)</b>	<b>40 (20.7%)</b>
	No Further Action	60		
<b>Going Equipped</b>	No Further Action	1		
<b>Offensive Weapons</b>	Arrest	6	3	3
	Other	1		1
	Summons to Court	7	3	4
	Voluntary Attendance	4	4	
	<b>Arrests / Positive Outcome</b>	<b>18 (47.4%)</b>	<b>10 (26.3%)</b>	<b>8 (21%)</b>
No Further Action	19			
<b>All (232)</b>	<b>Arrests / Positive Outcome</b>	<b>151 (65.1%)</b>	<b>101 (44.4%)</b>	<b>48 (20.7%)</b>

### The effect of proactive operations on the number of drugs searches

During 2017/18, of the 1,908 searches conducted 20.5% of all stop and search encounters were for weapons, 15.7% were for 'going equipped' and handling stolen goods and 62.7% were for drugs. As previously commented questions have been raised as to why the number of drugs searches is so high when drugs are not a force priority. A total of 192 drugs searches were undertaken in the course of these violence reductions operations and 133 as a result of the activities of the Knife Crime Team; a total of 325 drugs searches.

During 2017/17 the force recorded 1,194 drugs searches. When the 325 searches from these proactive operations are removed this leaves 869 searches. Removing the 325 searches from the 2017/18 total of 1,908 leaves 1,583 searches, which means 54.9% were conducted for drugs, a drop of nearly 8% of the force total.

## Outcome rates by ethnicity and legislation used

The HMICFRS recommended in 2017 that forces should be able to identify to what extent 'find' rates differed both between the different ethnicities and the different types of searches (including separate identification of find rates for drug possession and supply-type offences). Presently while the force awaits the requirement of the new Best Use of Stop and Search Scheme (BUSSS) 2.0, it is unable to report on the difference between simple drug possession searches and those conducted for supply. When BUSSS 2.0 is published, the force's data gathering tool will be amended accordingly. It would however be possible to review the grounds recorded for drugs; doing this would give a steer towards which category the search fell into.

The following tables present data required by HMICFRS as per their recommendation from 2017 outlined in the above paragraph. Not all legislation has been used within each ethnicity table and similarly not all criminal justice outcomes are utilised. Officer defined ethnicity has been used to overcome the issue of otherwise having to exclude some hundreds of searches where the person searched has elected not to self-define their ethnicity.

### Asian

	Arrest	Caution (simple or traditional)	Community resolution	Khat or cannabis warning	No further action disposal	NPS - Offence	Summons/charged by post	Verbal warning	Voluntary attendance	Total searches / outcome
Criminal Justice Act 1988, s139B	1				4				1	6
Firearms Act 1968, s47					14					14
Misuse of Drugs Act 1971, s23	21	3		7	84	1	16	5	4	141
Police and Criminal Evidence Act 1984	4	2	2		17		1			26
<b>Total</b>	<b>26</b>	<b>5</b>	<b>2</b>	<b>7</b>	<b>119</b>	<b>1</b>	<b>17</b>	<b>5</b>	<b>5</b>	<b>187</b>
<b>Outcome rate %</b>	<b>13.9%</b>	<b>2.7%</b>	<b>1.1%</b>	<b>3.7%</b>	<b>63.6%</b>	<b>0.5%</b>	<b>9.1%</b>	<b>2.7%</b>	<b>2.7%</b>	<b>36.4%</b>

### Black

	Arrest	Caution (simple or traditional)	Khat or cannabis warning	No further action disposal	NPS - Possession Only	PND (Penalty Notice for Disorder)	Summons /charged by post	Verbal warning	Voluntary attendance	Total searches / outcome
Criminal Justice Act 1988, s139B	5			37						42
Firearms Act 1968, s47	2			8						10
Misuse of Drugs Act 1971, s23	44	2	11	107	1	4	13	3	18	203
Paragraph 10 of Schedule 5 to the Terrorism Prevention and Investigation Measures Act 2011				1						1
Police and Criminal Evidence Act 1984.	18			100		2	5	2	2	129
<b>Total</b>	<b>64</b>	<b>2</b>	<b>11</b>	<b>216</b>	<b>1</b>	<b>6</b>	<b>18</b>	<b>5</b>	<b>20</b>	<b>343</b>
<b>Outcome rate %</b>	<b>18.7%</b>	<b>0.6%</b>	<b>3.2%</b>	<b>63.0%</b>	<b>0.3%</b>	<b>1.7%</b>	<b>5.2%</b>	<b>1.5%</b>	<b>5.8%</b>	<b>37.0%</b>

### Dual or Multiple Heritage

	Arrest	Community resolution	Khat or cannabis warning	No further action disposal	NPS - Possession Only	PND (Penalty Notice for Disorder)	Summons /charged by post	Verbal warning	Voluntary attendance	Total searches / outcome
Criminal Justice Act 1988, s139B	4	1		4						9
Firearms Act 1968, s47				2						2
Misuse of Drugs Act 1971, s23	9		9	48	1	2	4	1	6	80
Police and Criminal Evidence Act 1984.	3			41				2	1	47
<b>Total</b>	<b>16</b>	<b>1</b>	<b>9</b>	<b>95</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>138</b>
<b>Outcome rate %</b>	<b>11.6%</b>	<b>0.7%</b>	<b>6.5%</b>	<b>68.8%</b>	<b>0.7%</b>	<b>1.4%</b>	<b>2.9%</b>	<b>2.2%</b>	<b>5.1%</b>	<b>31.2%</b>

## Other

	Arrest	Khat or cannabis warning	No further action disposal	Summons /charged by post	Verbal warning	Voluntary attendance	Total searches / outcome
Criminal Justice Act 1988, s139B			1				1
Firearms Act 1968, s47			1				1
Misuse of Drugs Act 1971, s23	1	5	6	2		2	16
Poaching Prevention Act 1862, s2					1		1
Police and Criminal Evidence Act 1984.	1		8				9
<b>Total</b>	<b>2</b>	<b>5</b>	<b>15</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>27</b>
<b>Outcome rate %</b>	<b>7.4%</b>	<b>18.5%</b>	<b>55.6%</b>	<b>7.4%</b>	<b>3.7%</b>	<b>7.4%</b>	<b>44.4%</b>

## White

	Arrest	Caution (simple or traditional)	Community resolution	Khat or cannabis warning	No further action disposal	NPS - Offence	NPS - Possession Only	PND (Penalty Notice for Disorder)	Summons /charged by post	Verbal warning	Voluntary attendance	Total searches / outcome
Criminal Justice Act 1988, s139B	6		1		36				1	1		45
Crossbows Act 1987, s4					1				1			2
Customs And Excise Management Act 1979, S163					1							1
Firearms Act 1968, s47	1				14			1			1	17
Misuse of Drugs Act 1971, s23	100	6	15	75	434	3	9	5	42	20	44	753
Police and Criminal Evidence Act 1984.	92	1	1	2	266	2	1	1	8	14	6	394
Psychoactive Substances Act, s36											2	2
Sporting Events (Control of Alcohol etc.) Act 1985, s7					1							1
<b>Total</b>	<b>192</b>	<b>7</b>	<b>16</b>	<b>77</b>	<b>701</b>	<b>5</b>	<b>10</b>	<b>6</b>	<b>50</b>	<b>34</b>	<b>53</b>	<b>1151</b>
<b>Outcome rate %</b>	<b>16.7%</b>	<b>0.6%</b>	<b>1.4%</b>	<b>6.7%</b>	<b>60.9%</b>	<b>0.4%</b>	<b>0.9%</b>	<b>0.5%</b>	<b>4.3%</b>	<b>3.0%</b>	<b>4.6%</b>	<b>39.1%</b>

As there is a significant amount of data here, it has been précised accordingly:

Ethnicity	Number of searches	Arrest Rate %	Total arrest and positive outcome rate	% of searches conducted for drugs
Asian	187	16.7	36.4%	75.4%
Black	343	18.7	37%	59.2%
Dual or multiple heritage	138	11.6	31.2%	58%
Other	27	7.4	44.4%	59.3%
White	1,151	16.7	39.1%	65%

This data can be interpreted in many ways and indeed has been when presented at different community meetings; a high arrest rate could be seen as effective policing or that officers have a lower threshold for arrest of members of that community. Consequently greater focus is placed on the combined arrest and positive outcome rate. Attention is drawn to the number of searches conducted under the Misuse of Drugs Act that highlight that those who are black are amongst those least likely to be searched under this legislation.

## Section 60

No section 60s were authorised during 2017/18.

### Other initiatives and outcomes

- The 2018 HMIC PEEL Legitimacy Inspection, that reviewed the grounds recorded on 200 stop and search records, identified that Nottinghamshire Police had a 96% 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 his close work with a BME Monitoring Group, which scrutinises the force's stop and search performance and practice.
- The Youth Commission now regularly attends the Stop and Search Scrutiny Board work and the force continues to work closely on a number of initiatives with the Commission, most notably on the development and launch of a Know Your Rights 'video'. This can be found at: <http://www.nottinghamshire.police.uk/advice/youth-stop-and-search-video>
- As part of the 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 Operation Promote and Yeoring, policing operations designed to reduce violence by breaking the well documented connection between drug use and violence. More recently a Ride-along Scheme has been launched and hugely subscribed to; this provided members of the public the opportunity to go out on patrol with officers though it is acknowledged and communicated that the chance of seeing stop and search in action is remote.
- 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 2017/18 we have once again published our stop and search data on the force website so that it is available for public viewing and scrutiny.
- An 'infographic' is now produced monthly and published on the force web-site so that the activity relating to a number of different characteristics, including, age, gender, race and outcomes can be seen. This info-graphic can be found at the Stop and Search title page: <http://www.nottinghamshire.police.uk/stopsearch>
- 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, where someone believes a stop and search encounter has not been carried out as it should be.
- Our current complaint levels are low and we feel this may reflect a lack of confidence that complaints will be dealt with and be taken seriously. While we would clearly prefer that people don't feel the need to complain, we recognise that complaints demonstrate confidence in the belief that the matter will be taken seriously and a resolution or redress will be sought. As required under the Best Use of Stop and Search Scheme, the force has developed a 'Community Trigger' which is available to view on the force website. The Professional Standards Directorate continues to work to increase the public confidence to complain. Indeed some recent national data showed that Nottinghamshire Police had the 5<sup>th</sup> highest number of complaints per 1,000 population which indicates that public confidence is relatively high. In addition to this, scrutiny meetings are held, information is provided on the

Force's website, and public web chats are held which address public concerns about the use of these powers.

- The force will continue to build upon the improvements already made and welcomes Her Majesty's Inspectorate of Constabulary (HMIC) reports from 2013, 2015 and 2017. 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 powers continues to create a safer place for everyone.
- Finally following feedback from the HMIC and the Stop and Search Scrutiny Board into the use of force, the mobile data 'App' that is used to record stop and search encounters has been amended to include if and why force was used – through the application of handcuffs. Officers now have to record whether handcuffs were applied and the reason for this. It is too early to analyse data on this but the data is now being collected for future review and presentation.



<b>For Information</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance Meeting</b>
<b>Date of Meeting:</b>	<b>8<sup>th</sup> November 2018</b>
<b>Report of:</b>	<b>Chief Constable</b>
<b>Report Author:</b>	<b>Chief Inspector Shaun Ostle</b>
<b>E-mail:</b>	<a href="mailto:shaun.ostle@nottinghamshire.pnn.police.uk">shaun.ostle@nottinghamshire.pnn.police.uk</a> Operational Wellbeing lead
<b>Other Contacts:</b>	
<b>Agenda Item:</b>	<b>6</b>

## **STAFF HEALTH AND WELLBEING**

### **1. Purpose of the Report**

- 1.1 The purpose of this report is to provide an updated summary of the work being undertaken in relation to 'Health and Wellbeing' since the previous report, dated 7<sup>th</sup> September 2017.

### **2. Recommendations**

- 2.1 It is recommended that the report is noted by the Police and Crime Commissioner for Nottinghamshire.

### **3. Reasons for Recommendations**

- 3.1 To provide the Police and Crime Commissioner with an update on the current position.

### **4. Summary of Key Points**

#### **4.0 Health and Wellbeing**

#### **4.1 Health and Wellbeing Report Overview**

The Health and Wellbeing of all policing professionals is essential to the safe and effective operation of the police service and in assisting Nottinghamshire Police in achieving its vision and objectives.

Since the previous report staff health and wellbeing has continued to be promoted within the organisation and anecdotal information shows that employees are more aware of wellbeing and that Nottinghamshire Police is placing more emphasis on the subject. This is apparent through discussions with colleagues in leadership roles and also through ad hoc contacts from employees who have approached key staff within the wellbeing arena, seeking help.

The Health and Wellbeing Board has now been established, chaired by the Deputy Chief Constable and meets on a quarterly basis. The Oscar Kilo Framework detailed in the previous report will continue to inform the Board on areas that require most development.

The Health and Wellbeing Working Group continues to meet and has driven some important and innovative developments, which are outlined later in this report.

#### 4.2 Health and Wellbeing work to-date

Psychological illness continues to be an increasing problem for many in the UK and Nottinghamshire Police also sees significant levels of lost working days due to mental illness. Taking this into account, the focus of work has been directed towards psychological wellbeing. A number of initiatives included in last year's report continue to be employed, such as the MIND Blue Light Programme and psychological screening for staff. Having said this, since the Wellbeing agenda has been elevated within the organisation, absence due to psychological illness has shown a decrease (Appendix 1).

The below work streams are either additional to or ongoing since the submission of the previous report.

#### 4.3 Ongoing and Future Initiatives

- A **Health and Wellbeing portal on the Force Intranet** contains information and signposting links to a range of support facilities. The new intranet, which has recently been launched, will provide additional benefits, such as:
  - Easier search facility
  - Allow people to see and contact peer-to-peer supporters
  - More frequent and informed management of content giving employees more confidence in its relevance
  - Each employee will have their own profile, so all those linked to wellbeing can outline their interests within
  - Employees can subscribe to the wellbeing section and will then receive automatic updates from the site
- ENABLE have commissioned a **Disability Survey** for all employees. The response rate to the survey was high when compared to other surveys conducted, with 291 surveys being completed. The results will be reported to the Force Health and Wellbeing Board and actions developed at this meeting.
- A **media and communications officer** has been allocated to wellbeing to ensure consistency of messages and information provide to employees.
- The Force has invested in a new '**PROUD to Lead**' programme. As part of this, there is a wellbeing and resilience workshop and to compliment this, employees will have access to a 'Spotlight on Wellbeing' questionnaire. This is a self-evaluation report that allows individuals to assess their own level of wellbeing. This will be available to all employees, not just those in a leadership role.
- The **Coaching and Mentoring programme** is now well established within the organisation and it is recognised that this is there for all members of staff and not just those seeking promotion. Although coaching is not counselling, a number of 'coachees' that have come into the programme have disclosed that they are suffering psychologically. The opportunity to disclose this confidentially has been therapeutic for individuals and also allowed for them to be signposted to professional services where necessary.

- A **‘Coaching for Line Managers Skills’ course** has been established and well-received by those volunteering to attend the inputs.
- **‘Connect 5’** training is a package providing knowledge and skills to help support someone with their mental health / wellbeing developed by Public Health England. This has been delivered as a trial to Public Protection supervisors and an awareness input to contact management. We have one person currently in force whom can train this and will be looking at options to deliver to supervisors to assist with one to ones.
- **‘Back Up Buddy’** app. This is currently in development with the app developer. It will be a free to download app from the apple and android stores for police officers. It will contain information about mental health and wellbeing as well as information on what support is available.
- **Remploy workshops.** Remploy offer mental health / wellbeing vocational support to anyone who is employed. We have promoted this service on the Intranet as an avenue for support. In addition to this REMPLOY agreed to provide regular drop-in workshops within Nottinghamshire Police to provide ease of access for staff for their services. A successful trial of this took place on 07/06/2018 and 14/06/2018 and all slots available were filled by staff. These are booked directly through the Remploy booking system, so the details of people using the service are anonymous.
- **Chief Inspector leads** have been allocated for both County and City policing areas. This will enable specific areas of concern to be identified and plans put into place to inform activity from the Force’s Wellbeing Working Group.
- **Mindfulness**

‘Mindfulness’ consists of techniques that can help people manage their mental health, or simply gain more enjoyment from life. It can help to:

- increase awareness of thoughts and feelings and manage unhelpful thoughts
- develop more helpful responses to difficult feelings and events
- feel calmer and able to manage stress better
- manage some physical health problem, like chronic pain

Over the past year, a number of mindfulness sessions were commissioned by the Force. All of the sessions were fully subscribed, if not overbooked. The feedback from employees attending those workshops was consistently excellent, with no criticism of the inputs. As a result of this, further workshops have been commissioned to be delivered in core officer training. Departments showing higher than average levels of psychological sickness have also budgeted for mindfulness training.

## 5. Financial Implications and Budget Provision

5.1 Financial implications that are considered within the work are:

- Cost of sickness absence
- Cost of wellbeing initiatives

## 6. Human Resources Implications

6.1 The resource implications are outlined in the main part of this report.

## **7. Equality Implications**

7.1 Potential disability related claims.

## **8. Risk Management**

8.1 Any risk management matters are outlined in the main part of the report and below in the appendices.

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

9.1 Improving police officer and police staff wellbeing is central to ensuring that we have a more sustainable and motivated workforce. This is clearly linked to the Police and Crime Plan priority, 'spending your money wisely'. Further improving the Force's efficiency and effectiveness through this work allows us to actively pursue all areas of policing and the Commissioner's seven priorities for tackling crime.

## **10. Changes in Legislation or other Legal Considerations**

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

## **11. Details of outcome of consultation**

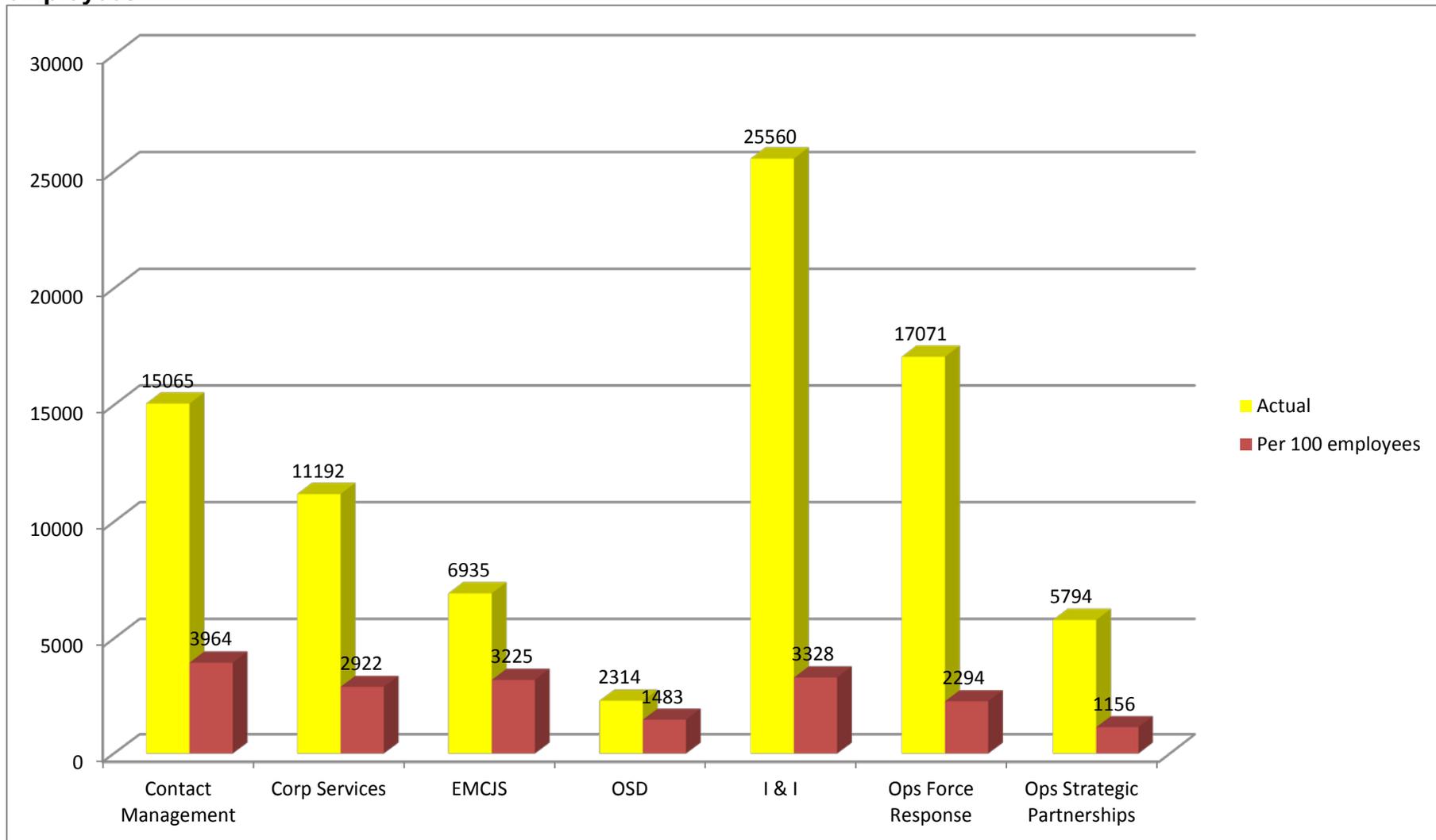
11.1 The Force's Health and Wellbeing Board and Working Groups have been established, which involves Staff Associations and Trade Unions.

## **12. Appendices**

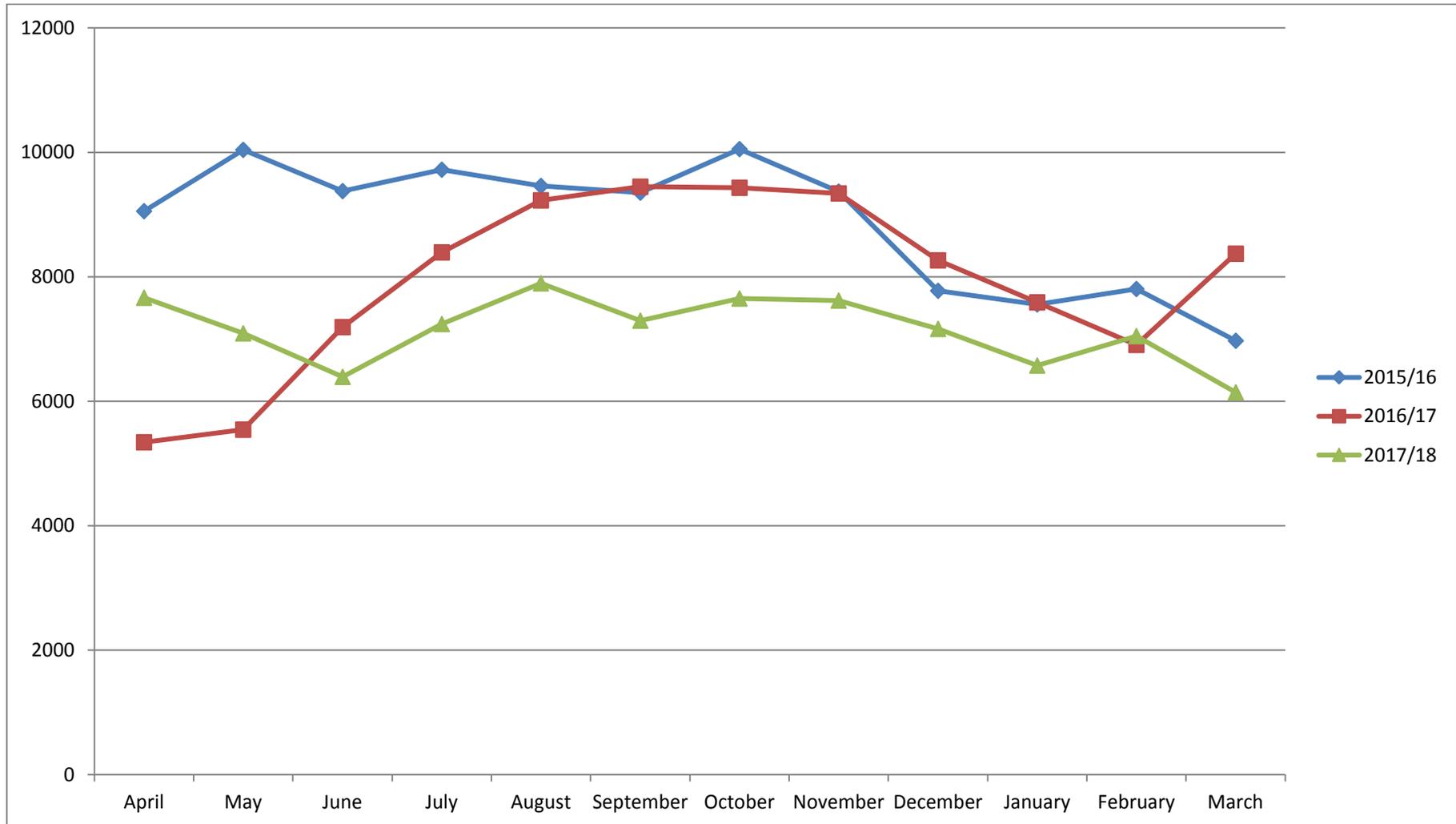
### **Appendix 1**

This graph shows the last available data relating to working hours lost to psychological illness since 2015 and also outlines an improved position, albeit this category of sickness still accounting for over one third of the organisation's sickness.

**Appendix 1: Absence (working hours lost) due to psychological illness 01/04/2017 to 31/03/2018. Actual versus per 100 employees**



Working hours lost month by month for the last 3 years (psychological illness)



Total working hours lost to absence due to psychological illness is 83,931 for the period 01/04/2017 to 31/03/2018 (full year).  
Average – 6994 hours per month.

Per 100 employees enables direct comparison between departments.

Contact Management top the table with 3964 working hours lost per 100 employees. Second are Investigations & Intelligence with 3328. EMCJS are third with 3225 hours lost per 100 employees.

This trend is constant throughout the year with the top 3 departments.

(All figures are taken from DMS)

In terms of the last 3 years data then a total of 287,385 working hours have been lost to absence which has been coded by the Line Manager as 'Psychological Illness'.

If we use a figure of £60 per hour cost to the organisation then this equates to £17,243,100.

The year on year figure (working hours lost) has seen a decrease over the last 3 years.

2015/2016 – 106,540

2016/2017 – 95,060

2017/2018 – 85,785

- *Caution should be exercised when interpreting this data and it should only be used as a general guide. Ideally, the data should be compared against total hours lost and hours lost to psychological illness; however, this comparable information is not available.*



<b>For Information</b>	
<b>Public</b>	
<b>Report to:</b>	<b>Strategic Resources and Performance Board</b>
<b>Date of Meeting:</b>	<b>8<sup>th</sup> November 2018</b>
<b>Report of:</b>	<b>Chief Constable Guildford</b>
<b>Report Author:</b>	<b>Joanne Ratchford – Positive Action Coordinator</b>
<b>E-mail:</b>	<a href="mailto:Joanne.ratchford11800@nottinghamshire.pnn.police.uk">Joanne.ratchford11800@nottinghamshire.pnn.police.uk</a>
<b>Other Contacts:</b>	<b>Lynda Kelly – Equality, Diversity &amp; Inclusion Advisor</b>
<b>Agenda Item:</b>	<b>7</b>

## **Equality, Diversity and Human Rights Performance and Monitoring 2017/18**

### **1. Purpose of the Report**

- 1.1 The purpose of this report is to inform the Strategic Performance & Resources Board of the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

### **2. Recommendations**

- 2.1 That the Police and Crime Commissioner note the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

### **3. Reasons for Recommendations**

- 3.1 To ensure that the Police and Crime Commissioner is kept updated on these issues.

### **4. Summary of Key Points**

#### **4.1 Equality Objectives**

As part of the Police and Crime Commissioner and Chief Constables' commitment to equality, diversity and inclusion, four key equality objectives have been identified and adopted. The work towards each of these objectives is led by a designated member of the Chief Officer team. The leads during the reporting period 2017/18 for these objectives were:

Proportionality	ACC Stuart Prior
Engagement	ACC Stuart Prior
Culture	DCC Rachel Barber
Representation	Head of HR & OD – Denise Hill

These have remained the same for 2018/19 with ACC Kate Meynell taking over from ACC Stuart Prior following his retirement. Progress on these objectives is monitored by the Equality, Diversity and Human Rights strategy board which meets on a quarterly basis and is chaired by the Chief Constable. The Head of Strategy and Assurance attends these meetings on behalf of the Office of the Police and Crime Commissioner.

In addition to leading on Equality and Diversity, each member of the Chief Officer team also undertakes the role of 'Network Champion' for one or more of the Diversity Support Networks within Nottinghamshire police.<sup>1</sup> The introduction of Support Network Champions has been of benefit to all of our diversity support networks, it has helped in promoting and empowering the support network and in building a belief from the top that the issues that they raise are important.

Over the past year significant work has taken place towards these objectives the highlights of which include:

#### Stop and Search

The force continues to robustly scrutinise and monitor the use of stop and search powers; in particular ensuring any issues of apparent disproportionality are tackled robustly though no individual concerns have been raised the Scrutiny Board has raised concerns over the proportionality of hand-cuffing during stop and search encounters. More recently the force has seen a rise in the number of stop and searches being undertaken which is linked to both the number of proactive operations being undertaken (knife crime and Op Guardian) but also positive messaging about the powers keeping communities safe and the encouraging of officers to use the powers when the grounds exist.

In the most recent HMI Inspection (2018) the force passed 96% of the grounds audit – national comparative data is not yet available.

The work programme, which is managed at Chief Officer level, consists of a variety of activities including the audit of more thorough and strip searches; improved data collection and monitoring particularly around the use of force during such encounters and more effective performance management by supervisors.

The Force continues to comply with the Best Use of Stop and Search Scheme (BUSSS) and is ready for what is presumed to be included in BUSSS 2.0

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<sup>1</sup> Diversity Support Networks – Black Police Association (BPA), Nottinghamshire Encouraging Women to Succeed (NEWS), The Network is Nottinghamshire Police's lesbian, gay, bisexual and trans+ support, the Disability Awareness network is now known as Enable, Gypsy Roma Traveller Police Association (GRTPA) and Christian Police Association (CPA).

should this be launched. The Scrutiny Board meets on a regular basis and we continue to work with the Youth Commission who attends the Scrutiny Board.

### Hate Crime

The force introduced Misogyny and Alternative Subculture (ASC) into the force hate crime procedure. As a result the force is seen as leading the way nationally on Misogyny and several other forces are committed to recording Misogyny.

A consolidated action plan for tackling hate crime and improving outcomes has been developed by the Hate Crime Steering Group of the Safer Nottinghamshire Board. Superintendent Matthew McFarlane has been designated as the primary crime lead for this area and his work is supported by Chief Inspector Sukesh Verma and two hate crime officers. The plan incorporates recommendations from national reports<sup>2</sup>, and from an internal audit of hate crime process and performance. In addition Nottinghamshire Police continues to work closely with partner agencies such as Mencap to address disability related hate crime and the LGBT Independent Advisory Group's (IAG) to increase under reporting.

Nottinghamshire Police are in the process of addressing both HMIC and Nottingham Citizens recommendations. This includes hate crime officers reviewing incidents to ensure policy compliance, a clearer and more condensed hate crime policy, a simple flowchart for officers to use, contact with victims at the point of finalisation for any further support or required signposting; and ensuring that Nottinghamshire horizon scan the type and location of hate crime incidents, so that we can quickly and effectively respond to any specific threats. This is especially important with Brexit 2019 approaching.

There will be greater joint working between the hate crime officers and Community Protection to ensure that services are joined up, and any continuing issues effectively dealt with.

The force Hate Crime risk assessment tool was reviewed and developed in partnership with Nottingham Trent University. As a result the force has introduced a new comprehensive risk assessment that provides more detailed analysis of risk and is leading edge in the country. The force is now one of two leading the work to develop a national Hate Crime risk assessment.

In partnership with the National Holocaust Centre, local authorities, youth justice service and Nottingham universities a programme has been developed to "break the cycle".

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<sup>2</sup> Reports include the Equality and Human Rights Commission's 'Hidden in Plain Sight', 'Out in the

Open' reports into disability related harassment, Stonewall's Homophobic Hate Crime – The Gay Britain Crime Survey 2013 and the Parliamentary Enquiry Transgender Equality report published in 2015.

After trialling this is now being rolled out for referrals across the force and with partners. There is interest in this programme from regional police forces. In addition to supporting the No to Hate training days funded by the PCC in Partnership with the County Council and the Holocaust Centre.

We worked with Nottingham City Council and members of the trans+ community to facilitate a trans+ picnic /celebration event. The LGBT+ staff network attended and sponsored part of the Transgender day of remembrance event held at Barker Gate Memorial Gardens. In addition to hosting the Nottingham premier of 'Trashing Transphobia' hate crime film and positive action special constable recruitment event.

Two Reports include the Equality and Human Rights Commission's 'Hidden in Plain Sight', 'Out in the Open' reports into disability related harassment, Stonewall's Homophobic Hate Crime – The Gay Britain Crime Survey 2013 and the Parliamentary Enquiry Transgender Equality report published in 2015. Both activities aim to build trust and confidence with the trans+ community and increase the levels hate crime reporting. The Chief Constable and colleagues also supported the community led International Day Against Homophobia, Biphobia and Transphobia (IDAHOT) flag raising event.

#### Mental Health

The continued use of the triage cars has seen a reduction in the use of police powers under section 136 of the Mental Health Act. Partnership efforts to address mental health have also been increased following the introduction of the concordat action plan. Since April 2016 there have been further reductions in the use of cells for section 136 Mental Health Act patients and no children have been detained.

Nottinghamshire Police is engaging with partners through the STP and Crisis Concordat on the future development of Street Triage and Blue Light Hub.

Nottinghamshire Police through its ADA have agreed to increase the Street Triage staffing by one officer should health funding for additional nurses be found. An aspiration is to move towards a blue light hub for emergencies involving mental health.

Internally, the Force has signed up to the MIND Blue Light Time to Change Pledge to show a commitment to challenge mental health stigma and promote positive wellbeing within Nottinghamshire Police. The Force has an action plan that goes hand in hand with the Blue Light Pledge.

The disability network Enable has been re-launched and provides awareness and support on physical and mental health and well-being. The Force has produced managers' guides to understanding and supporting colleagues with Dyslexia & Dyspraxia in addition to recruit internal mental health champions to be an additional point of contact within the workplace, whom raise awareness of mental health and wellbeing and work to challenge the stigma colleagues may face. We have continued to promote MIND mental health workshops, 'Natchos & Natter' drop in sessions and circulated self-help guides to build resilience and awareness.

### Positive Action

The Force has continued to work closely with the College of Policing on the BME Progression 2018 programme. The College's BME action and evaluation plans for recruitment and progression form the foundation of Force's positive action plans.

Positive action initiatives were put in place to support the police officer, PCDA (Police Constable Degree Apprenticeship), police community support officer, specials and cadet recruitment and also the FastTrack Programme. The police officer positive action initiative 'Operation Voice' was led by ACC Prior and encouraged officers and staff to support the recruitment of talented people from a black and minority ethnic background, including our Eastern European and Chinese communities and people from the lesbian, gay, bisexual and trans+ communities who are currently under represented within Nottinghamshire Police.

The positive action included community engagement, recruitment events in community locations, BME and LGBT+ role models, mentoring/buddying, use of social and specialist media. Neighbourhood policing teams were also involved in promoting opportunities to join Nottinghamshire Police. The police officer recruitment during 2017 held 4 campaigns which attracted a total of 2182 applicants with 12% from our BME communities and 3% from our Eastern European communities and around 11% from our LGBT+ communities. The PCDA campaign achieved 24.8 % BME representation, which if you include our Eastern European candidates accounted for 37.6% of applications from non- White British groups. The age profile was an average age of 23.4 years. However 47.7% of our applicants were under 19. 14.6% were in the 20 - 21yr age group, 21.5% in the 22 - 30yr age group and 16.1 % of applicants were over 30.

The positive action support will continue throughout the recruitment and selection processes for PC and PCDA and the Force will seek feedback on 'Operation Voice' from our diverse communities.

We have introduced a formal coaching programme and continue working to increase the profile of the formal mentoring framework and programme via the

Diversity Support Networks. We have reviewed a range of options to support the personal and career development of our under represented officers and staff. Following information gathering via confidential discussions with BME and LGBT+ officers and police staff, a development programme was launched aimed at enabling officers to pursue their own professional development and assist them to fulfil their career aspirations and potential. This initial programme consists of some modules provided by senior officers in force and further skilled modules delivered by Julia Regis, People and Business Growth Solutions. This programme was successful at encouraging officers to consider promotion. It is hoped that a further programme will be delivered 2018/19 to further support officers from underrepresented groups.

### EDI Training

Following an internal review of progress against the MacPherson Inquiry recommendations, the delivery of equality, diversity and inclusion training was commissioned. The mandatory training included an e-learning package for all staff on the Equality Act 2010 and two workshops for managers, one exploring the Equalities Act 2010 in more detail, including unconscious bias and how to be an inclusive manager. The second workshop for more senior managers entitled “21<sup>st</sup> Century Policing for 21<sup>st</sup> Century Managers” focussed on working with and through communities. Community members actively participated in the above workshops for managers.

Additional equality awareness workshops have been provided or promoted, including:

- Menopause awareness
- Trans equality & inclusion
- Mental Health and wellbeing
- A ‘Lite Bites’ event focussing on Gender identity, race & religion and issues for an aging LGBT+ community
- Managing dyslexia in the workplace for managers
- Same sex domestic abuse
- Autism awareness

In addition to facilitating events across departments on trans+ equality & inclusion for senior managers there was a joint EMSCU/ Nottinghamshire Police trans+ inclusion event for supplier and contractors. This was supported by ACC Cooper, Stonewall and by members of the local trans+ community and raised understanding, awareness of the issues they face.

### Engagement

As part of an on-going programme of public engagement the Corporate Communication department and Positive Action Coordinator organised Nottinghamshire Police and the Office of the Police & Crime Commissioner’s successful presence at a number of community events during the year. These included events such as the Newark County Show, Nottinghamshire Pride,

and Nottingham Carnival. Colleague's also attended Worksop Pride, the Nottingham Mela, the African Farm Festival event and Vaisakhi to engage with members of the community and where appropriate completed hate crime surveys.

Public engagement has also focussed on raising awareness of the Pegasus and Emergency SMS systems to ensure that our services are as accessible as possible. Through our commitment to the Pledges within the British Deaf Association Charter, the Force continues to work with the local Deaf community and our public service partners to improve accessibility to our service. The Police Link Officers for Deaf People (PLOD) continue with their British Sign Language training and maintain contact with local Deaf people by attending drop in sessions and information events. The British Deaf Association has delivered Deaf Equality training sessions to staff from the Force Control Room and Front Counters. All new Police Officer recruits have training on Deaf awareness. The provision of a Video Relay Service has been agreed which will make it easier for Deaf people to contact the Police in non-emergency situations.

In addition to the above outward facing activities a number of internal activities related to the Equality Objectives have also taken place. These have included; a series of "EDHR Events" for staff and partners covering topics such as Disability History, Trans+ awareness, Mental Health, Gender Agenda 3 and LGBT+ 'LITE BITES'. A Holocaust Memorial Event was also held at Police Headquarters.

The Force continues to support the National Menopause Action Group and the internal Menopausal Working Group has been working with Professor Amanda Griffiths to review and embed the force menopause policy taking account of our learning and to include new and developing best practice.

The "Diversity in Action" annual staff award recognises staff who have actively contributed towards improving relationships within diverse communities and the continued development of an Equality, Diversity and Inclusion section on the staff intranet which provides advice, information and resources around a range of equality and diversity matters.

### Specials

The special constabulary have been aligned to neighbourhoods with a focus on community engagement. A rural crime special constable proactive team has also been implemented.

### Cadet Scheme

The cadet scheme positively targets young people, especially those from Black and Minority Ethnic and other under-represented sections of the community with the aim of creating greater engagement between the force and young people.

The cadets learn about a range of topics including; police history, first aid, conflict management skills and campaigns; including those to reduce road traffic accidents, anti-social behaviour, hates crime and alcohol related crime. As part of the programme, cadet's will volunteer four hours a month to assist the police in attending public events, delivering crime prevention initiatives, conducting crime surveys and general public engagement activities. A cadet training syllabus has been developed to enable cadets to transition to the BA Policing degree course run by the University of Derby. Cadets have actively supported the work of the EDI team at Nottingham pride and the Holocaust Memorial Day events.

#### 4.2 **Exploring and Improving BME Policing Experiences**

In February 2013 a research project, which analysed relations between Nottinghamshire Police and the county's black and ethnic minority community, was commissioned by the Police and Crime Commissioner as part of his pre-election pledge to give BME communities a bigger voice within policing.

The research, led by Professor Cecile Wright from the University of Nottingham, was aimed at improving the relationship between Nottinghamshire's BME community and the police, particularly around the way various styles of policing are interpreted. The project report, published in July and welcomed by both the Police and Crime Commissioner and the Chief Constable, made a series of recommendations around areas such as recruitment, training and stop and search.

As a result a working group has been set up, which includes representation from the BME community, members of Nottinghamshire Police's Chief Officer Team and the Police and Crime Commissioner. This group will provide a focus to ensure the recommendations are driven forward and progress on these recommendations are reported back to the BME community.

#### 4.3 **Equality and Diversity Information Report 2018**

In line with the Equality Act 2010 (Specific Duties) Regulations 2011, Nottinghamshire Police has published an annual report containing details of the information, gathered and used to inform progress towards meeting the public sector equality duty. The report is available on the Nottinghamshire Police website and is attached at **Appendix 1**.

The report contains performance data and statistical information in three areas; demographic information for Nottinghamshire, performance data in relation to service delivery and information regarding the make-up and culture of Nottinghamshire Police. The information covers the period from 1<sup>st</sup> April 2017 to the 31<sup>st</sup> March 2018.

Highlights from the report include:

- The reporting of hate crimes has continued to improve with 19.9% more crimes recorded and the number of incidents has decreased by 10.5% during 2017/2018. Detection rates for hate crime, at 9.2%, remain higher than the average for all other types of crime. Racially and religiously aggravated offences have increased by 8.6%.
- The force has introduced new practices, mobile data solutions and additional training for stop and search. The number of searches per 1000 population is reducing significantly as officers are tasked more effectively.
- Satisfaction rates from victim of crime surveys showed more than 88% of all respondents were satisfied, with the service they received. BME victims showed a lower satisfaction rate when compared with White victims. Male victims had a lower satisfaction rate when compared with female victims.
- Reporting of domestic abuse incidents has increased by 17.6% with detection rates continuing to remain higher than the average for all other types of crime.
- Translators were required for 66 different languages during 2017/18, with Polish, Romanian and Lithuanian being the most commonly requested languages. Overall the number of translation requests reduced by 8.66% from the previous year.
- The Pegasus system, which is designed to make contacting and communicating with the police easier for disabled people, now has more than 400 members and is used by both Nottinghamshire Fire and Rescue Service and East Midlands Ambulance Service.
- 31.45% of our officers are women, which is slightly higher than the national average for the police service in England and Wales (30%).
- BME representation amongst police officers has increased slightly to 4.63%, with the aim being to have 11.2% representation - this means there is a representation gap with the local population of 6.57%. This is slightly better than the representation gap for all police services in England and Wales, which is 7%.
- BME Officer representation is lowest at the rank of Superintendent. Female Officer representation was reduced at Superintendent level but has improved at Inspector and Chief Inspector ranks. We also have a female Deputy Chief Constable and ACC Meynell joined the Chief Officer Team in August 2018.
- Those roles classified as “specialist posts” by the Home Office show higher representation for women (34.35%) and slightly lower for BME officers (4.05%) compared with representation figures for all officers.

- Around 15% of the workforce is working part-time.

#### 4.4 **Stonewall Workplace Equality Index (WEI) 2018**

Nottinghamshire Police is a Stonewall Diversity Champion and participates in the Stonewall Workplace Equality Index (WEI) each year. The Stonewall WEI is a benchmarking tool which enables us to benchmark our work on LGBT+ equality against best practice.

We have increased our ranking consistently from 196<sup>th</sup> in 2014 to 167<sup>th</sup> in 2015. In 2016 we made incredible progress and increased our ranking to 64<sup>th</sup> and 35<sup>th</sup> out of 439 in 2017, our best ranking to date. This year our ranking decreased very slightly by 4 points to 39<sup>th</sup> out of 434 employers. This was due to the changes in the current cycle and the additional criteria included within the index to promote trans+ inclusion. This ranking makes us the 2<sup>nd</sup> highest ranking force within the index for 2018.

Activity to improve LGBT+ equality has included the following:

- Promotion and recruitment of LGBT+ allies and reverse mentoring programmes
- Promoting LGBT+ role models within the organisation
- Promoting routes of reporting and the revised bullying and harassment policy which explicitly states a zero tolerance approach to homophobic, transphobic and biphobic bullying & harassment
- Collaborating on a positive action event targeting LGBT+ and BME community at recruitment events.
- Promoting the rainbow flag and carrying out an LGBT+ hate crime survey at Nottingham Carnival as part of mainstreaming LGBT+ equality
- Coordinating and supporting LGBT+ engagement events and promoting the role of The Network, which was Highly Commended by Stonewall.
- Coordinating IDAHOT activities internally and working in partnership to promote the International Day Against Homophobia, Transphobia and Biphobia across the city & county including a civic flag raising event.
- Supporting the LGBT+ IAG
- Greater and more explicit engagement with staff around equality, diversity and inclusion issues in order to raise awareness of LGBT+ communities and the intersections within it

As a result of feedback from Stonewall a number of activities were identified and they have influenced our equality objectives and work plans with a view to improving Nottinghamshire Police's standing in the index and our aspiration to become an employer of choice. This work has included:

- Improving equality monitoring data in relation to sexual orientation and gender identity
- Working with key partners across the city & county to promote LGBT+ equality.

We have also sought to promote trans+ inclusion & equality, career development workshops for colleagues who identify as LGBT+ and other underrepresented groups and supporting a range of activities which foster inclusion. Example of this, were found in promoting Black History month and BHM 356, Disability History Month, International Women's Day, LGBT+ History Month and Mental Health Awareness week.

## **5. Financial Implications and Budget Provision**

5.1 Not applicable - update report only

## **6. Human Resources Implications**

6.1 Not applicable - update report only

## **7. Equality Implications**

7.1 Please see the main body of this report, which outlines the action the force is taking against each of the four key equality objectives.

## **8. Risk Management**

8.1 Not applicable - update report only

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

9.1 Not applicable - update report only

## **10. Changes in Legislation or other Legal Considerations**

10.1 Not applicable - update report only

## **11. Details of outcome of consultation**

11.1 Not applicable - update report only

## **12. Appendices**

12.1 Appendix 1 – Equality & Diversity Information 2018





# Equality and Diversity Information 2018



NOTTINGHAMSHIRE  
**POLICE**  
PROUD TO SERVE



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## Introduction

Nottinghamshire Police's vision is to work with partners and the communities we serve to make Nottinghamshire a safe, secure place to live, work and visit. We recognise that the way we deal with issues of equality, diversity and inclusion underpins our achievement of this vision.

In addition to this, in common with all public authorities, we have a legal obligation to our staff and service users to put these issues at the heart of what we do.

The Equality Act 2010 places a duty on public bodies, such as Nottinghamshire Police, to pay due regard, when carrying out all internal and external functions, to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act,
- advance equality of opportunity between people who share a protected characteristic and those who do not,
- foster good relations between people who share a protected characteristic and those who do not.

This means that we need to think about how we deliver services to the public, how we use our resources, and how we treat our staff, particularly in relation to the following areas (or 'protected characteristics' as they are called in the Act):

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

## **Equality Objectives**

To help meet the public sector duty, and as part of our legal obligations under the Equality Act 2010 (Specific Duties) Regulations 2011, in April 2012 we identified and published four equality objectives.

### **Equality objective 1 – proportionality**

We will ensure that across all areas of operational performance, policing powers are used proportionately, our services are accessible to all and crimes which disproportionately affect and impact on particular protected groups are dealt with proactively.

### **Equality objective 2 – engagement**

We will regularly and meaningfully engage with our local and diverse communities to ensure that what we do focuses on their needs and reflects their concerns and experiences.

### **Equality objective 3 – culture**

We will be recognised both locally and nationally as an employer of choice because of our reputation for treating people fairly, respectfully and without discrimination.

### **Equality objective 4 – representation**

We will increase the extent that our workforce is representative of the communities of Nottinghamshire and ensure that all staff have the opportunity to progress and develop so that this representation is reflected at all levels within our organisation.

Each of these objectives has a plan of work activities and projects designed to progress our achievement of the objectives, owned and led by a member of our Chief Officer team.

## Equality Information

To enable us to measure how far we are succeeding in our objectives and our duty, we need to gather and analyse information about people and equality. We do this in a number of ways:

- Where appropriate and relevant, asking people about their age, gender identity, sexual orientation, and race and ethnicity when we interact with them
- Talking to different groups of people inside and outside the police force about their needs and the needs of their communities
- Listening to what people tell us and responding appropriately
- Thinking about how our actions and processes might affect different people and different communities in different ways
- Using best practice from local and national reports and surveys and using the information we receive to improve our services

The information we get helps inform our decision-making and helps us measure our performance against our legal duties and our strategic priorities.

As part of our legal obligations under the Equality Act 2010 (Specific Duties) Regulations 2011, we are required to publish the information we gather and use to inform our work towards meeting the public sector equality duty.

### Summary (Census Data)

#### The people of Nottinghamshire

- The 2011 census data shows the population of the Nottinghamshire area as 1,091,482 of which 11.2% are from a Black and Minority Ethnic (BME<sup>1</sup>) Census category. The city area has a significantly higher BME population at 28.5%.
- The largest ethnic group in the city after White British is Asian\Asian British: Pakistani at 5.5% followed by White: Other White at 5.1%. In the county the largest group after White: British is White: Other White at 2.3%.
- After Christian (56.5%), the largest religious group in the Nottinghamshire area is Muslim with 33,882 people or 3.1% of the population identifying as such. 30.9% of the population identify as having no religion.

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<sup>1</sup> Black and Minority Ethnic includes the 5+1 classifications Multiple Heritage, Black, Asian, Chinese and Other.

## Our service delivery

- The reporting of hate crimes has continued to improve with 19.9% more crimes recorded while the number of incidents has decreased by 10.5% during 2017 / 2018. Detection rates for hate crime, at 9.2%, remain higher than the average for all other types of crime. Racially and religiously aggravated offences have increased by 8.6%.
- The force has introduced new practices, mobile data solutions and additional training for the use of stop and search powers. The number of searches per 1000 population is reducing significantly as officers are tasked more effectively.
- Satisfaction rates from victim of crime surveys showed more than 88% of all respondents were satisfied with the service they received. BME victims showed a lower satisfaction rate when compared with White victims. Male victims had a lower satisfaction rate when compared with female victims.
- Reporting of domestic abuse incidents has increased by 17.6% with detection rates continuing to remain higher than the average for all other types of crime.
- Translators were required for 66 different languages during 2017 / 18, with Polish, Romanian and Lithuanian being the most commonly requested languages. Overall the number of translation requests reduced by 8.66% from the previous year.
- The Pegasus system, which is designed to make contacting and communicating with the police easier for disabled people, now has more than 400 members and is used by both Nottinghamshire Fire and Rescue Service and East Midlands Ambulance Service.

## Our People and Culture

- At the end of March 2018, Nottinghamshire Police employed 1965 police officers, 193 Police Community Support Officers (PCSOs), 1275 police staff, and 175 Special Constables.
- 31.45% of police officers are women, which is slightly higher than the national average for the police service in England and Wales (30%).
- BME representation amongst police officers has increased slightly to 4.63%, with the aim being to have 11.2% representation - this means there is a representation gap with the local population of 6.57%. This is slightly better than the representation gap for all police services in England and Wales, which is 7%.
- BME Officer representation is lowest at the rank of Superintendent. Female Officer representation was reduced at Superintendent level but has improved at Inspector and Chief Inspector ranks.
- Those roles classified as “specialist posts” by the Home Office show higher representation for women (34.35%) and slightly lower for BME officers (4.05%) compared with representation figures for all officers.
- Around 15% of the workforce is working part-time.

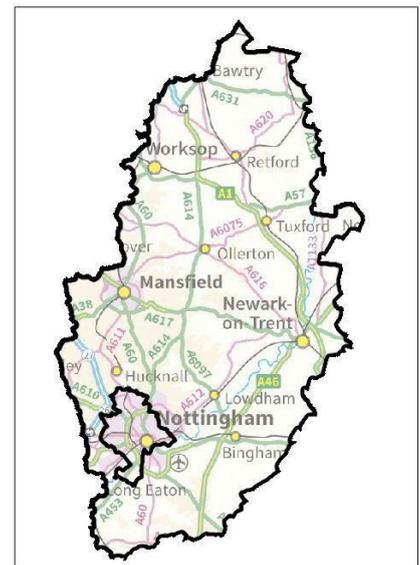


## The people of Nottinghamshire

To understand how the work we do might affect the different people we serve, we need to know the demographics of the communities we work in. The following tables provide information on a number of the protected characteristics from the Equality Act 2010.

In the majority of cases the information has been taken from the Office of National Statistics' 2011 Census data. However, where certain information was not available, alternative sources have been used.

In most cases, a breakdown has been given for the Nottingham City Council area (Nottingham UA), Nottinghamshire County Council area (Nottinghamshire) and the combined areas which form the area policed by Nottinghamshire Police.



### Total population figures

The following table shows the overall population figures from the 2011 Census.

	2011 population
<b>Nottingham UA</b>	305,680
<b>Nottinghamshire</b>	785,802
<b>Nottinghamshire Police area</b>	1,091,482

Source ONS Census 2011

### Protected characteristic - age

The following table shows the population by age group.

	Nottingham UA		Nottinghamshire		Nottinghamshire Police area	
	Volume	%	Volume	%	Volume	%
<b>0-15</b>	55,576	18.2%	142,322	18.1%	197,898	18.1%
<b>16-24</b>	66,497	21.8%	82,850	10.5%	149,347	13.7%
<b>25-44</b>	87,751	28.7%	199,164	25.3%	286,915	26.3%
<b>45-64</b>	60,304	19.7%	219,019	27.9%	279,323	25.6%
<b>65-74</b>	17,520	5.7%	77,221	9.8%	94,741	8.7%
<b>75+</b>	18,032	5.9%	65,226	8.3%	83,258	7.6%

Source ONS Census 2011

## Protected characteristic – disability

The table below shows the number and proportion of people of working age who self-reported that they have a disability in the Annual Population Survey (APS) (2011- 2012).

	Nottingham UA	Nottinghamshire	Nottinghamshire Police area
<b>Volume</b>	56,551	179,949	236,500
<b>%</b>	18.5%	22.9%	21.7%

Source: Annual Population Survey (APS). (2011-12 Oct)

## Protected characteristic - gender reassignment

There is no definitive figure for the number of people in the UK experiencing some form of gender variance, or for those who may, at some stage, undergo transition. However, research carried out by the Gender Identity Research and Education Society (GIRES) in 2011<sup>2</sup>, states that organisations should assume that 1% of their staff and service users may be experiencing some degree of gender variance. At some stage about 0.2% may undergo transition and the numbers who have so far sought medical care is likely to be around 0.025%, and 0.015% are likely to have undergone transition.

Based on these percentages, estimates for gender reassignment in our area are:

		Nottingham UA	Nottinghamshire	Nottinghamshire Police area
<b>Undergoing or have undergone transition</b>	<b>0.04%</b>	122	314	436
<b>May undergo transition</b>	<b>0.2%</b>	611	1572	2183

## Protected characteristic - race and ethnicity

The following tables provide the 2011 Census figures for race and ethnicity in Nottinghamshire. The first table uses the five major headings used in the 2011 Census and the second uses the 18 sub headings.

	Nottingham UA		Nottinghamshire		Nottinghamshire Police area	
<b>White</b>	218,698	71.5%	750,803	95.5%	969,501	88.8%
<b>Mixed / multiple ethnic</b>	20,265	6.6%	10,716	1.4%	30,981	2.8%
<b>Black / African / Caribbean</b>	22,185	7.3%	5,102	0.6%	27,287	2.5%
<b>Asian / Asian British</b>	34,051	11.1%	14,197	1.8%	48,248	4.4%
<b>Other</b>	10,481	3.4%	4,984	0.6%	15,465	1.4%
<b>BME total</b>	86,982	28.5%	34,999	4.4%	121,981	11.2%

Source ONS Census 2011

<sup>2</sup>“Gender variance in the UK” GIRES 2009

	Nottingham UA		Nottinghamshire		Nottinghamshire Police area	
<b>White: British</b>	199,990	65.4%	727,938	92.6%	927,928	85.0%
<b>White: Irish</b>	2,819	0.9%	4,133	0.5%	6,952	0.6%
<b>White: Gypsy or Irish Traveller</b>	326	0.1%	456	0.1%	782	0.1%
<b>White: Other White</b>	15,563	5.1%	18,276	2.3%	33,839	3.1%
<b>Mixed / Multiple ethnic group: White and Black Caribbean</b>	12,166	4.0%	5,174	0.7%	17,340	1.6%
<b>Mixed / Multiple ethnic group: White and Black African</b>	2,004	0.7%	961	0.1%	2,965	0.3%
<b>Mixed / Multiple ethnic group: White and Asian</b>	3,304	1.1%	2,719	0.3%	6,023	0.6%
<b>Mixed / Multiple ethnic group: Other Mixed</b>	2,791	0.9%	1,862	0.2%	4,563	0.4%
<b>Asian/Asian British: Indian</b>	9,901	3.2%	7,204	0.9%	17,105	1.6%
<b>Asian/Asian British: Pakistani</b>	16,771	5.5%	3,470	0.4%	20,241	1.9%
<b>Asian/Asian British: Bangladeshi</b>	1,049	0.3%	600	0.1%	1,649	0.2%
<b>Asian/Asian British: Chinese</b>	5,988	2.0%	2,942	0.4%	8,930	0.8%
<b>Asian/Asian British: Other Asian</b>	6,330	2.1%	2,923	0.4%	9,253	0.9%
<b>Black / African / Caribbean / Black British: African</b>	9,877	3.2%	1,754	0.2%	11,631	1.1%
<b>Black / African / Caribbean / Black British: Caribbean</b>	9,382	3.1%	2,782	0.4%	12,164	1.1%
<b>Black / African / Caribbean / Black British: Other Black</b>	2,926	1.0%	566	0.1%	3,492	0.3%
<b>Other ethnic group: Arab</b>	2,372	0.8%	815	0.1%	3,187	0.3%
<b>Other ethnic group: Any other ethnic group</b>	2,121	0.7%	1,227	0.2%	3,348	0.3%

Source ONS Census 2011

## Protected characteristic - religion and belief

The religions and beliefs included in the table below reflect the categories used in the 2011 Census.

	Nottingham UA		Nottinghamshire		Nottinghamshire Police area	
<b>Buddhist</b>	2,051	0.7%	1,860	0.2%	3,911	0.4%
<b>Christian</b>	135,216	44.2 %	481,994	61.3%	617,210	56.5%
<b>Hindu</b>	4,498	1.5%	3,480	0.4%	7,978	0.7%
<b>Jewish</b>	1,069	0.3%	717	0.1%	1,786	0.2%
<b>Muslim</b>	26,919	8.8%	6,963	0.9%	33,882	3.1%
<b>Sikh</b>	4,312	1.4%	3,132	0.4%	7,444	0.7%
<b>Other religion</b>	1,483	0.5%	2,689	0.3%	4,172	0.4%
<b>No religion</b>	106,954	35.0%	230,138	29.3%	337,092	30.9%
<b>Not stated</b>	23,178	7.6%	54,829	7.0%	78,007	7.1%

Source ONS Census 2011

## Protected characteristic – gender

	Nottingham UA		Nottinghamshire		Nottinghamshire Police area	
<b>Female</b>	151,903	49.7%	399,080	50.8%	550,983	50.5%
<b>Male</b>	153,777	50.3%	386,722	49.2%	540,499	49.5%

Source ONS Census 2011

## Protected characteristic - sexual orientation

The below figures are based on the government's suggestion of 5-7% of the population being lesbian, gay or bisexual (LGB). This is a figure which the organisation Stonewall feels is a reasonable estimate. However, there is no definitive data on the number of LGB people in the UK as no national Census has ever asked people to define their sexual orientation. For the purposes of the table below the figure of 6% of the population has been used.

		Nottingham UA	Nottinghamshire	Nottinghamshire Police Area
<b>LGB</b>	<b>6%</b>	18,342	47,148	65,490
<b>Heterosexual</b>	<b>94%</b>	287,358	738,652	1,026,010

Source ONS Census 2011

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# **Our service delivery**

## **Our service delivery**

This section of the report is mainly focused on the external aspects of our work.

It includes:

- information about certain types of crime which affect some groups more than others, such as hate crime or domestic abuse
- information about police powers, such as stop and search and how often these powers are used
- satisfaction rates of victims of crime who identify with different protected characteristics
- how we communicate and meet the specific needs of different groups

Our service delivery is underpinned by two of our equality objectives.

### **Equality objective 1 – proportionality**

We will ensure that across all areas of operational performance, policing powers are used proportionately, our services are accessible to all, and crimes which disproportionately affect and impact on particular protected groups are dealt with proactively.

### **Equality objective 2 – engagement**

We will regularly and meaningfully engage with our local and diverse communities to ensure that what we do focuses on their needs and reflects their concerns and experiences.

The information on the following pages links directly to the above objectives and demonstrates both our progress and our areas for future development.

## Hate crime

Nottinghamshire Police uses the following definition for hate crime:

**“Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person as being motivated by prejudice or hate.”**

This is a broad and inclusive definition and includes both crime and non-crime incidents. Hate incidents are defined as incidents which are perceived to be motivated by prejudice, but do not meet the threshold of a criminal offence.

Hate crime is unacceptable in any degree or form. It deprives individuals of their rights, generates fear and diminishes the society in which it occurs. The police share a responsibility with other organisations to demonstrate that such discrimination will not be tolerated. Our response to any hate crime will be full and unequivocal, with the use of all powers at our disposal to tackle it.

Note-: Data has been extracted from a live crime system and may be subject to change.

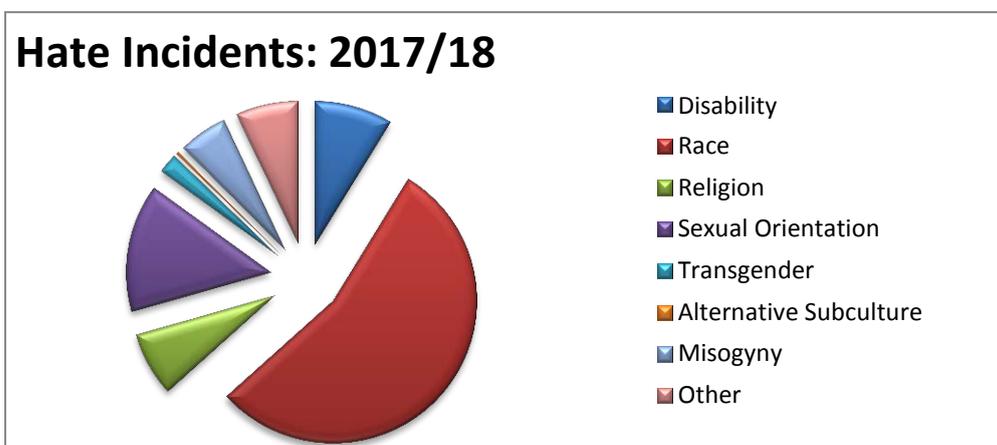
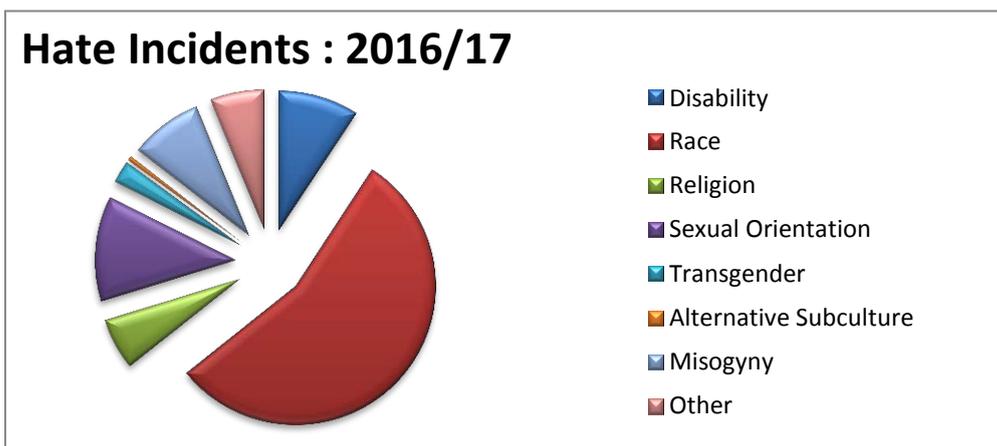
### All hate crime and hate incidents

<b>Hate Crime / Incidents by Division</b>				
<b>Division</b>	<b>2016/17</b>	<b>2017/18</b>	<b>Vol. Change</b>	<b>% Change</b>
<b>City</b>	1,051	1,180	129	12.3%
<b>County</b>	965	1,029	64	6.6%
<b>Undetermined</b>	29	25	-4	-13.8%
<b>Force</b>	<b>2,045</b>	<b>2,233</b>	<b>188</b>	<b>9.2%</b>

## Number of hate crimes and incidents by hate category

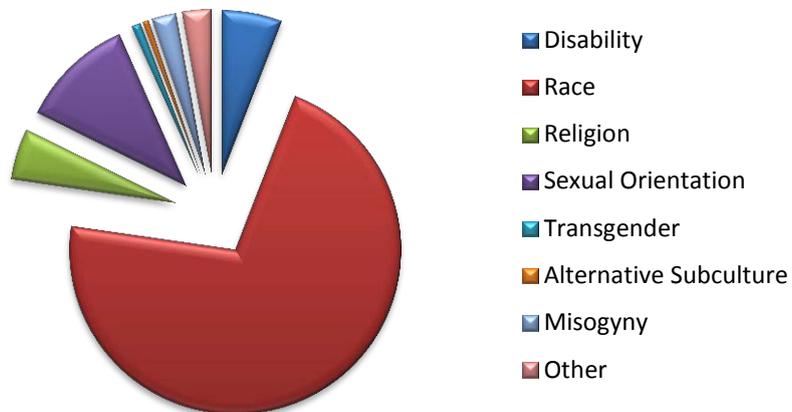
Note:- Some crimes may involve more than one hate element and therefore subtotals for the different hate elements may not add up to the overall total.

Category	Incidents			
	2016/17	2017/18	Vol. Change	% Change
Disability	69	59	-10	-14.5%
Race	414	369	-45	-10.9%
Religion	45	49	4	8.9%
Sexual Orientation	92	98	6	6.5%
Transgender	19	15	-4	-21.1%
Alternative Subculture	4	2	-2	-50.0%
Misogyny	63	37	-26	-41.3%
Other	46	47	1	2.2%
<b>Total</b>	<b>721</b>	<b>645</b>	<b>-76</b>	<b>-10.5%</b>

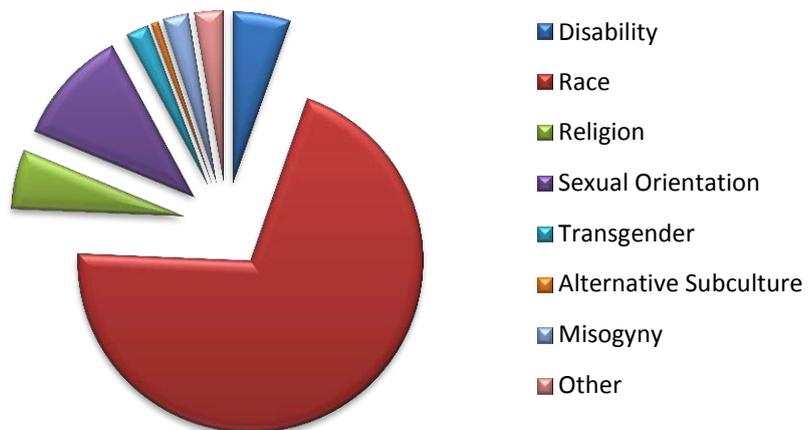


Category	Crimes			
	2016/17	2017/18	Vol. Change	% Change
Disability	80	89	9	11.3%
Race	976	1,174	198	20.3%
Religion	68	93	25	36.8%
Sexual Orientation	152	182	30	19.7%
Transgender	12	36	24	200.0%
Alternative Subculture	8	12	4	50.0%
Misogyny	32	40	8	25.0%
Other	38	43	5	13.2%
<b>Total</b>	<b>1,324</b>	<b>1,588</b>	<b>264</b>	<b>19.9%</b>

**Hate Crime: 2016/17**

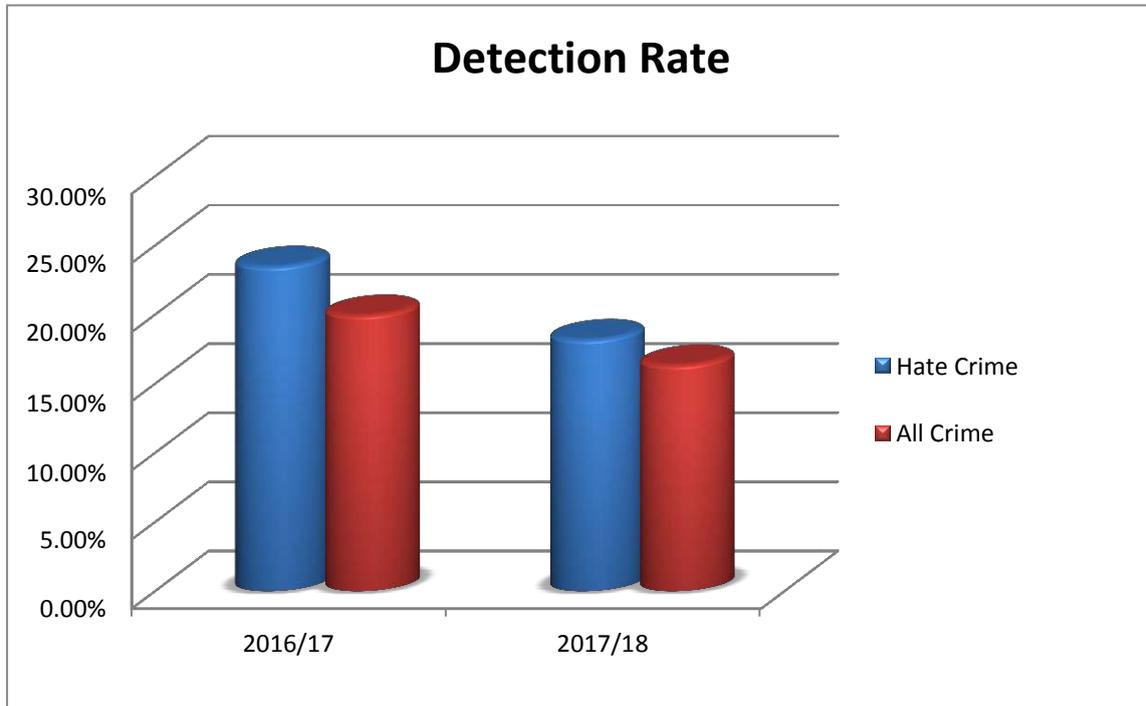


**Hate Crime: 2017/18**



## Hate crime detections

In the last year, there has been a decrease in detection rates across all crime types. However, the rate of detection for hate crimes remains higher than the rate for all recorded crime.



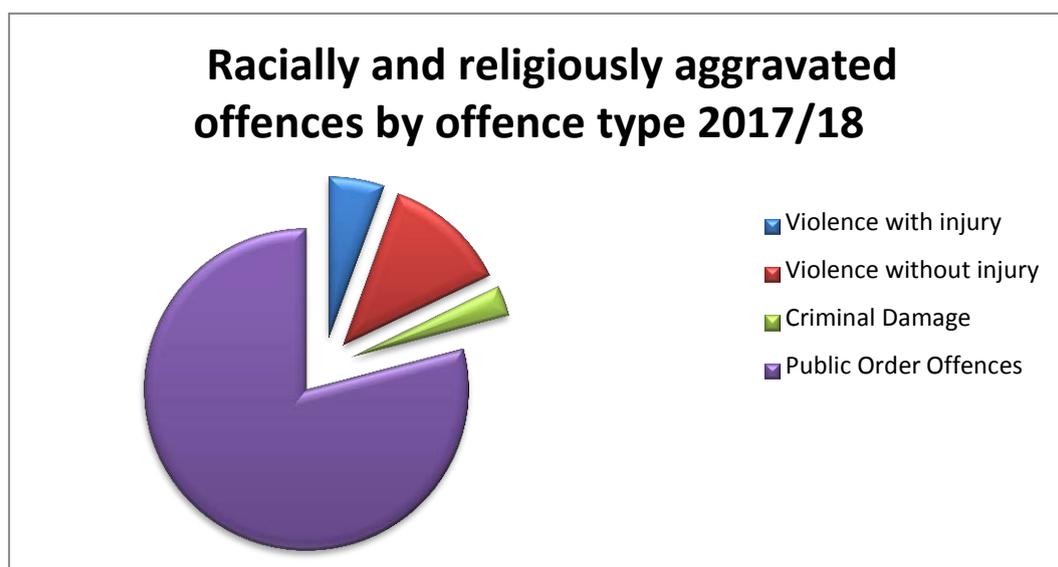
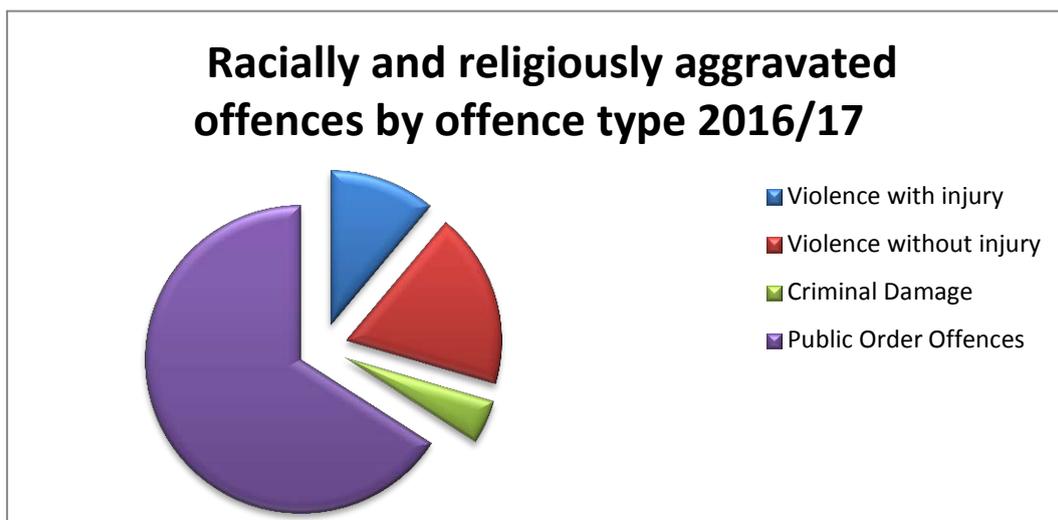
## Racially and religiously aggravated offences

Racially and religiously aggravated offences are specific offences created within the Crime and Disorder Act (as amended) where the offender is motivated by hostility or hatred towards the victim's race or religious beliefs. These offences carry higher maximum penalties than the basic offence equivalents. The following table shows the volume of racially and religiously aggravated offences across the city and county.

Division	2016/17	2017/18	Vol. Change	% Change
City	405	445	40	9.9%
County	283	303	20	7.1%
<b>Force</b>	<b>697</b>	<b>757</b>	<b>60</b>	<b>8.6%</b>

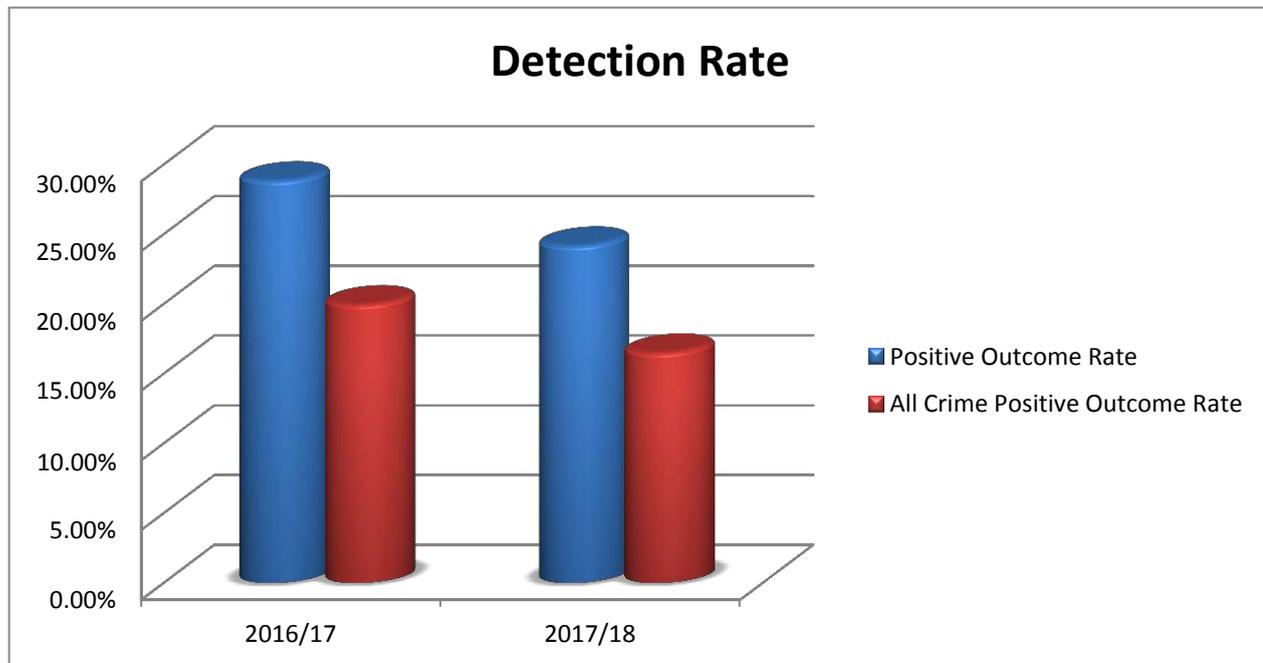
The following table lists the types of racially and religiously aggravated offences by Home Office offence classifications. However it should be noted that Home Office offence codes have changed year-on-year, meaning comparisons cannot always be easily made.

Offence Category	2016/17	2017/18	Vol. Change	% Change
Violence with injury	77	38	-39	-50.6%
Violence without injury	129	86	-43	-33.3%
Criminal Damage	32	21	-11	-34.4%
Public Order offences	459	549	90	19.6%
<b>Total</b>	<b>697</b>	<b>757</b>	<b>60</b>	<b>8.6%</b>



## Racially and religiously aggravated offences detections

As with hate crime, detection rates for racially and religiously aggravated offences remain higher than the average for all crime detections.



## Domestic abuse

The tables overleaf provide information in relation to domestic abuse offences and survivors. The data is based on all violence offences which meet the national definition of domestic abuse: **“any incident or pattern of incidents of controlling, coercive, or threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. This can encompass, but is not limited to, the following types of abuse: psychological; physical; sexual; financial; emotional.”**

Controlling behaviour encompasses a range of acts designed to make a person subordinate, depriving them of the means needed for independence, resistance and escape and regulating their everyday behaviour. Coercive behaviour is an act or pattern of acts of assault, threats, humiliation and intimidation or other abuse which is used to harm, punish, or frighten.

This definition includes 'honour-based' violence, female genital mutilation (FGM) and forced marriage and it is clear that survivors are not confined to one gender or ethnic group. The definition is not a statutory or legal definition, so any change does not mean a change in the law. It is used by government departments to inform policies and other agencies, such as the police service, the Crown Prosecution Service and the UK Border Agency, on how to identify domestic abuse cases.

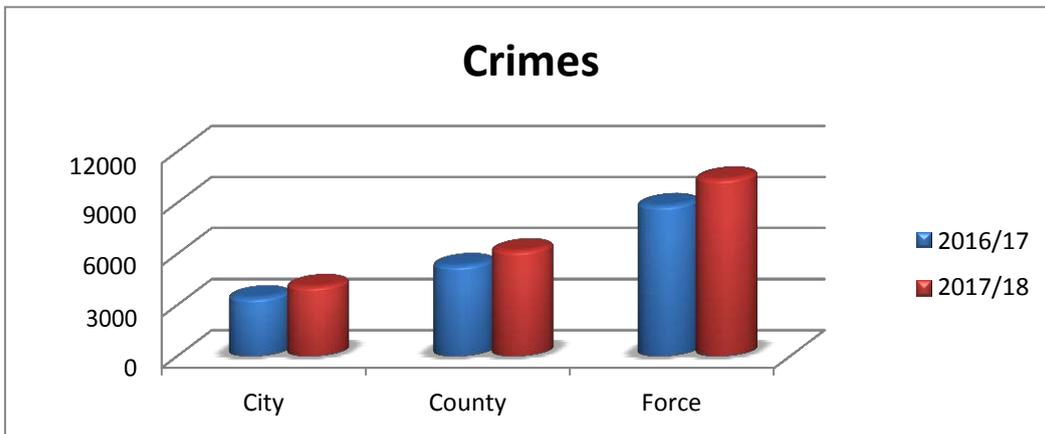
Note-: Data has been extracted from a live crime system and may be subject to change.



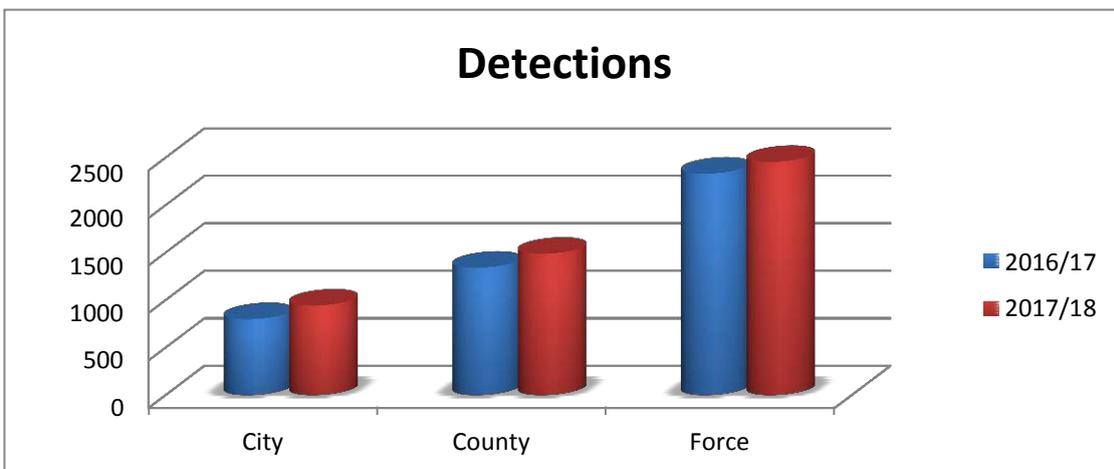
## Domestic abuse detections

Although there has been a decrease since last year in detection rates across all crime types, including domestic abuse, the rates of detection for domestic abuse continues to remain higher than the rate for all recorded crime.

Location	Domestic Abuse Recorded Crimes			
	2016/17	2017/18	Volume Change	% Change
City	3,424	4,091	667	19.5%
County	5,321	6,186	865	16.3%
Force	8,844	10,402	1,558	17.6%



Location	Domestic Abuse Crimes: Detections			
	2016/17	Detection Rate	2017/18	Detection Rate
City	800	23.4%	943	23.1%
County	1,341	25.2%	1,488	24.1%
Force	2,332	26.4%	2,455	23.6%



## Domestic abuse victims by gender, age and ethnicity

Gender	2016/17	Proportion	2017/18	Proportion	Volume Change	% Change
Female	6,702	78.4%	7,643	76.6%	941	14.0%
Male	1,797	21.0%	2,159	21.6%	362	20.1%
Unknown	53	0.6%	181	1.8%	128	241.5%
Total	8,552		9,983		1,388	16.3%

Age at offence date	2016/17	Proportion	2017/18	Proportion	Volume Change	% Change
0 - 15	92	1.1%	41	0.4%	-51	-55.4%
16 - 24	2,133	25.0%	2,313	23.3%	180	8.4%
25 - 44	4,410	51.7%	5,269	53.1%	859	19.5%
45 - 64	1,620	19.0%	1,924	19.4%	304	18.8%
65 - 74	122	1.4%	185	1.9%	63	51.6%
75+	68	0.8%	84	0.8%	16	23.5%
Total	8,533		9,930		1,397	

Note – Age data is recorded where a specific age has been recorded

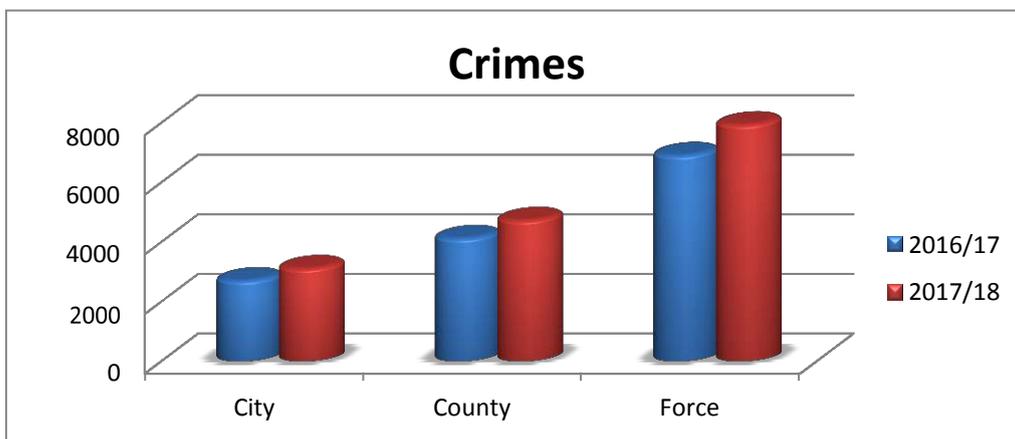
Ethnicity	2016/17	Proportion	2017/18	Proportion	Volume Change	% Change
White	6,884	80.5%	7,800	78.4%	916	13.3%
Asian or Asian British	292	3.4%	396	4.0%	104	35.6%
Black or Black British	288	3.4%	305	3.1%	17	5.9%
Chinese or Other	55	0.6%	56	0.6%	1	1.8%
Multiple Heritage	211	2.5%	250	2.5%	39	18.5%
Prefer not to say	817	9.6%	1,148	11.5%	331	40.5%
Total	8,547		9,955		1,408	

Note – Ethnicity data is recorded where a specific ethnicity has been recorded.

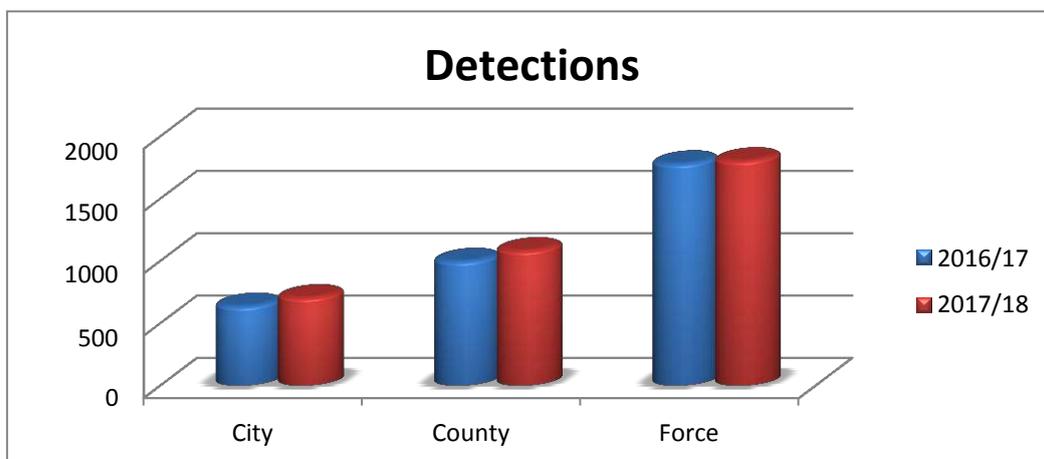
## Domestic Violence

Domestic violence against the person (VAP) is approx. 75% of all domestic abuse crimes. While there has been an increase in offences, detection rates are still slightly higher.

Location	Domestic VAP Recorded Crimes			
	2016/17	2017/18	Volume Change	% Change
City	2,708	3,114	406	15.0%
County	4,124	4,729	605	14.7%
Force	6,910	7,934	1,024	14.8%



Location	Domestic VAP Crimes: Detections			
	2016/17	Detection Rate	2017/18	Detection Rate
City	637	23.5%	705	22.6%
County	997	24.2%	1,082	22.9%
Force	1,780	25.8%	1,804	22.7%



## Victims of crime

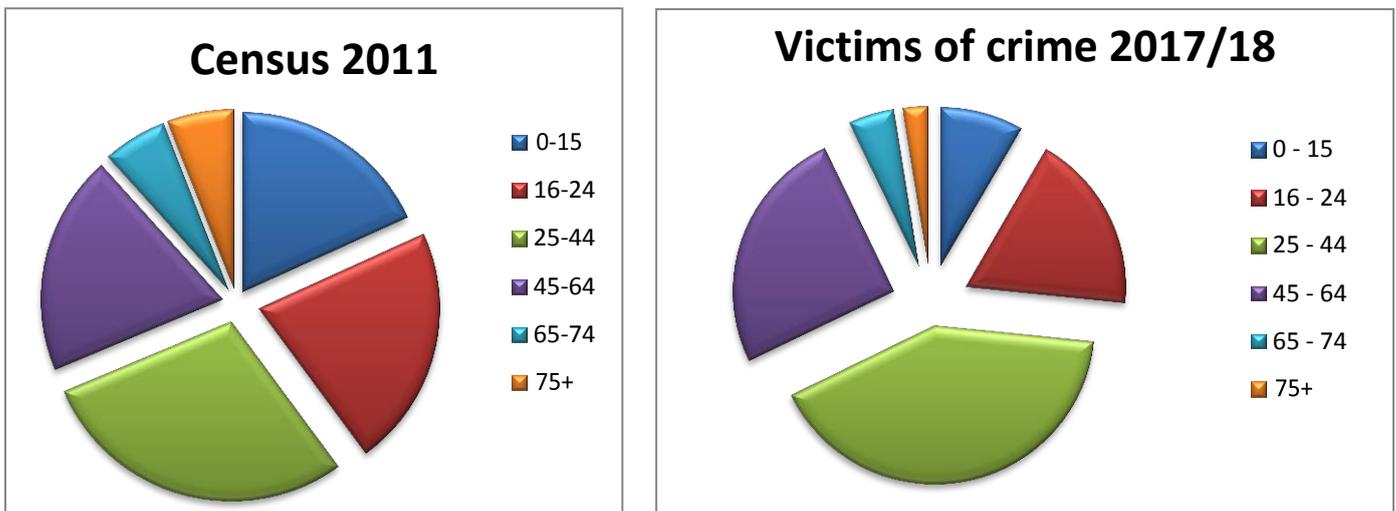
The tables below and overleaf provide information on victims of crime based on the protected characteristics currently recorded. This information relates to those who have been a victim of “victim-based” crimes, as defined by Her Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

The HMICFRS crime tree classification identifies four main crime groups under the heading “victim-based crime”. These are: violence against the person (VAP); sexual offences; stealing; and criminal damage / arson. With some of these offences, such as shoplifting (theft), criminal damage or arson, the victim may be, or is likely to be, an organisation rather than an individual and, therefore, demographic data is not provided. These have been included under the heading crimes against an organisation. This heading also includes where an individual may have chosen not to provide the information (prefer not to say).

The percentages given in the tables below are calculated on the basis of the total number, excluding the not stated figure. This has been done to provide an easier comparison with the population figures included previously.

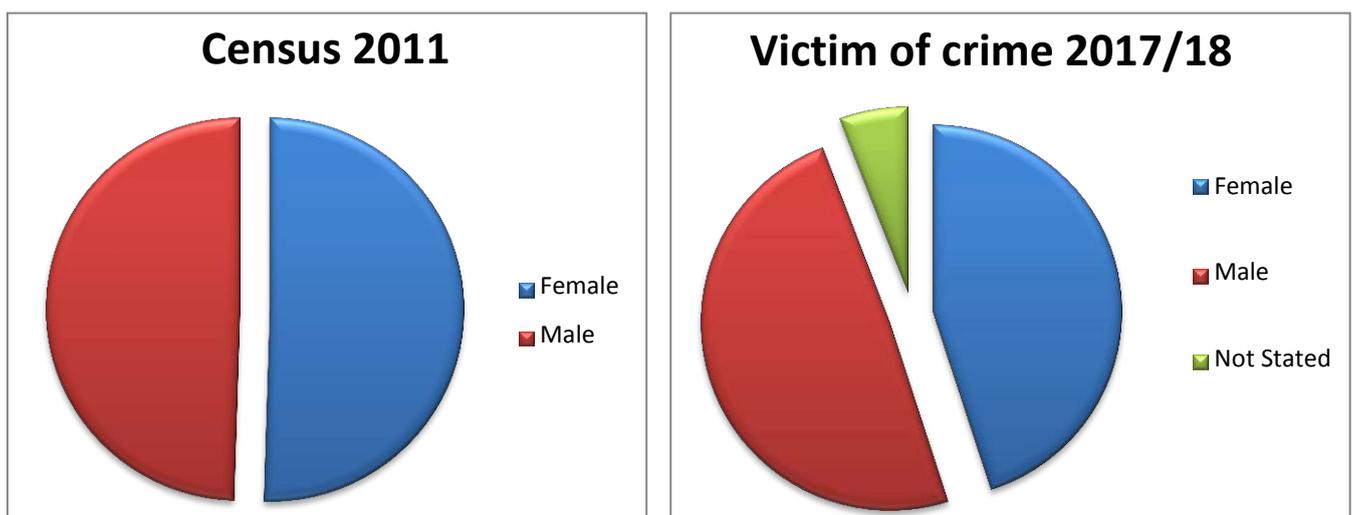
Age	2016/17	Proportion	2017/18	Proportion	Vol. Change	% Change
<b>0 - 15</b>	4,744	6.6%	5,349	6.3%	605	12.8%
<b>16 - 24</b>	10,649	14.8%	11,702	13.7%	1,053	9.9%
<b>25 - 44</b>	22,219	30.8%	26,340	30.9%	4,121	18.5%
<b>45 - 64</b>	13,460	18.7%	16,113	18.9%	2,653	19.7%
<b>65 - 74</b>	2,437	3.4%	2,919	3.4%	482	19.8%
<b>75+</b>	1,324	1.8%	1,606	1.9%	282	21.3%
<b>Crimes Against an Organisation</b>	14,279	19.8%	16,236	19.0%	1,957	13.7%
<b>Not Stated</b>	2,913	4.0%	4,971	5.8%	1,901	65.3%
<b>Total</b>	<b>72,025</b>		<b>85,236</b>		<b>13,054</b>	<b>20.4%</b>

The following charts provide a comparison between the age breakdown of victims and the age profile of Nottinghamshire from the 2011 Census.

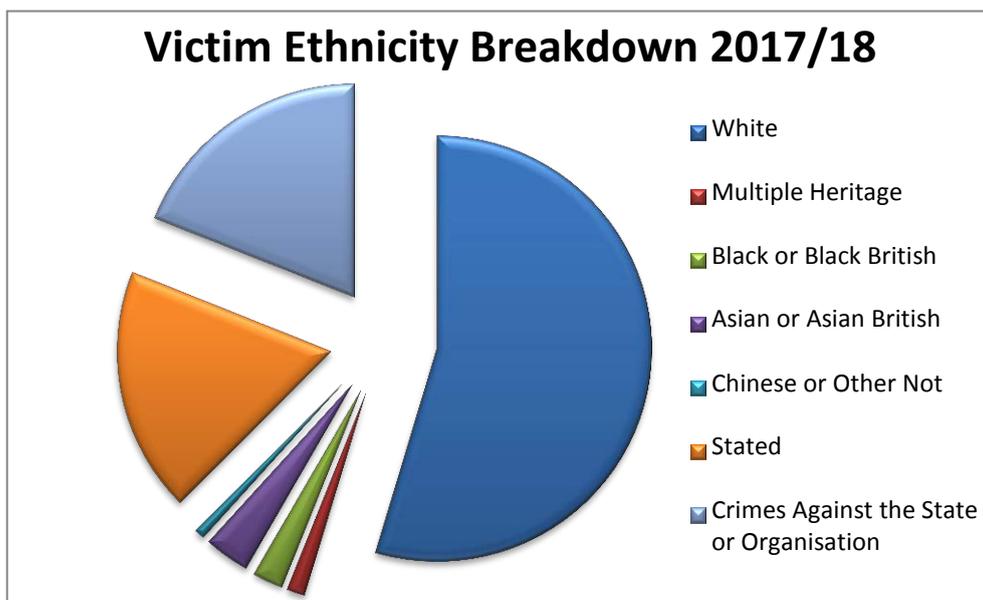
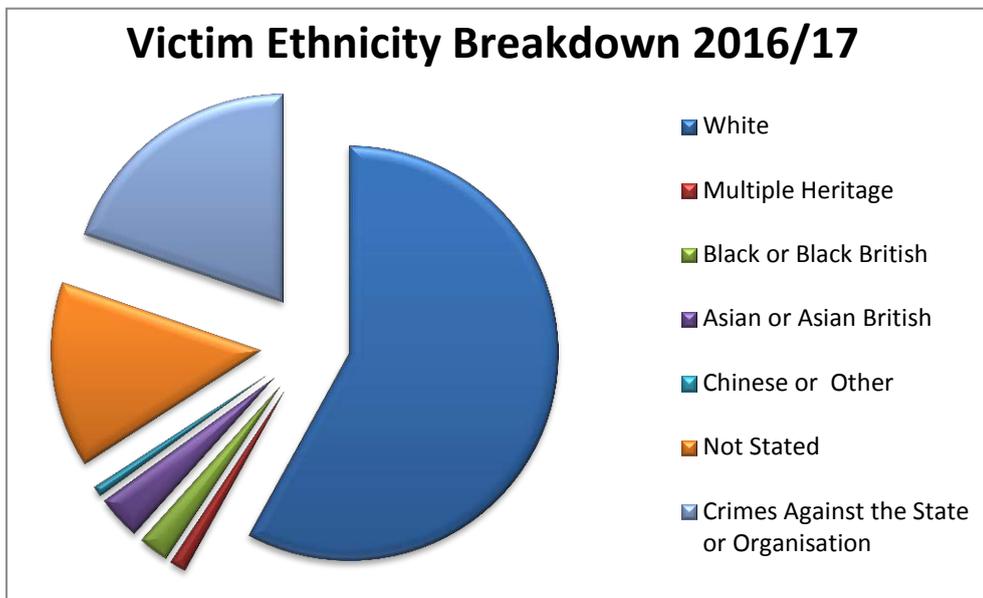


Gender	2016/17	Proportion	2017/18	Proportion	Vol. Change	% Change
Female	26,773	36.7%	31,350	36.5%	4,577	17.1%
Male	29,119	40.0%	34,250	39.9%	5,131	17.6%
Crimes Against an Organisation	14,279	19.6%	16,235	18.9%	1,956	13.7%
Not Stated	2,685	3.7%	4,032	4.7%	1,347	50.2%
<b>Total</b>	<b>72,873</b>		<b>85,885</b>		<b>14,027</b>	<b>19.2%</b>

The following charts provide a comparison between the gender breakdown of victims and the gender profile of Nottinghamshire from the 2011 Census.



Ethnicity	2016/17	Proportion	2017/18	Proportion	Vol. Change	% Change
White	42,209	50.60%	46,910	46.10%	4,701	11.10%
Multiple Heritage	934	1.10%	1,177	1.20%	243	26.00%
Black or Black British	1,718	2.10%	1,968	1.90%	250	14.60%
Asian or Asian British	2,480	3.00%	2,931	2.90%	451	18.20%
Chinese or Other	601	0.70%	674	0.70%	73	12.10%
Not Stated	10,545	12.60%	15,955	15.70%	5,410	51.30%
Crimes Against an Organisation	14,344	17.20%	16,270	16.00%	1,926	13.40%
<b>Total:</b>	<b>72,831</b>		<b>85,885</b>		<b>13,054</b>	<b>17.92%</b>



## Use of powers - stop and search

The primary purpose of using stop and search powers is to enable an officer to check any suspicions without having to make an arrest. Community members accept that we have to use stop and search powers, but it is important that they are used proportionately and people are treated with respect.

Disproportionality in the use of stop and search powers within the BME community has been raised as a concern, but this is now being addressed through on-going training and the development of systems and processes. It is worth noting that, although there has been an increase in the total number of stop and searches carried out year on year, there continues to be a decrease in the disproportionality ratio.

Recent data shows that the areas where most stop and searches are carried out, are experiencing higher number of crimes. However, a range of other factors also need to be taken into account. Fitzgerald and Sibbitt (1997) term these as: “lifestyle factors; the legitimate targeting of certain people and places by the police; police interpretation of the use of the PACE power; and (in part related) recording practices”.

To calculate the per 1,000 population figure in the tables below, the number of stop and searches conducted by Nottinghamshire Police has been divided by the number within the population for that ethnic group<sup>3</sup> in Nottinghamshire, and then multiplied by 1,000.

The following two tables show the number of stop and searches carried out by Nottinghamshire Police, broken down using the ONS 2+1 ethnic group categories. The tables cover the periods 1 April 2016 to 31 March 2017 and 1 April 2017 to 31 March 2018 and are for the whole of the Nottinghamshire area.

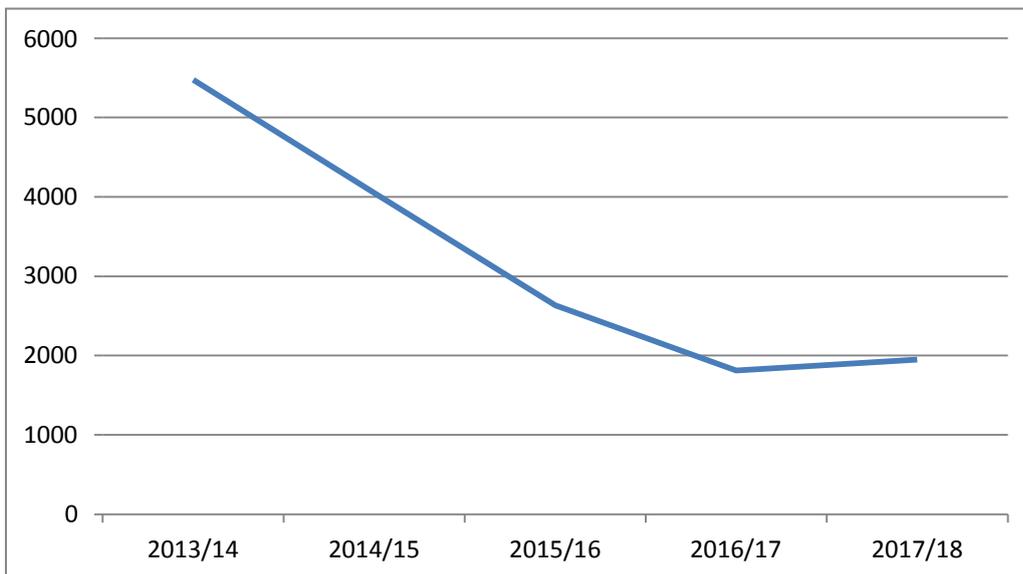
	2016/2017		
	Volume	Rate	Proportionality
White	1,074	1.1	1
BME	489	1.0	3.6
Not Stated	249		

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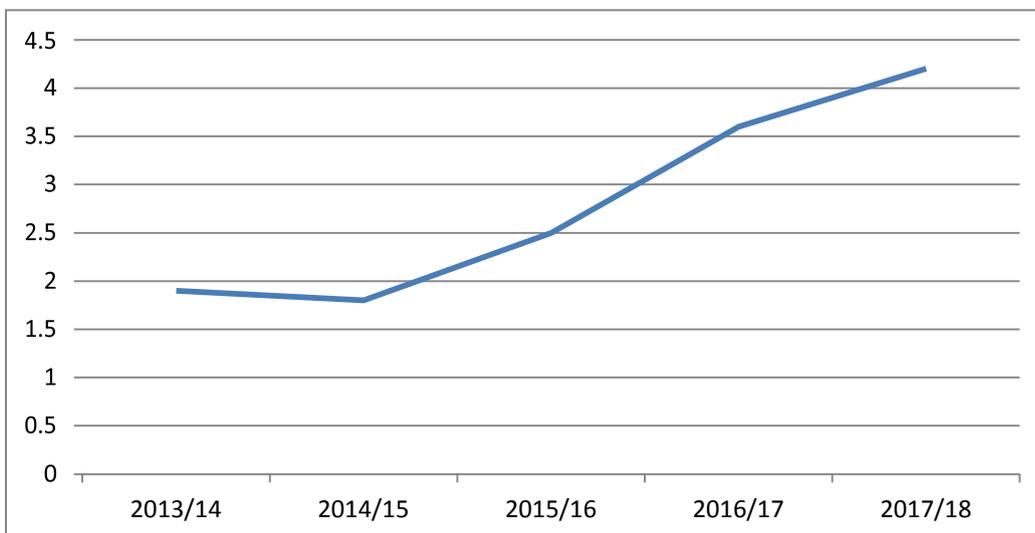
<sup>3</sup> Office for National Statistics (ONS) 2011 Census population figures

	2017/2018		
	Volume	Rate	Proportionality
White	949	1.0	1
BME	500	4.1	4.2
Not Stated	356		

Stop and Search Volume



Stop and Search Ratio of BME:White



**The above tables show the total volume of stop and searches carried out and the corresponding ratios for BME: White proportionality over a five year period.**

The following tables provide a more detailed breakdown and show the number of stop and searches carried out by Nottinghamshire Police broken down by geographical division using the ONS 5+1 ethnic group categories. The tables cover the periods 1 April 2016 to 31 March 2017 and 1 April 2017 to 31 March 2018.

## 2016 / 2017

	Nottinghamshire Police area		
	Volume	Rate	Proportionality
<b>White</b>	1,074	1.1	1
<b>Dual Heritage</b>	127	4.1	3.7
<b>Asian</b>	129	2.0	1.8
<b>Black</b>	233	8.5	7.7
<b>Not Stated</b>	249		

	City of Nottingham		
	Volume	Rate	Proportionality
<b>White</b>	618	2.8	1
<b>Dual Heritage</b>	100	4.9	1.7
<b>Asian</b>	106	2.4	0.8
<b>Black</b>	207	9.3	3.3
<b>Not Stated</b>	171		

	Nottinghamshire County		
	Volume	Rate	Proportionality
<b>White</b>	456	0.6	1
<b>Dual Heritage</b>	27	2.5	4.1
<b>Asian</b>	23	1.2	2.0
<b>Black</b>	26	5.1	8.4
<b>Not Stated</b>	78		

## 2017/2018

Nottinghamshire Police Area			
	Volume	Rate	Proportionality
<b>White</b>	949	1.0	1
<b>Mixed</b>	117	3.8	3.9
<b>Asian or other</b>	151	2.4	2.4
<b>Black</b>	232	8.5	8.7
<b>Not Stated</b>	356		

City Of Nottingham			
	Volume	Rate	Proportionality
<b>White</b>	658	3.0	1
<b>Mixed</b>	104	5.1	1.7
<b>Asian or other</b>	133	3.0	1.0
<b>Black</b>	216	9.7	3.2
<b>Not Stated</b>	277		

Nottinghamshire County			
	Volume	Rate	Proportionality
<b>White</b>	291	0.4	1
<b>Mixed</b>	13	1.2	3.1
<b>Asian or other</b>	18	0.9	2.4
<b>Black</b>	16	3.1	8.1
<b>Not Stated</b>	79		

By adopting a mobile data solution to record stop and search encounters, performance data is now immediately available to scrutinise and ensure activity is necessary and proportionate. Stop and search use – year to date information is published on the force website so that it is available for public viewing and scrutiny. To ensure officer accountability, this same data is now published internally and discussed at operational performance meetings.

## Use of powers - arrest rates

The following tables show the number of arrests carried out by Nottinghamshire Police during the periods 1 April 2016 to 31 March 2017 and 1 April 2017 to 31 March 2018. Arrests shown are for the whole of the Nottinghamshire area.

The number of arrests has been divided by the population for that ethnic group in Nottinghamshire, as provided by the Office for National Statistics's 2011 Census population figures, and then multiplied by 1,000.

Note – the recorded volume and calculated proportionality ratios exclude records where the voluntary ethnicity is recorded as “not stated.”

### 2016/2017

Ethnicity	Volume	Per 1000 population	Proportionality ratio
White	15,956	16.46	1
BME	3,279	26.88	1.6
Not stated	1,171		

### 2017/ 2018

Ethnicity	Volume	Per 1000 population	Proportionality ratio
White	13,907	14.3	1.0
BME	2,984	24.5	1.4
Not stated	5,233		

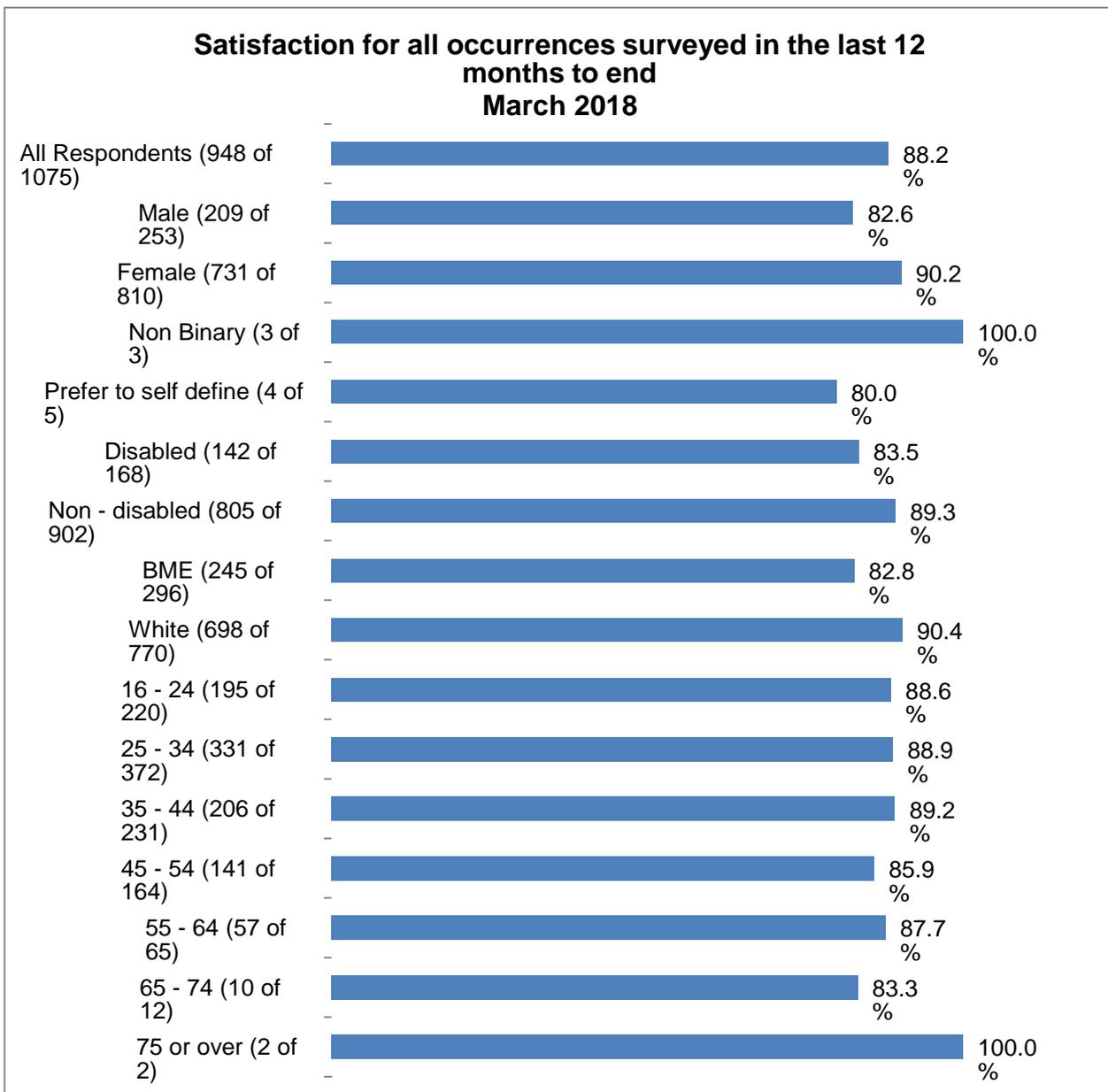
It can be seen from the above that the number of arrests and the arrest rates have dropped for both BME and White detainees, resulting in a slight drop in the proportionality ratio compared to last year.

## Victim satisfaction surveys

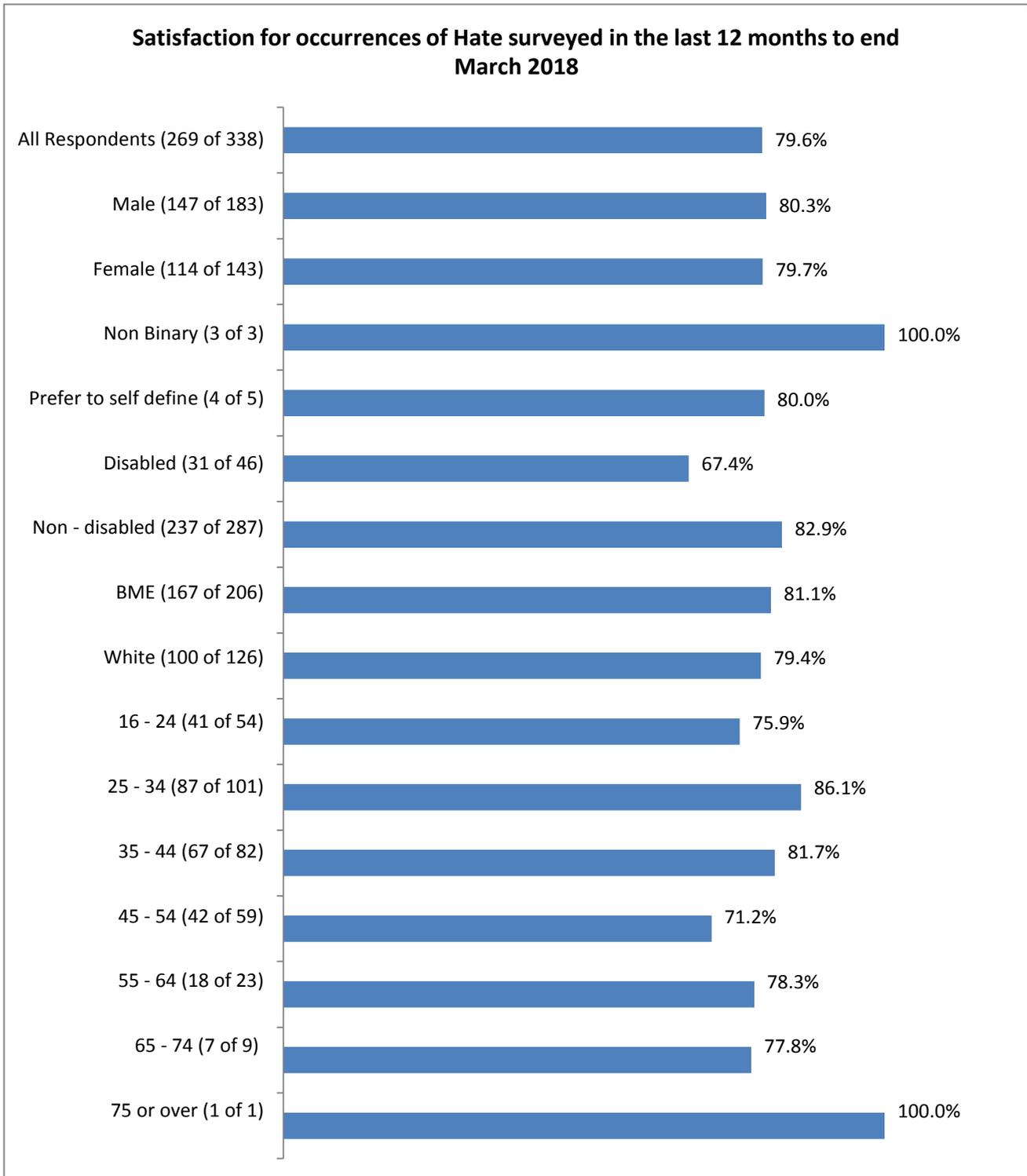
We regularly survey victims of crime to find out how satisfied they are with the service they have received.

Our telephone interviewers carry out approximately 270 surveys every month with victims of domestic abuse, racist incidents, hate crime and hate incidents. They speak with a number of victims and ask them to rate the service they received from us during their incident.

Satisfaction is determined by the number of respondents who are completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews. The 'all surveys' figure is calculated using the sum of all responses across all surveyed crime types, so no weighting is applied.

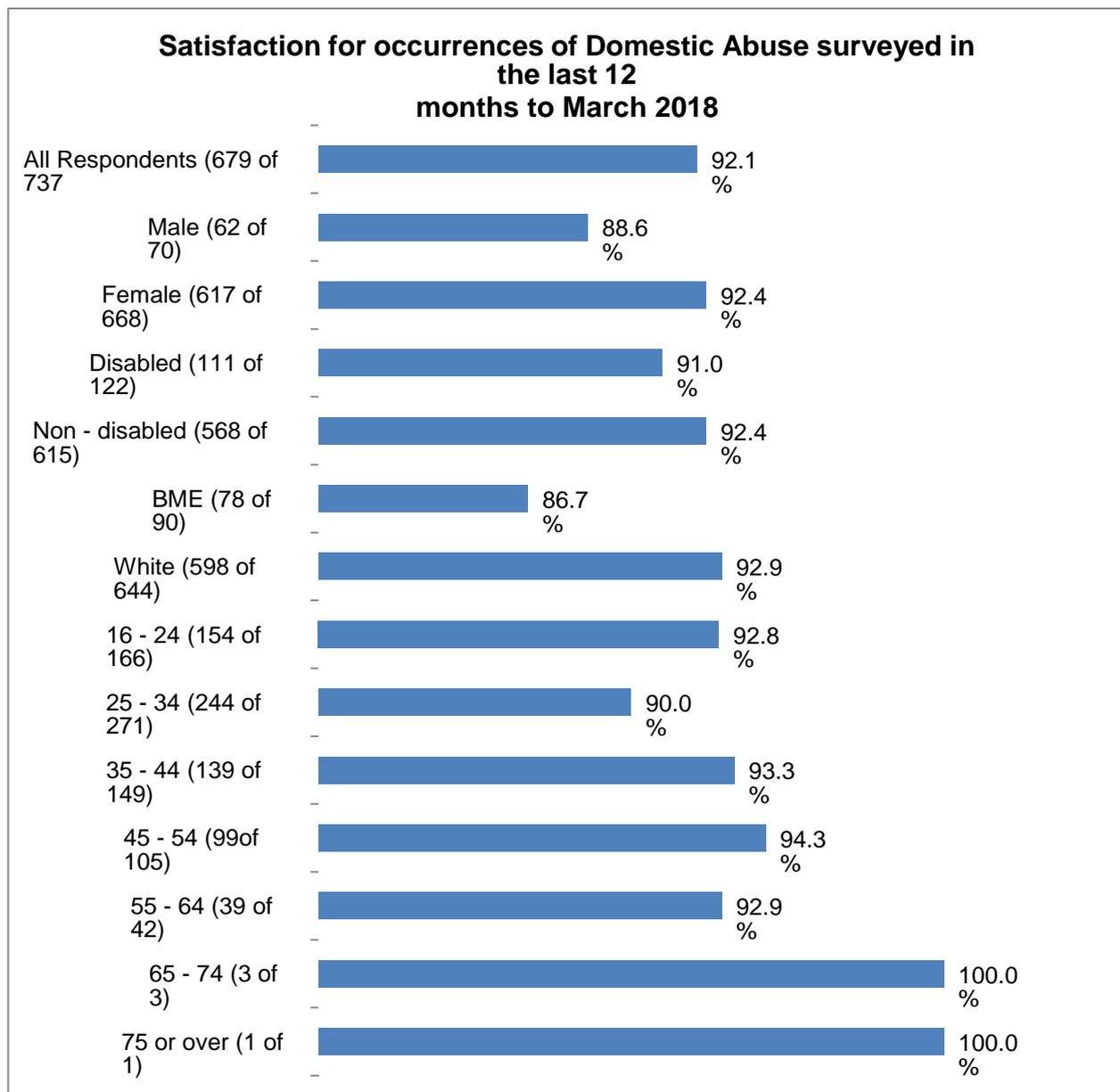


The following table relates to the satisfaction levels of victims of hate only. In this table, satisfaction is determined by the number of victims of racist incidents who are completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews.



Prior to April 2017, the Domestic Abuse surveys were only conducted on those occurrences where the offence was Violence Against the Person (VAP) and a Domestic Marker was present. Since April 2017, the Domestic Abuse surveys have been expanded to include ANY offence with a Domestic Abuse marker and therefore will include all offence types, for example including criminal damage, burglary, theft etc. In addition, there is a gap of approximately eight - 12 weeks between the offence being created and the victim being surveyed to give adequate time for a criminal investigation and all aspects of the survey questions to be covered in order that meaningful responses can be gained.

The following table relates to the satisfaction levels of victims of domestic abuse only. In this table, satisfaction is determined by the number of victims of domestic abuse who are completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews.



## Accessibility and communication

### Use of interpreters

Nottinghamshire Police uses interpreting services in a variety of circumstances, predominantly when contacting victims, witnesses and suspects, but also for the translation of documents, training of officers and staff and engagement with community members.

Number of Contacts									
2016/17					2017/18				
Rank	Language	Cintra	Language Line	Total	Rank	Language	Cintra	Language Line & Bigword	Total
1	Polish	876	2,291	3,167	1	Polish	705	1,850	2,555
2	Romanian	345	1,150	1,495	2	Romanian	379	1,204	1,583
3	Lithuanian	100	255	355	3	Lithuanian	125	251	376
4	Kurdish Sorani/Badini	93	235	328	4	Urdu	125	164	289
5	Urdu	114	153	267	5	Hungarian	65	191	256
6	Russian	63	153	216	6	Arabic	74	177	251
7	Arabic	69	145	214	7	Farsi Afghan/Dari/ Iranian/ Persian	64	125	189
8	Hungarian	71	132	203	8	Kurdish Kurman/Sorani/ Bahdini	85	75	160
9	Latvian	38	100	138	9	Russian	40	102	142
10	Farsi – Dari/Iranian	42	91	133	10	Vietnamese	26	85	111
11	Portuguese	29	91	120	11	Czech	22	88	110
12	Slovakian	33	83	116	12	Spanish	28	81	109
13	Punjabi Indian/P.Mirpuri	51	53	104	13	Slovakian	19	84	103
14	Chinese Mandarin	36	57	93	14	Punjabi Indian/P.Mirpuri	58	24	82
15	British Sign	77	0	77	15	British Sign	68	0	68
Remainder (52 Languages)		236	512	748	Remainder (53 Languages)		284	289	717
<b>Totals</b>		7,774			<b>Totals</b>		7,101		

Source: The information below has been provided by the service providers for 1 April 2016 – 31 March 2017 and 1 April 2017 – 31 March 2018.



The Pegasus PIN database was devised by a community member from our disability advisory group to help make the initial phase of contacting the police – either by phone or in person – easier. The database holds the details of people who have registered because they have difficulty giving their details when calling the emergency services

When a person registers with Pegasus they are issued with a personal identification number ('PIN'), which they are able to use in two ways; either by phone, where the user provides their Pegasus PIN to the police controller who can access the information submitted by the user in advance, to reduce valuable time trying to give personal details; or face-to-face where they can tell or show the officer their Pegasus PIN and the officer can contact the Control Room for information to give them a better understanding of any communication issues the user might have, enabling them to give the best possible assistance appropriate to their needs.

Since the initial six month pilot in 2008, when more than 120 members of the public signed up, the force has expanded Pegasus and now has more than 400 members. Pegasus celebrated its tenth anniversary in April 2018. The programme remains successful and has been adopted by many other services, including Nottinghamshire Fire and Rescue Service, East Midlands Ambulance Service and other police forces such as Lincolnshire Police, City of London Police and Dyfed Powys Police.

Between 1 April 2017 and 31 March 2018, there were 536 contacts made via Pegasus, covering a wide variety of incidents. 77 of these incidents were 'crimed', meaning the police judged that a crime took place. The incidents reported included a range of incident types, but some key types do reoccur. What is reassuring is that the usage of Pegasus for the deaf community has increased significantly, as they can now report incidents via the deaf text phone.

Pegasus incidents are graded as:

- Grade 1 Immediate** - 20 minute response time for rural areas, 15 minutes for urban areas
- Grade 2 Urgent/priority** – where we aim to respond within 60 minutes
- Grade 3 Standard** – scheduled appointment within 48 hours or a managed incident car appointment at home or a police station
- Grade 4 Non attend** - resolution without deployment - no police resources need to attend
- Grade 5 Telephone Investigation Bureau** - incidents which need a crime number but little or no investigation

Year	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
2016/17	40	88	83	179	56	446
2017/18	71	151	60	175	79	536

**Pegasus reports 2017/18**

Month	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
Apr-17	3	16	6	11	3	39
May-17	6	9	6	14	3	38
Jun-17	10	11	11	17	6	55
Jul-17	4	12	2	12	8	38
Aug-17	7	11	3	13	7	41
Sep-17	4	6	7	5	4	26
Oct-17	3	17	2	8	8	38
Nov-17	9	20	2	15	7	53
Dec-17	7	21	6	13	5	52
Jan-18	9	7	5	23	8	52
Feb-18	6	11	6	26	12	61
Mar-18	3	11	4	17	8	43
<b>Total</b>	<b>71</b>	<b>152</b>	<b>60</b>	<b>174</b>	<b>79</b>	<b>536</b>

**Pegasus reports crimed 2017/18**

Year	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
2017/18	14	23	24	1	15	77



Neighbourhood Alert is a community messaging system which allows the force, Neighbourhood Watch and other public organisations to distribute messages concerning community safety to members of the public quickly and efficiently.

It is a web-based secure system which allows authorised administrators, including Neighbourhood Policing Teams and some police staff, to log in and send messages to registered members and manage local membership.

Alert messages are usually sent out via email as this does not incur a cost for the force. However, individuals without access to a computer can register to receive alerts via text or voice message with the understanding that these methods will only be used when an urgent message is sent. Alerts can be targeted to particular beats, neighbourhood policing areas and specific community groups, depending on the target audience of the message.

The following data is available regarding the identity of the users of the Neighbourhood Alert system. It should be noted that for historical reasons, a significant number of users have no equality data recorded. Work is ongoing in this area.

	Male	Female	Non Binary or Self Define	Intersex	Prefer not to say
Gender	6,910	7,656	6	2	4,609

Trans – six people identified as Trans. Definition: identifying gender that is different from that assigned at birth.

	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 or above	Prefer Not to Say
Age Range	605	1,848	2,812	2,969	2,657	2,680	1,042	5,900

	<b>White</b>	<b>Multiple Heritage</b>	<b>Black</b>	<b>Asian</b>	<b>Chinese</b>	<b>Other</b>	<b>Prefer not to say</b>
<b>Ethnicity</b>	12,553*	175	147	370	86	103**	6,056

\*Incl Other White – 227

\*\* Incl Other Ethnic – 38; Arab – 17; Gypsy or Irish Traveller – 4; Other – 44.

	<b>Disability</b>	<b>No Disability</b>	<b>Prefer not to say</b>
<b>Disability</b>	1,298	10,699	6,756

# **Our people and culture**

## **Our people and culture**

This section of the report focuses on the internal aspects of who we are and how we work. It includes:

- information about our police staff, police officers, Police Community Support Officers (PCSOs) and Special Constables by protected characteristics
- information about our workforce and where they work

Our people and culture is also underpinned by two of our equality objectives.

### **Equality objective 3 – culture**

**We will be recognised both locally and nationally as an employer of choice because of our reputation for treating people fairly, respectfully and without discrimination**

### **Equality objective 4 – representation**

**We will increase the extent that our workforce is representative of the communities of Nottinghamshire and ensure that all staff have the opportunity to progress and develop so that this representation is reflected at all levels within our organisation**

## Workforce data

The following tables provide a variety of information about the demographics of the workforce of Nottinghamshire Police.

All information includes those taking a prolonged absence from the force, e.g. on career breaks, maternity leave and externally funded posts, but excludes volunteers, agency staff and partnership workers. All of the figures, unless otherwise stated, are based on actual headcount and relate to the workforce as it appeared on 31 March 2018.

The data below has been sourced through Human Resources records. The information is provided by staff through the Human Resource Management System on a voluntary disclosure basis.

Overall workforce - 31 March 2018	
Police officers	1,965
PCSOs	193
Police staff	1,275
Special Constabulary	175
Total	3,608



## Overall workforce by protected characteristic groups

Age - number of employees aged 25 and under, and over 55 – percentage taken from employee totals

Age Range	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
25 and under	315	8.73%	102	5.19%	18	9.33%	84	48.00%
Over 55	283	7.84%	32	1.63%	14	7.25%	5	2.86%
<b>Total</b>	<b>598</b>	<b>16.57%</b>	<b>134</b>	<b>6.82%</b>	<b>32</b>	<b>16.58%</b>	<b>89</b>	<b>50.86%</b>

Disability - Number of employees who recorded themselves as disabled

Disability	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
Yes	103	2.53%	42	2%	6	3.11%	2	1.14%
No	3,287	94.54%	1,912	97.30%	185	95.85%	161	92%
Undisclosed	102	2.93%	11	0.56%	2	1%	12	6.86%

Race and ethnicity - number of employees by ethnicity

Ethnicity	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
White	3,197	88.61%	1,851	94.20%	183	94.82%	143	81.71%
Ethnic Minority	161	4.46%	91	4.63%	9	4.66%	19	10.86%
Not Stated	119	3.30%	23	1.17%	1	0.52%	13	7.43%

## Gender - number of employees by gender

Gender	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
Male	2,005	55.57%	1,347	68.55%	100	51.81%	62	35.43%
Female	1,472	40.80%	618	31.45%	93	48.19%	113	64.57%

## Sexual orientation - number of employees by sexual orientation

Sexual Orientation	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
Heterosexual	1,552	43.02%	864	43.97%	128	66.32%	113	64.57%
LGB	73	2.02%	68	3.46%	8	4.15%	6	3.43%
Prefer not to say	1,852	51.33%	56	2.85%	3	1.55%	5	2.86%
<b>No % responded</b>	<b>3,477</b>	<b>96.37%</b>	<b>988</b>	<b>50.28%</b>	<b>139</b>	<b>72.02%</b>	<b>124</b>	<b>70.86%</b>

Note: Percentages given in the above table are based on the number of those staff who responded to a question relating to sexual orientation rather than the total number of staff.

## Religion and belief - number of employees by 2011 Census religion and belief categories

Religion	All employees		Police officers		PCSOs		Special Constabulary	
	Total	%	Total	%	Total	%	Total	%
Christian	1,164	33.25%	605	30.79%	65	33.68%	55	31.43%
Muslim	35	0.78%	14	0.71%	1	0.52%	6	3.43%
Sikh	34	0.83%	20	1.02%	1	0.52%	3	1.71%
Hindu	8	0.23%	2	0.10%	0	0.00%	0	0%
Jewish	6	0.14%	1	0.05%	0	0.00%	1	0.57%
Buddhist	7	0.20%	5	0.25%	1	0.52%	0	0%
Any other religion	75	2.10%	44	2.24%	6	3.11%	3	1.71%
No religion	460	6.59%	187	9.52%	0	0.00%	47	26.86%
Undeclared	1,818	55.88%	1,087	55.32%	119	61.66%	60	34.29%

Note: The religions identified in the above table reflect the options used in the voluntary religion question in the 2011 Census carried out by the Office of National Statistics.

## Distribution of workforce by department and protected characteristics group

The following tables detail how our workforce is distributed across the various departments of the force. The figures show all staff (police staff, police officers, PCSOs and Special Constables) allocated to a particular department or division on 31 March 2018.

### Gender and ethnicity of workforce by department

	Gender				Ethnicity					
	Male	%	Female	%	White	%	BME	%	Not Stated	%
<b>Command Team</b>	2	14%	12	85.71%	13	93%	0	0.00%	1	7%
<b>Corporate Services</b>	144	43.77%	185	56.23%	288	87.54%	27	8.20%	14	4.26%
<b>I &amp; I – Archives and Exhibits</b>	24	61.54%	15	38.46%	31	79.49%	1	2.56%	7	17.95%
<b>I &amp; I - Complex Crime</b>	96	63.58%	55	36.42%	143	95.39%	7	3.95%	1	0.66%
<b>I &amp; I - Intelligence</b>	142	57.49%	105	42.51%	232	93.93%	10	4.31%	5	2.02%
<b>I &amp; I - Organised Crime</b>	54	62.07%	33	37.93%	77	88.50%	6	6.90%	4	4.60%
<b>I &amp; I - Public Protection</b>	87	34.80%	163	65.20%	235	94.00%	11	4.40%	4	1.60%
<b>Region</b>	28	66.67%	14	33.33%	41	97.62%	1	2.38%	0	0.00%
<b>Regional - EMCJS</b>	84	40.19%	125	59.81%	193	92.34%	9	4.31%	7	3.35%
<b>Regional - EMOpSS</b>	133	82.61%	8	4.97%	154	95.65%	4	2.48%	3	1.86%
<b>Regional - EMSOU</b>	97	59.51%	66	40.49%	152	93.25%	9	5.52%	2	1.23%
<b>Senior Leaders</b>	2	100%	0	0.00%	2	100%	0	0.00%	0	0%
<b>UOC - Force Response</b>	550	66.27%	280	33.73%	765	92.16%	47	5.66%	18	2.17%
<b>UOC - Contact Management</b>	122	32.45%	254	67.55%	354	94.15%	11	2.93%	11	2.93%
<b>UOC - Strategic Partnerships</b>	457	64.55%	251	35.45%	646	91.24%	43	6.07%	19	2.68%
<b>Total</b>	<b>2,005</b>	<b>57.73%</b>	<b>1,472</b>	<b>42.27%</b>	<b>3,197</b>	<b>94.04%</b>	<b>161</b>	<b>4.29%</b>	<b>119</b>	<b>1.67%</b>

(Key: UOC - Uniformed Operations Command; I & I - Investigations & Intelligence; Senior Leaders - Chief Superintendent UOC and Chief Superintendent I & I)

## Age and disability of workforce by department

	Age				Disability					
	25 and Under	%	Over 55	%	Yes	%	No	%	Not Stated	%
<b>Command Team</b>	0	0.00%	1	7.14%	0	0.00%	14	100%	0	0.00%
<b>Corporate Services</b>	18	5.47%	46	13.98%	12	3.65%	311	94.53%	6	2.28%
<b>I &amp; I – Archives and Exhibits</b>	1	2.56%	9	23.09%	1	2.56%	38	97.44%	0	0.00%
<b>I &amp; I – Complex Crime</b>	0	0.00%	5	3.31%	3	1.99%	148	98.01%	0	0.00%
<b>I &amp; I – Intelligence</b>	9	3.64%	25	10.12%	18	7.29%	225	91.09%	4	1.62%
<b>I &amp; I – Organised Crime</b>	4	4.60%	6	6.90%	3	3.45%	83	95.40%	1	1.15%
<b>I &amp; I – Public Protection</b>	18	7.20%	11	4.40%	5	2.00%	241	96.40%	4	1.60%
<b>Region</b>	0	0.00%	10	23.81%	0	0.00%	41	97.62%	1	2.38%
<b>Regional - EMCJS</b>	13	6.22%	35	16.75%	8	3.83%	200	95.69%	1	0.48%
<b>Regional - EMOpSS</b>	1	0.62%	8	4.97%	2	1.24%	159	98.76%	0	0.00%
<b>Regional - EMSOU</b>	2	1.23%	27	16.56%	4	2.45%	158	96.93%	1	0.61%
<b>Senior Leaders</b>	0	0.00%	0	0.00%	0	0.00%	2	100%	0	0.00%
<b>UOC - Contact Management</b>	40	10.64%	35	9.31%	16	4.26%	356	94.68%	4	1.06%
<b>UOC - Force Response</b>	92	11.08%	14	1.69%	18	2.17%	803	96.75%	9	1.08%
<b>UOC - Strategic Partnerships</b>	117	16.53%	51	7.20%	13	1.84%	679	95.90%	16	2.26%
<b>Total</b>	<b>222</b>	<b>6.38%</b>	<b>269</b>	<b>7.73%</b>	<b>88</b>	<b>2.53%</b>	<b>3,287</b>	<b>94.48%</b>	<b>102</b>	<b>2.93%</b>

(Key: UOC - Uniformed Operations Command; I & I - Investigations & Intelligence; Senior Leaders - Chief Superintendent UOC and Chief Superintendent I & I)

## Sexual Orientation of workforce by department

	Sexual Orientation									
	Bi-sexual	%	Gay/Lesbian	%	Hetero-sexual	%	Not Stated	%	Prefer not to say	%
<b>Command Team</b>	0	0.00%	0	0.00%	11	78.57%	3	21.43%	0	0.00%
<b>Corporate Services</b>	0	0.00%	3	0.91%	200	60.79%	118	35.87%	8	2.43%
<b>I &amp; I – Archives and Exhibits</b>	0	0.00%	1	2.26%	21	53.85%	17	43.59%	0	0.00%
<b>I &amp; I – Complex Crime</b>	2	1.32%	2	1.32%	65	43.05%	79	52.32%	3	1.99%
<b>I &amp; I – Intelligence</b>	2	0.81%	4	1.62%	132	53.44%	104	42.11%	5	2.02%
<b>I &amp; I – Organised Crime</b>	2	2.30%	0	0.00%	41	47.13%	42	48.28%	2	2.30%
<b>I &amp; I – Public Protection</b>	3	1.29%	11	4.74%	5	2.16%	227	97.84%	0	0.00%
<b>Region</b>	0	0.00%	0	0.00%	26	61.90%	12	28.57%	4	9.52%
<b>Regional - EMCJS</b>	2	0.96%	4	1.91%	92	44.02%	104	49.76%	7	3.35%
<b>Regional - EMOpSS</b>	0	0.00%	2	1.24%	60	37.27%	92	57.14%	7	4.35%
<b>Regional - EMSOU</b>	0	0.00%	3	1.84%	71	43.56%	88	53.99%	1	0.61%
<b>Senior Leaders</b>	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
<b>UOC – Contact Management</b>	6	1.60%	7	1.86%	180	47.87%	173	46.01%	10	2.26%
<b>UOC – Force Response</b>	18	2.17%	27	3.25%	427	51.45%	325	40.47%	33	3.98%
<b>UOC – Strategic Partnerships</b>	6	0.85%	18	2.54%	381	53.81%	290	40.96%	13	1.84%
<b>Total</b>	<b>41</b>	<b>1.14%</b>	<b>82</b>	<b>2.27%</b>	<b>1,714</b>	<b>47.51%</b>	<b>1,674</b>	<b>46.40%</b>	<b>93</b>	<b>2.58%</b>

(Key: UOC - Uniformed Operations Command; I & I - Investigations & Intelligence; Senior Leaders - Chief Superintendent UOC and Chief Superintendent I & I)

## Distribution of police officers by rank and protected characteristics group

The following tables show the distribution of gender, ethnicity, age, disability and sexual orientation by ranks for police officers. Percentages shown are the percentage representation at that rank group.

	Gender				Race and ethnicity					
	Female	%	Male	%	White	%	BME	%	Not Stated	%
<b>Superintendent and above</b>	4	4.35%	20	95.65%	22	92%	0	0.00%	2	8%
<b>Chief Inspector/ Detective Chief Inspector</b>	7	24.24%	22	75.76%	28	97%	1	3.45%	0	0%
<b>Inspector/ Detective Inspector</b>	30	27.43%	68	72.57%	94	95.92%	4	4.08%	0	0%
<b>Sergeant / Detective Sergeant</b>	68	24.40%	233	75.60%	282	93.69%	16	5.32%	3	1.00%
<b>Constable / Detective Constable</b>	509	32.42%	1004	67.58%	1,425	94.18%	70	4.63%	18	1.19%
<b>Total</b>	<b>618</b>	<b>30.22%</b>	<b>1,347</b>	<b>69.78%</b>	<b>1,851</b>	<b>94.20%</b>	<b>91</b>	<b>4.63%</b>	<b>23</b>	<b>1.17%</b>

	Age				Disability					
	25 & Under	%	Over 55	%	No	%	Yes	%	Not Stated	%
<b>Superintendent and above</b>	0	0%	0	0.00%	24	100%	0	0%	0	0%
<b>Chief Inspector/ Detective Chief Inspector</b>	0	0%	1	3.45%	29	100%	0	0%	0	0%
<b>Inspector/Detective Inspector</b>	0	0.00%	2	2.04%	96	98%	1	1%	1	1%
<b>Sergeant / Detective Sergeant</b>	0	0.00%	11	3.65%	300	100%	1	0.33%	0	0.00%
<b>Constable / Detective Constable</b>	102	6.74%	18	1.19%	1,463	97%	40	2.64%	10	0.66%
<b>Total</b>	<b>102</b>	<b>5.19%</b>	<b>32</b>	<b>1.63%</b>	<b>1,912</b>	<b>97.30%</b>	<b>42</b>	<b>2.14%</b>	<b>11</b>	<b>0.56%</b>

	<b>Sexual Orientation</b>									
	<b>Bi -sexual</b>	<b>%</b>	<b>Gay/ Lesbian</b>	<b>%</b>	<b>Hetero -sexual</b>	<b>%</b>	<b>Prefer not to say</b>	<b>%</b>	<b>Not Stated</b>	<b>%</b>
<b>Superintendent and above</b>	0	0.00%	0	0.00%	20	83%	0	0.00%	4	17%
<b>Chief Inspector/ Detective Chief Inspector</b>	0	0.00%	1	3.45%	11	38%	0	0.00%	17	59%
<b>Inspector/ Detective Inspector</b>	0	0.00%	1	1.02%	50	51%	2	2.04%	45	46%
<b>Sergeant / Detective Sergeant</b>	1	0.33%	1	0.33%	117	38.87%	11	3.65%	171	56.81%
<b>Constable / Detective Constable</b>	25	1.65%	39	2.58%	664	43.89%	43	2.84%	742	49.04%
<b>Total</b>	<b>26</b>	<b>1.32%</b>	<b>42</b>	<b>2.14%</b>	<b>862</b>	<b>43.87%</b>	<b>56</b>	<b>2.85%</b>	<b>979</b>	<b>49.82%</b>

## Specialist posts

Police officers in specialist posts are defined by the Home Office as being officers working in the following roles or departments:

Air, Assets Confiscation, Child / Sex / Domestic / Missing Persons, CID, CID Specialist Units, Complaints and Discipline, dogs, drugs, firearms - Tactical, Firearms/Explosives, Fraud, Special Branch / Protection / Immigration / National, Surveillance, Traffic.

At the end of March 2018, there were 914 officers in these posts across Nottinghamshire Police. The tables below show the percentage distribution of officers in these roles by protected characteristic, compared with the overall representation of that characteristic amongst all Nottinghamshire Police officers.



	Age		Gender		Race and ethnicity			Disability		
	25 and Under	Over 55	Male	Female	White	Ethnic Minority	Not Stated	Yes	No	Not Stated
<b>Volume</b>	3	21	600	314	871	37	6	23	887	4
<b>Specialist %</b>	0.33%	2.30%	65.65%	34.35%	95.30%	4.05%	0.66%	2.52%	97.05%	0.44%
<b>All Officers %</b>	0.15%	1.07%	30.53%	15.98%	44.33%	1.88%	0.31%	1.17%	45.14%	0.20%

	Sexual Orientation				
	Bisexual	Gay/Lesbian	Heterosexual	Not Stated	Prefer not to say
Volume	5	10	356	522	21
Specialist %	0.55%	1.09%	38.95%	57.11%	2.30%
All Officers %	0.25%	0.51%	18.12%	26.56%	1.07%

## Part-time working

Staff working part-time during the period 1 April 2017 to 31 March 2018 by gender, disability, sexual orientation and ethnicity.

Gender	Total	%
Male	96	17.39%
Female	456	82.61%
<b>Total</b>	<b>552</b>	<b>15.30%</b>

Disability	Total	%
Yes	15	2.72%
No	534	96.74%
Not stated	3	0.54%

Sexual Orientation	Total	%
Bisexual	4	0.72%
Gay/Lesbian	3	0.54%
Heterosexual	247	44.75%
Not Stated	281	50.91%
Prefer Not To Say	17	3.08%

Race and ethnicity	Total	%
Ethnic Minority	19	2.72%
Not stated	13	2.36%
White	520	94.20%

## Leavers

The following tables provide details of the protected characteristics of staff and officers who left Nottinghamshire Police between 1 April 2017 and 31 March 2018.

The percentages given in each case are as a proportion of all leavers in that group (officers/staff). During the specified period, 151 police officers and 165 police staff left the organisation.

Police Officer Leavers	Age		Race and ethnicity		
	25 and under	Over 55	White	Ethnic Minority	Not stated
Volume	1	6	144	7	0
%	0.66%	3.97%	95.36%	4.64%	0.00%

Police Officer Leavers	Gender		Sexual Orientation		
	Male	Female	Heterosexual	Not stated	Prefer not to say
Volume	117	34	53	92	6
%	77.48%	22.52%	35.10%	60.93%	3.97%

Police Staff Leavers	Age		Race and ethnicity		
	25 and under	Over 55	White	Ethnic Minority	Not stated
Volume	21	36	144	10	11
%	12.73%	21.82%	87.27%	6.06%	16.92%

Police Staff Leavers	Gender		Sexual Orientation		
	Male	Female	Heterosexual	Not stated	Prefer not to say
Volume	86	79	90	70	5
%	52.12%	47.88%	54.55%	42.42%	3.03%

## Grievances

The table below shows a breakdown of grievances taken out by officers and staff under the fairness at work policy. The table lists the number of live grievances in any given month for the period of 1 April 2017 to 31 March 2018.

The "other" category under reason for grievance includes issues such as organisational change, job grading, management behaviour and HR process, amongst others. The table also provides information in relation to the aggrieved's gender, ethnicity, disability and sexual orientation status.

Date	Number of live cases	Discrimination	Bullying and Harassment	Other	Male	%	Female	%	BME	%	Recorded Disability	%	Declared Sexual Orientation
Apr-17	11*	2	4	5	6	55	4	36	0	0	1	9	0
May-17	17*	3	3	11	7	41	9	53	1	6	1	6	0
Jun-17	17*	3	2	12	7	41	9	53	1	6	1	6	0
Jul-17	17*	3	2	12	7	41	9	53	0	0	0	0	0
Aug-17	14*	2	0	12	5	36	8	57	0	0	0	0	0
Sep-17	9*	1	1	7	4	44	4	44	0	0	1	11	0
Oct-17	11*	2	2	7	5	45	5	45	0	0	1	9	1
Nov-17	9*	1	2	6	4	44	4	44	0	0	1	11	0
Dec-17	12*	1	3	8	5	42	6	50	0	0	1	8	1
Jan-18	13**	1	2	10	5	38	6	46	0	0	1	8	2
Feb-18	14**	1	3	10	6	43	6	43	0	0	0	0	1
Mar-18	15**	1	4	10	7	47	6	40	0	0	0	0	0

Note: \* = the amount of collective grievances which are not included in any figures other than number of live cases

# Stonewall Workplace Equality Index



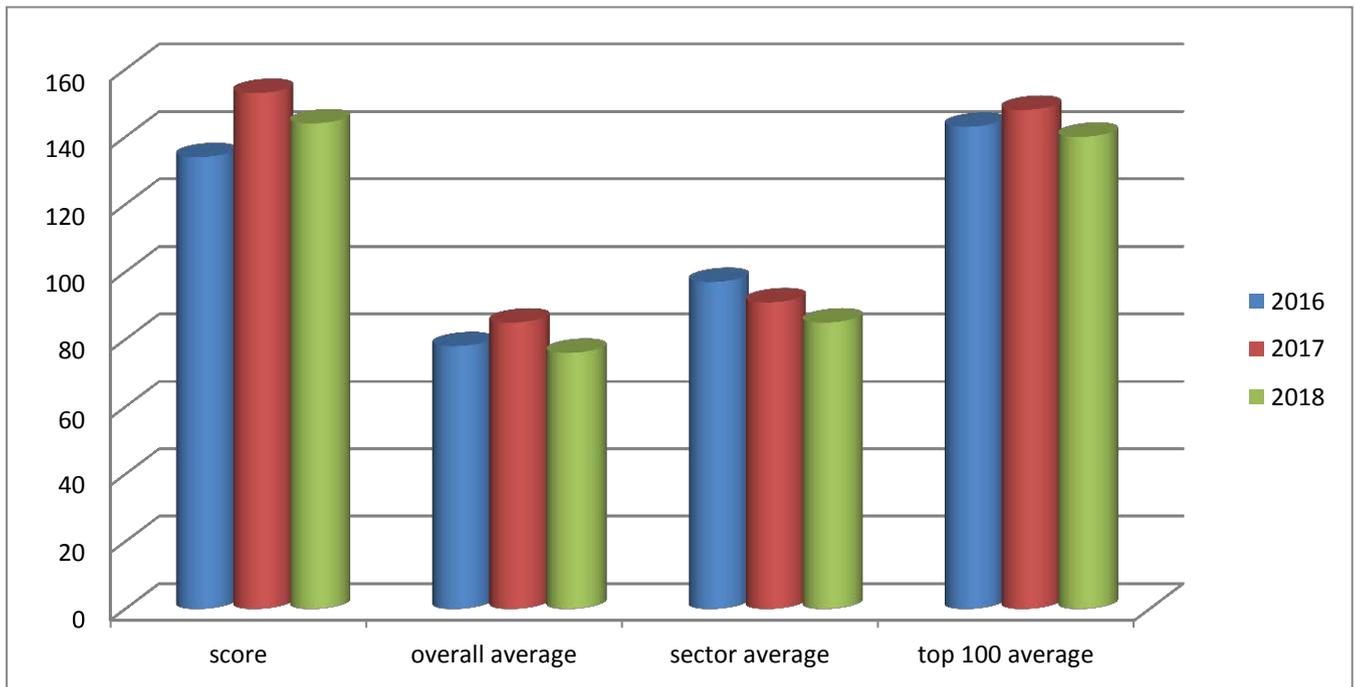
## How the index works

The Workplace Equality Index is free for any employer to enter. Each entrant compiles a submission form demonstrating their organisation's performance against a set of best practice criteria accompanied by supporting evidence. The Workplace Equality Index is deemed as Britain's leading benchmarking tool for employers to assess LGBT+ inclusion within the organisation.

The criterion is updated on a three-year cycle and aims to explore various areas of employment policy, practice and service delivery including:

1	Policies and benefits	Written policy Resourcing and accountability Policy review	Employee benefits Tribunals Bullying and harassment
2	Employee lifecycle	Attraction and recruitment	Through to employee development.
3	Employee engagement	Senior leadership on LGBT+ issues Employee network groups	All-staff engagement
4	Staff training	Training Line managers	Career development for LGBT staff
5	Monitoring	Data collection Data analysis	Response rates Reporting and actions
6	Supplier policy	Procurement policy	Supplier engagement
7	LGBT+ community engagement	Engaging with clients, customers, services users or partners	Marketing and corporate responsibility
8	Allies & Role model's	Visible LGBT leaders	Allies and role models
10	Additional work & staff feedback survey	Staff attitudes and experiences	Innovative practices

This was the sixth year that Nottinghamshire Police entered the index and evidence provided as part of the submission related to activities, policies, training and engagement in place or occurring during the period between September 2016 and September 2017. The organisation is ranked 39<sup>th</sup> within the new Workplace Equality Index, which now comprehensively assesses the organisation's performance against trans inclusion criteria. We were only being outranked by one other police force within the index.



We have increased our ranking consistently from 196<sup>th</sup> in 2014 to 167<sup>th</sup> in 2015. In 2016 we made incredible progress and increased our ranking to 64<sup>th</sup> and in 2017, our ranking increased to 35<sup>th</sup> out of 439 - our best ranking to date. This year our ranking decreased very slightly by four points to 39<sup>th</sup> out of 434 employers. This was due to the changes in the current cycle and the additional criteria included within the index to promote trans inclusion.

Our position within the emergency services sector has remained consistent at 3rd place for the second consecutive year. We have now become the second top performing police force within the index for 2018.

Our scores across all of the assessed categories outperformed the majority of our counterparts within the emergency services sector and equalled the top 100 average in all but two categories. This is an extremely positive headline.

The key themes and areas where we have implemented changes are detailed below:

- Promotion of our revised bullying and harassment policy which explicitly states a zero tolerance approach to homophobic, transphobic and biphobic bullying and harassment, making specific reference to bullying and harassment on the grounds of gender identity and expression.



- Greater and more explicit engagement with staff around equality, diversity and inclusion issues in order to raise awareness and understanding of LGBT+ communities and the intersections within them.
- Developing cultural competence in relation to trans equality and inclusion.
- The need to ensure all staff receive equality and diversity training which identifies sexual orientation, gender identity and expression.
- Promotion of our “Diversity Allies” and reverse mentoring programme to support equality, diversity and inclusion development and engages managers at all levels.
- Continuing to improve equality monitoring data in relation to sexual orientation and gender identity, to inform career development for LGBT+ colleagues.
- Improved mechanisms for how the organisation engages with existing and potential suppliers to promote LGBT+ equality.
- Ensuring a clear and visible commitment from leaders and senior managers in relation to LGBT+ equality and inclusion internally and across the partnerships with which we work.



**Nottingham Pride  
2018**

We have continued to make some positive gains in engaging LGBT+ colleagues through our staff networks, staff consultation and the wider community at local engagement events. We are keen to maintain formal engagement through our LGBT+ independent advisory group, which is continually shaping our organisational learning, understanding and culture.

We actively support a range of community events across the city and the county, such as the Worksop LGBT+ Equality March, Nottinghamshire Pride, the Trans Picnic and the International day against Homophobia, Biphobia, and Transphobia. This is in addition to promoting positive action recruitment events to attract Special Constables, Police Officers, PCSOs and other police staff roles from within the LGBT+ and BME communities.

In relation to the culture within the organisation, our largest Stonewall staff survey in 2016 had 1010 respondents. This translated to 38% bisexual, 36% lesbian and 26% gay colleagues who responded. Our 2018 Stonewall survey also identified a small number of colleagues who also identified under the wider trans umbrella. Although, this headline message continues to be positive, we are not complacent and continue to work hard to promote better equality and inclusion for our colleagues who may identify as non-binary and gender fluid. In doing more, we aim to ensure that all colleagues, no matter their rank or grade within the organisation, feel supported and able to bring their whole selves into our workplace, if they choose to do so.



Crystal at Nottingham Pride 2018



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Recruitment  
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<b>For Information</b>	
<b>Public</b>	
<b>Report to:</b>	<b>Strategic Resources and Performance Meeting</b>
<b>Date of Meeting:</b>	<b>8<sup>th</sup> November 2018</b>
<b>Report of:</b>	<b>Chief Constable</b>
<b>Report Author:</b>	<b>Natalie Baker-Swift, Governance and Planning Manager</b>
<b>E-mail:</b>	<a href="mailto:matthew.mcfarlane@nottinghamshire.pnn.police.uk">matthew.mcfarlane@nottinghamshire.pnn.police.uk</a>
<b>Other Contacts:</b>	
<b>Agenda Item:</b>	<b>8</b>

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

## Annual Departmental Assessment Outcomes

### 1. Purpose of the Report

- 1.1 The purpose of this report is to formally communicate the outcomes of the 2018 Annual Departmental Assessment (ADA) process to the Strategic Resources and Performance Meeting.

### 2. Recommendations

- 2.1 It is recommended that the Police & Crime Commissioner notes the contents of this report.

### 3. Reasons for Recommendations

- 3.1 To ensure the Police & Crime Commissioner is briefed on the outcomes arising from this year's ADA process and the programme of work for 2019/20.

### 4. Summary of Key Points

#### 4.1 2018 ADA Process

The Force's change programme was launched in April 2016, to enable a renewed approach to business planning and business change. A key tool in this process are the Annual Departmental Assessments (ADAs). ADAs facilitate heads of department in undertaking an evaluation of their area of business and in making proposals for improvement which seek to address risk and opportunity. Proposals in the 2018/19 ADAs have, where possible, responded directly to areas for improvement identified in the Force Management Statement.

The second year of the ADA process was launched in June 2018, with departmental heads presenting proposals for 2019/20 to the Extraordinary Force Executive Board (E-FEB) in September. The E-FEB was attended by both internal and external stakeholders and chaired by the Chief Constable and DCC who approved and directed activity, informing a programme of change for the forthcoming financial year.

#### 4.2 ADA Outcomes

As a result of this year's ADA process, 96 work streams have been commissioned. The delivery of each of the work streams will be overseen by the new Futures Board, chaired by

DCC Barber. Please see **Appendix A**, which provides summary of the programme of work which has resulted from the ADA process.

A number of key business change initiatives have been commissioned as part of the ADA process which seek to support the Police and Crime Plan. These include, but are not limited to:

- Introduce an Economic Crime Unit and Fraud triage capability to support the fraud prevention and protection strategy and safeguard vulnerable people.
- Continue to improve partnership response to missing persons by exploring opportunities to introduce a social worker and Children’s Home Officer into the Missing from Home team and increasing the establishment of the Locate Team.
- Support problem solving approaches to people suffering from mental health issues by resourcing a Daytime Street Triage Car.
- Review of key People Services and Organisational Development policies and processes to continue to implement the HR strategy and fulfil the requirements of the Equality Act 2010.
- Undertake new initiatives to increase representation and retention to ensure the police workforce and supervisory structure is more representative of the community it serves.
- Review of the role, responsibilities, powers and productivity of PCSOs and the NSU Provision in line with the new Force Operating Model.
- Invest in provision to enable implementation of key national IS programmes, including National Enabling Programmes, Single Online Home and the National Law Enforcement Data Programme to establish common IT platforms at a regional and national level.
- Explore options for the procurement of drone technology in collaboration with NFRS.

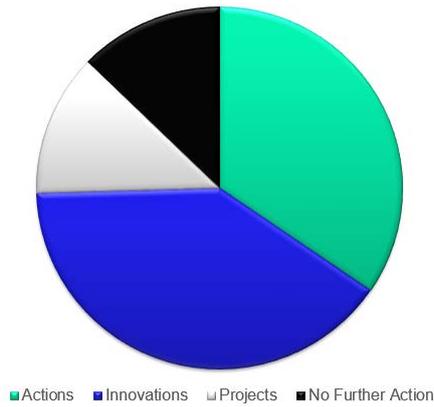
#### 4.2.1 Governance and monitoring

To reduce bureaucracy and ensure proportionate governance and monitoring, the activity has been categorised as follows:

- **Actions-** These include cost neutral proposals which don’t require a business case, including policy changes, asset replacement of existing software or technology or workforce planning. Where applicable, decisions will be made by the Tactical Workforce Planning Group, or FEB in the case of policy changes. Activity and business benefits will be monitored by exception on a quarterly basis by the Futures Board.
- **Innovations** - Innovation activity will require development of a business case to seek funding or significant business change. This will include departmental reviews or a bid for new software or technology. Innovations will not require project management provision to enable delivery. All business cases will be approved by the Futures Board and FEB, where applicable.

Type	No.
Action	35

- **Projects** - Projects will require a business case and full project management provision and reporting. To ensure proportionality projects have been categorised as small, medium or large. All projects will report via highlight report to the Futures Board to ensure delivery to expected timescales, budget and quality. Business benefits will also be reported on monthly.

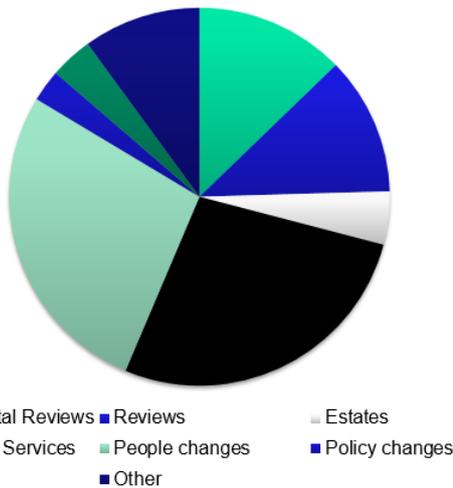


Innovation	45
Project	16

Figure 1. ADA activity by type.

#### 4.2.2 Resource Management

To assist in effective resource management, the approved activity has also been categorised according to the enabler who will be responsible for facilitating the business change. Please see the table and chart below.



Enabler	No.
Departmental Reviews - Business Improvement Team (BIT) and People Services and Organisational Development (PS&OD)	13
Reviews (BIT / Business leads)	11
Estates and Facilities	5
Information Services	32
People Changes (PS&OD)	26
Other	8

The sequencing of activity in the Programme Plan has been cognisant of impact on enabler resource. This will continue to be managed on a monthly basis by the Future's Board and risks managed accordingly to ensure delivery within expected timescales.

#### 4.4 Lessons Learned

A debrief was undertaken following the E-FEB which highlighted the following lessons learnt to be incorporated into next year's ADA process:

- Review the approach to the involvement of collaborations, including consistency in presentations and consideration of whether proposals are included;
- Ensure the department is explicit when presenting how their proposals link to the Police and Crime plan priorities;
- Departments should ensure they have undertaken sufficient horizon scanning in their respective areas of business, making sure their proposals are responsive to findings;

- Members of collaborations to be included on the E-FEB Panel as stakeholders;
- Focus on streamlining the ADA documents to reduce demand on department leads when taking part in the process.

## **5. Financial Implications and Budget Provision**

- 5.1 No direct Financial Implications are raised with regard to this report.
- 5.2 Budgetary provision for business change initiatives required to address key issues highlighted by the FMS will be considered on a case by case basis as part of the financial planning process.

## **6. Human Resources Implications**

- 6.1 There are no direct HR implications with regard to this report.

## **7. Equality Implications**

- 7.1 There are no direct equality implications with regard to this report.

## **8. Risk Management**

- 8.1 Any Force risks identified in the production of ADAs are included in departmental / force risk register.

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

- 9.1 There are not direct policy implications as a result of this report.

## **10. Changes in Legislation or other Legal Considerations**

- 10.1 There are not direct legal considerations with regard to this report.

## **11. Details of outcome of consultation**

- 11.1 Not applicable.

## **12. Appendices**

- 12.1 Appendix A: ADA Outcomes – High Level Programme Plan

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

13. Not applicable.

NB

See guidance on public access to meetings and information about meetings for guidance on non-public information and confidential information.

# Appendix A: ADA Outcomes / High Level Programme Plan

Key

**NFA:** No further action - proposal will not be progressed.  
**Included elsewhere:** Activity will be subsumed into a duplicate proposal or existing activity.  
**Action:** to be progressed through workforce planning or FEB with no requirement for a business case.  
**Innovation:** business case required to go to the Futures Board.  
**Project:** business case and proportionate project management required.

GENERAL DETAILS				CUSTOMER		PROGRESS		DATES		18/19												19/20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
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<b>For Information</b>	
<b>Public</b>	
<b>Report to:</b>	<b>Strategic Resources and Performance</b>
<b>Date of Meeting:</b>	<b>8<sup>th</sup> November 2018</b>
<b>Report of:</b>	<b>Ch Insp Shaun Ostle</b>
<b>Report Author:</b>	<b>Mrs Paula Goodband</b>
<b>E-mail:</b>	
<b>Other Contacts:</b>	
<b>Agenda Item:</b>	<b>9</b>

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

## **Specials, Volunteers and Cadets**

### **1. Purpose of the Report**

- 1.1 The purpose of this report is to update on the work that the Citizens in Policing Department (CiPD) activity in relation to the Nottinghamshire Police Volunteers.

### **2. Recommendations**

- 2.1 It is recommended that the report is noted by members of the meeting.

### **3. Reasons for Recommendations**

- 3.1 To provide the Strategic Resources and Performance meeting with an updated summary of the current position.

### **4. Summary of Key Points**

- 4.1 Citizens in Policing is a national work-stream, each Force having a Citizens in Policing Department (CiPD) to support its work.

Nottinghamshire CiPD undertake start to end recruitment processes for all volunteers including Special Constables.

#### **4.2 Police Support Volunteers (PSV)**

There are 65 PSVs in a variety of roles throughout the Force supporting departments such as Vetting, Media and Communications, Ballistics, Forensics and Business Crime.

The Police Chaplain Service also sits within CiPD. There are currently 13 Chaplains from a range of different faiths to support employees.

CiPD work with Universities around student volunteering and offer roles to students at University of Nottingham and Nottingham Trent University. There are also year placement students that volunteer to work with us in their gap year.

### 4.3 Police Cadets

There is a mixture of Junior Cadets (age 13 – 15) and Senior Cadets (age 16-18). The Junior Cadets are fed through a school and the Seniors through open recruitment to bases throughout the Force area. The programme is delivered to follow the National Cadet Programme and is led by Cadet Leaders. Cadet Leaders are a mixture of volunteers including Special Constables and Police Employees, such as Police Community Support Officers (PCSO) and Police Constables (PC). BAME representation within the Cadet scheme is currently 21.28%. Gender representation is 49% female and 51% male.

Cadets are a Force resource and should be considered to support areas of operational policing that could also support their learning. Cadets can be used for test purchasing of alcohol and knives and can also support local crime reducing initiatives such as cyber fraud and burglaries. We do not, at present, capture quantitative data around the impact of their contribution but this is something that is being looked at nationally around how this could be done.

As part of the Cadet programme, Derby University offers the chance to complete the Foundation in Policing (FiP) qualification. If the Cadet passes the FiP, they receive UCAS points and direct access to one of the Policing Degrees at that University. This enables our Cadets to learn in a University setting, which breaks down the barriers to those that wouldn't have thought it an option and also supports our Cadets into a degree course.

### 4.4 Special Constabulary

The establishment of the Special Constabulary (SC) currently stands at 165 officers compared to 201 in 2017. This shows that the attrition rate has been high over the past 12 months, but the predominant reasons for officers leaving are positive as they have been successful in applying for Police Constable roles within the Force. BAME representation within the Special Constabulary is currently 10.49%. Gender representation is 35% female and 65% male. We also have 50 student SCs who are due to take up their roles in January 2019.

#### Innovation

SCs currently undertake a number of innovative roles to support their regular colleagues. These include:

- **Child Sexual Exploitation (CSE)** team, monitoring and enforcing restrictions on registered sex offenders. This scheme has been recommended for an award.
- **Operational Support Department (OSD)** officers, who support in the area of roads policing.
- **Rural Team** – policing the rural areas and focusing on all areas of rural crime such as wildlife and farming.
- **Parish Constables** – there are a number of Parish SCs that were recruited specifically for are dedicated to areas in the north of the County.

### 4.5 University Special Constables

In the 2018/19 academic year Nottinghamshire Police will be offering 50 student Special Constables places between the University of Derby and Nottingham Trent University for the students on their Policing degrees. This will give them the practical experience they require to complete the degree. These SCs will train and learn within the University setting and then be posted to various stations throughout the County. At present there are 13 SCs who are studying at NTU and 8 at Derby University. It is anticipated that these numbers will start to increase as the requirements of entry into the UK police service change within the Police Educational Qualifications Framework (PEQF). Of the 21 Student Specials working with us at present the gender breakdown is 12 male 9 female with 19% BME officers.

#### **4.6 National Work Streams**

National work streams include Special Constabulary, Police Support Volunteers, Employer Supported Policing, Innovation and Good Practice, Pilots, Value and Impact, Cadets, Communication and Partnerships. These work streams form the agenda for our regional CiP meetings which are held in Derby with ACC Paul Gibson who is the Regional Lead.

Nottinghamshire Police's CiPD newsletter regularly outlines innovation and success and has been shared nationally. This has been particularly recognised outside Nottinghamshire by Forces that have been interested in the University student recruitment scheme. Innovation includes SCs that are seconded to the roads policing function and work within Child Sexual Exploitation investigation.

Employer Supported Policing (ESP) is a focused national work stream that Nottinghamshire Police is keen to progress. This involves developing strong relationships with large local employers that may be prepared to release their staff for a number of agreed hours to perform voluntary public service policing duties.

#### **4.7 Bespoke work undertaken by Volunteers**

- A number of our Volunteers (7) have been successful in applying to the Police Constable Degree Apprenticeship (PCDA) scheme. There is also a significant number of Special Constables that have joined Nottinghamshire Police as regular Police Constables. In 2017, 33 SCs joined Nottinghamshire Police as regular PCs and 13 joined alternative forces. Currently, 2018 has seen 25 SCs joining the regular service.
- Cadets undertake community projects as part of their Foundation in Policing qualification facilitated by the University of Derby. These have included property marking schemes, building social areas for a vulnerable people's accommodation, visiting senior citizens functions and supporting others with learning difficulties.
- The Ride Along scheme and Operation Guardian are supporting the Force around visibility with Stop and Search. In addition, CiPD are supporting the Schools Officers raise awareness of this area of business with the teachers, in order that they understand the issues facing young people in their classrooms.
- A Special Constable has recently been shortlisted for the Ferrers Award for their work in leadership of the Special Constabulary's Child Sexual Exploitation team.

- The relationship with the local Higher Education providers in our region is being strengthened with Widening Participation projects and other initiatives. These seek to encourage not yet reached communities and see us as an employer of choice.

## **5. Financial Implications and Budget Provision**

- 5.1 There is a small budget within the CiPD. This is monitored through the Force Volunteers Board, chaired by the Assistance Chief Constable.

## **6. Human Resources Implications**

- 6.1 The numbers of all Volunteers is determined through the Force Volunteers Board. Recruitment is conducted by staff from the CiPD, which sits separately but works in conjunction with the Force's HR function.

## **7. Equality Implications**

- 7.1 Our volunteer roles are available to all and we manage recruitment processes and events in an inclusive manner. Positive imagery is used to ensure that everyone is welcome and different platforms of advertising are used to reach all communities. Social media is used heavily for recruitment.

## **8. Risk Management**

- 8.1

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

- 9.1

## **10. Changes in Legislation or other Legal Considerations**

- 10.1 With the introduction of the Police and Crime Act 2017 volunteers could be given specific powers around roles that they are working in. This could empower volunteers in areas such as cyber-crime.

## **11. Details of outcome of consultation**

- 11.1 There has been no consultation in relation to this update report.

## **12. Appendices**

- 12.1 There are no appendices linked to this report.

<b>For Information</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance Meeting</b>
<b>Date of Meeting:</b>	<b>8<sup>th</sup> November 2018</b>
<b>Report of:</b>	<b>The Chief Constable</b>
<b>Report Author:</b>	<b>Cathy Caldicott</b>
<b>E-mail:</b>	<b>catherine.caldicott@nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	
<b>Agenda Item:</b>	<b>10</b>

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

## **Performance and Insight Report – update to September 2018**

### **1. Purpose of the Report**

- 1.1 The purpose of this report is to inform the Nottinghamshire Office of the Police and Crime Commissioner (OPCC) of the key performance headlines for Nottinghamshire Police in the 12 months to September 2018.

### **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 four Police and Crime Plan strategic themes. Trend information is represented as both a percentage and volume change and sparklines are included where possible to give a visual representation of the monthly trend over the last two years. Additional narrative provides context where required, particularly in respect of any performance exceptions.

### **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**

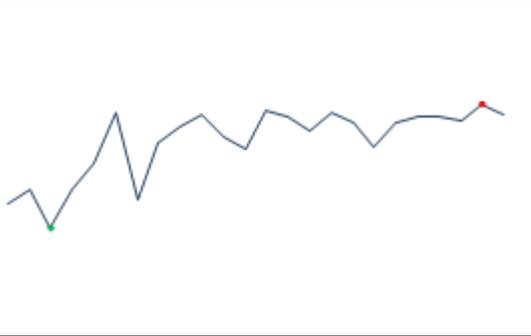
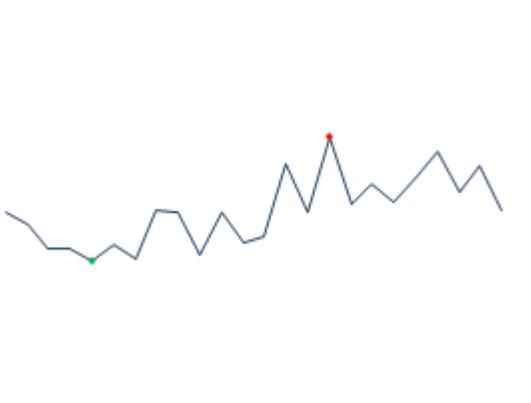
**Performance to September 2018**

**Guidance notes:**

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2018-21. The information is organised in line with the four strategic priority themes in the plan.
2. Wherever possible, performance information is provided for a 12 month period compared to the equivalent 12 months of the previous year, in order to provide an indication of trend. Where information provided is for an alternative period this will be stated.
3. Trend lines are included (where available) to provide a visual indication of trend over the last 24 months. High and low points in the period are shown as red and green dots. The colours are arbitrary and do not indicate positive or negative performance.
4. Additional insight is included in the report in order to provide context, in relation to performance exceptions only. A full report with narrative for each measure is produced once a quarter.
5. Where data has been supplied by a source outside of the Nottinghamshire Police Management Information team, this will be stated.

## Strategic Priority Theme One: Protecting People From Harm

### T1A: More vulnerable people are protected and safeguarded

Measure		Performance	Trend	Insight
T1A.1	Adult and Child Safeguarding Referrals	+19.2%		<p>There is a clear upward trend in recording with a peak in the referrals in August. This allows confidence that the force and partner agencies are improving the identification and recording of safeguarding concerns, in order to ensure that appropriate safeguarding actions are put in place to minimise the risk of harm.</p> <p>The 19.2% increase recorded this year equates to 834 additional referrals (on average about 70 more each month).</p>
T1A.2	Child Sexual Exploitation (CSE)	+65.0%		<p>As with safeguarding referrals, there is an upward trend in the recording of CSE crimes and non-crimes. It is suggested that this is reflective of an increased awareness and understanding of CSE both within the police force and partner agencies but also among the public. The force welcomes this increase as it means that the appropriate, support, safeguarding and offender resolution can be put in place.</p> <p>CSE is a relatively low volume offence type with on average of around 55 offences recorded a month. The 65% increase represents an additional 264 offences recorded over the year.</p>
T1A.3	Missing and Absent Persons	-4.9%		<p>The trend for missing and absent person reports is relatively stable over the last two years with a monthly average of 561 missing and absent persons.</p>

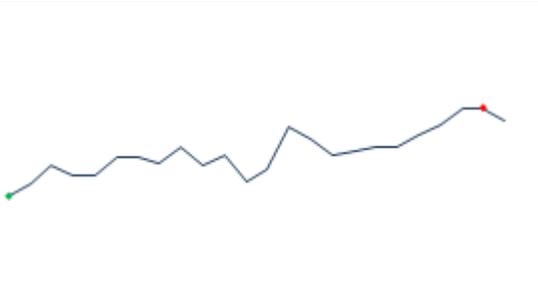
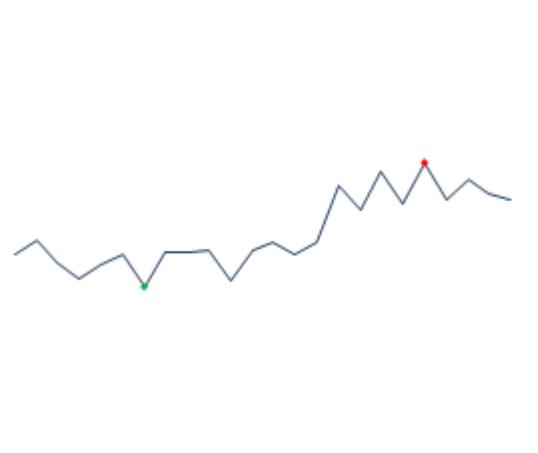
## Strategic Priority Theme One: Protecting People From Harm

### T1A: More vulnerable people are protected and safeguarded

Measure		Performance	Trend	Insight
T1A.4	Modern Slavery	+72.1%	<p>The line graph illustrates the trend of Modern Slavery offences. It shows a series of peaks and troughs over a period of time. The overall trend is upward, with a significant peak marked by a red dot, indicating a sharp increase in offences at that point.</p>	<p>Modern slavery is a relatively new offence which came in to effect in early 2016. As a result there is a clear upward trend in recording, particularly over the last year, as the force has focussed activity on this offence type.</p> <p>In volume terms this is a low volume offence type, and the 72.1% increase in the 12 months to September 2018 translates in to an increase of 31 offences.</p> <p>The force continues to take a proactive approach to this type of offending - seeking out modern slavery offences in order to ensure that survivors are protected and offenders brought to justice.</p>

## Strategic Priority Theme One: Protecting People From Harm

### T1B: Improve capacity and capability to identify and deal with new serious and emerging threats

Measure		Performance	Trend	Insight
T1B.1	Fraud Offences	+32.1%		<p>There is a clear upward trend in the recording of fraud offences, with an increase of 32.1% (660 offences) this year.</p> <p>Fraud offences represent a significant challenge to the police and in particular place a genuine demand on police resources, with investigations often complex and time consuming. Analysis has revealed that around three quarters of fraud offences recorded in Nottinghamshire are filed with no suspect identified.</p>
T1B.2	Online Crime	+44%		<p>Online crime refers to offences where on the balance of probability, the offence was committed, in full or in part, through a computer, computer network or other computer-enabled device. The figures do not include fraud offences, which are captured separately.</p> <p>There is a clear upward trend in the recording of online crime, with an increase of 44.0% or 968 offences this year compared to last.</p> <p>The majority of online crimes recorded are harassment offences, specifically malicious communications offences which have taken place online on forums such as Facebook and twitter.</p>

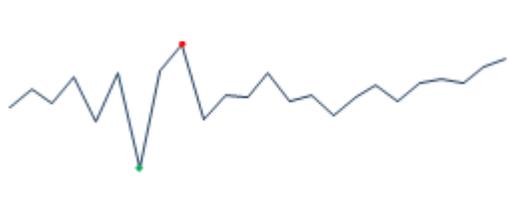
## Strategic Priority Theme One: Protecting People From Harm

### T1C: Maintain focus on action to address the key drivers of crime and demand

Measure		Performance	Trend	Insight
T1C.1	Mental Health Related Incidents	+7.4%		<p>The trend for mental health related incidents has remained relatively stable over the last two years with an average of around 1,431 incidents a month; however the last three months have seen higher than average volumes, with a peak in incidents in August. It is possible that this is reflective of a recent drive in force to improve officer and staff understanding of vulnerability, and it is suggested this is monitored over the coming months to ascertain whether there is a genuine change in trend.</p> <p>The increase of 7.4% recorded in the 12 months to September equates to 1,221 additional incidents when compared to the previous year.</p>
T1C.2	Alcohol-Related Violence	+4.7pp		<p>In order to build up a picture of violence offences where alcohol is believed to be a factor, the force is reliant on the use of an alcohol marker on the Niche crime recording system.</p> <p>The force is keen to build up the truest possible picture of alcohol-related crime, and has taken steps to improve the use of the alcohol marker in Niche. This action has seen the proportion of alcohol-related violence increase from 9.7% in October 2017 up to 26.6% in December 2017, with the monthly rate remaining stable at a higher level since this point.</p> <p>At present the trend in the short term is relatively stable, with a rate of 18% of all violence recorded as alcohol-related compared to 13.3% last year.</p>

## Strategic Priority Theme One: Protecting People From Harm

### T1C: Maintain focus on action to address the key drivers of crime and demand

Measure		Performance	Trend	Insight
T1C.3	Alcohol-Related ASB	-2.9pp		The trend chart reveals a clear downward trend in the proportion of ASB with an alcohol marker. The rate in the 12 months to September 2018 is 10.0% compared to 12.9% in the previous 12 months.
T1C.4	Drug Trafficking and Supply Offences	+6.1%		Drug trafficking and supply offences show a stable trend in the long term. The force records on average about 59 offences each month and this average has not changed over the last two years.
T1C.5	Perception of drug dealing and drug abuse			<p><b>Measure updated quarterly – next update due in the October report.</b></p> <p>Across waves 1 – 4 of the OPCC commissioned ‘Police and Crime Survey’, 45% of respondents stated that they would like to see the police and other agencies do more to tackle ‘drug use and drug dealing’ in their local area.</p> <p>This percentage remains relatively stable across the four quarterly waves of the survey (range of between 41% of respondents and 49%).<sup>1</sup></p>

<sup>1</sup> Source: Nottinghamshire OPCC Police and Crime Survey. This measure is updated quarterly.

## Strategic Priority Theme Two: Helping and Supporting Victims

### T2A: More people have the confidence to report crime and focus resources on repeat victimisation

Measure		Performance	Trend	Insight
T1D.1	ECINs use			<p><b>Latest position statement – September 2018</b></p> <p>ECINS is a national cloud based secure (ISO 27001 compliant) multi-agency case management system funded by the Office of the Police and Crime Commissioner in Nottingham for the purpose of improving joint working between partners (statutory, non-statutory) across Nottinghamshire.</p> <p>ECINS enables the secure targeted sharing of data between agencies, data is submitted in the form of cases and documents contained therein, access to cases and individual documents is controlled by the owner of the data and as such information can be put on the system but remain secure and only accessible by individuals selected by the owner of the data.</p> <p>Presently ECINS is in use or being developed for use to support a number of partnership based business areas including Integrated Offender Management, MARAC, Complex/Vulnerable Persons Panels, ASB and Hate Crime repeat victimisation across all local authorities in Nottinghamshire, Nottinghamshire Police and Nottinghamshire Fire and Rescue service as well as being used by third sector agencies such as Victim care, Framework and Women’s Aid as well as other key local partners such as Universities and housing trusts. At present however, there is no performance framework in place.</p> <p>Currently over 25 organisations use ECINS to share information and there are over 1500 person profiles on ECINS with the system being accessed daily by over 900 users across Nottinghamshire.</p>

## Strategic Priority Theme Two: Helping and Supporting Victims

### T2A: More people have the confidence to report crime and focus resources on repeat victimisation

Measure		Performance	Trend	Insight
T2A.1	Domestic Abuse	+21.3%		<p>The force is recording a clear upward trend in domestic abuse crime over the last two years. The current increase of 21.3% equates to 2,147 additional crimes in the current 12 months when compared to the previous year. Recorded domestic abuse crimes increased significantly in June and have remained high in July and August.</p> <p>The force welcomes an increase in reporting as it is believed that such offences are still under reported, and increasing survivor confidence to come forward and seek support from the force and partner agencies is a key priority for the force.</p> <p>The increase over the last three months has been subject to further detailed analysis. Although it should be noted that changes to the recording practice for stalking and harassment will have had some impact on this increase, there is also a general increase across all crime types within domestic abuse. There is also a corresponding increase in calls for service classed as 'domestic' in the same period, which suggests that demand is increasing.</p>
T2A.2	Proportion of Victim-Based Crime: <ul style="list-style-type: none"> <li>a. Child Victim</li> <li>b. Adult Victim</li> <li>c. Organisation</li> </ul>	<ul style="list-style-type: none"> <li>a. -0.8pp</li> <li>b. +0.9pp</li> <li>c. -0.5pp</li> </ul>		<p>For the majority of victim-based crimes the victim is an adult, with just over 69% of victim-based crime in the 12 months to September 2018 committed against an adult.</p> <p>Organisations then account for around 20% of all victim-based crime, with crimes against children a minority at 8.1%.</p> <p>Each of these proportions remains stable over the last two years.</p> <p>It should be noted that due to data quality limitations, a small</p>

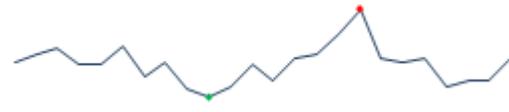
## Strategic Priority Theme Two: Helping and Supporting Victims

### T2A: More people have the confidence to report crime and focus resources on repeat victimisation

Measure		Performance	Trend	Insight
				proportion of offences cannot be attributed to one of the three groups; therefore the proportions will not add up to 100%.
T2A.3	Serious Sexual Offences: a. Adult	+21.8%		There is a clear upward trend for serious sexual offences against adults. Offences against adults have increased by 21.8% (267 offences) in the 12 months to September 2018. The trend for offences against children appears more stable with a reduction of 6.5% (98 fewer offences).
	b. Child	-6.5%		As with the recording of domestic abuse, the force welcomes the increase in reports of serious sexual offences.
T2A.4	Positive Outcome Rate for Serious Sexual Offences	-1.2 pp		<p>There is a slight downward trend apparent in the positive outcome rate for serious sexual offences. The current rate is 10.5% compared to 11.3% last year.</p> <p>In terms of the volume of positive outcomes recorded, performance is relatively stable, meaning that the rate has been affected by the increase in recorded crime.</p> <p>It is believed that this is as a result of an increase in third party reports from partner agencies and also reports where the victim wishes to report the offence but does not support further police action. With offences of this type it is not possible to achieve a police positive outcome and therefore this increase serves to effectively dilute the outcome rate.</p>

## Strategic Priority Theme Two: Helping and Supporting Victims

### T2A: More people have the confidence to report crime and focus resources on repeat victimisation

Measure		Performance	Trend	Insight
T2A.5	Domestic Abuse Repeat Victims	-1.4pp		<p>A repeat victim is any victim from the most recent month, who is also named as a victim on one or more offences (of the same offence type) in the previous 12 months. This is based on the national definition.</p> <p>On average in the 12 months to September 2018, 31.9% of domestic abuse victims were a repeat victim. This compares to an average proportion of 33.3% in previous year.</p> <p>The trend chart shows that the proportion of repeat victims of domestic abuse is relatively stable over the last two years.</p>
T2A.6	Hate Crime Repeat Victims	+2.8pp		<p>In the 12 months to September 2018, 16.0% of hate crime victims were a repeat victim.</p> <p>There is a slight upward trend apparent in the proportion of repeat victims of hate crime, with the previous year showing a proportion of 13.2%.</p>
T2A.7	ASB Repeat Victims	+0.6pp		<p>Of a total of 27,526 Anti-Social Behaviour callers in the 12 months to September 2018, 7,742 had reported a previous ASB incident or incidents in the 12 months prior. This equates to a repeat victimisation rate of 28.1%.</p> <p>Performance is stable with no real change between this rate and the rate of 27.6% in the previous 12 months.</p>

## Strategic Priority Theme Two: Helping and Supporting Victims

T2A: More people have the confidence to report crime and focus resources on repeat victimisation

Measure		Performance	Trend	Insight
T2A.8	Levels of reported crime to the police			<p><b>Measure updated quarterly – next update due in the October report.</b></p> <p>Across waves 1 – 4 of the OPCC commissioned ‘Police and Crime Survey’, 24% of respondents reported that they had personally been a victim of crime in the last 12 months.</p> <p>Of the respondents that stated that they had been a victim of crime, 59% had experienced one crime, 22% had experienced two crimes and 19% had experienced three or more crimes.</p> <p>The majority of respondents who stated that they had been a victim of crime also stated that they have not reported their crime to the police. Only 27% of the crimes experienced were reported, according to the survey findings.</p>

## Strategic Priority Theme Two: Helping and Supporting Victims

### T2D. Victims receive high quality effective support

Measure		Performance	Trend	Insight
T2D.1	Victim's Code Of Practice (VCOP) Compliance	-0.8pp		<p>Victim's Code Of Practice (VCOP) requires that a VCOP assessment be made and recorded for every victim of a crime, and that victim services should be offered as part of this assessment. In order to be VCOP compliant, every victim-based crime should have a completed VCOP recorded on the crime and the officer should record that victim services have been offered.</p> <p>There is a slight downward trend apparent for this measure, with a compliance rate in the 12 months to September of 92.8% compared to 94.2% in the previous 12 months.</p>

## Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

### T3A. Communities and people are safer and feel safer

Measure		Performance	Trend	Insight
T3A.1	Victim-Based Crime	+10.8%		<p>The force continues to show a clear upward trend in recorded crime. In the 12 months to September 2018 the increase is 10.8% which equates to 8,850 crimes more than the previous 12 months.</p> <p>The upward trend in recorded crime in the long term is the result of a combination of four factors:</p> <p>The first is the force’s proactive approach to ensuring compliance with the National Crime Recording Standards (NCRS). This has resulted in a continued increase in the recording of offences such as Violence Against the Person (VAP) offences and public order offences.</p> <p>The second factor is improved awareness and public confidence in relation to high harm offence types such as domestic abuse and sexual offences. It is believed that an increase in the recording of these offence types, something which is also evident nationally, reflects increased confidence among survivors to come forward to the police to report these offences.</p> <p>The third factor is changes to crime recording legislation, specifically in relation to stalking and harassment offences, which almost doubled in volume in April 2018 following the implementation of new regulations at the start of the month.</p> <p>The final factor is a genuine increase in the incidences of some crimes, which is corroborated by examining the calls for service in relation to these offence types. Of particular note are vehicle</p>

## Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

### T3A. Communities and people are safer and feel safer

Measure		Performance	Trend	Insight
				crime and theft offences, both of which continue to show an upward trend.
T3A.2	Victim-Based Crime: a. Rural Areas b. Urban Areas	a. +8.2%		Victim-based crime in rural areas and in urban areas follows a similar upward trend to the overall force recorded crime picture.
		b. +10.1%		In volume terms, the 8.2% increase in crime in rural areas translates to 824 additional recorded crimes. In urban areas the increase is 10.1% which equates to 7,223 crimes. <sup>2</sup>
T3A.3	Severity Score	+15.8%		<p>The severity score is an alternative method of measuring crime by reflecting the harm caused to society and/or individuals. Each offence carries a different weight (calculated by the Office for National Statistics, based on actual sentences) and this is multiplied by the crime counts to create a severity score. The approach has been built in to the Police and Crime Commissioner's Strategic Framework for 2018-2021 as alongside traditional measures; it provides the PCC and the Force with a new and credible approach to better understand the profile of crime in Nottinghamshire.</p> <p>The force is recording a clear upward trend in the total severity score for recorded crimes. This trend is similar to the trend for</p>

<sup>2</sup> Not all recorded crime data has the appropriate coordinates to be able to map the data to rural and urban locations. This means that the total will be less than the overall force level victim based crime total.

## Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

### T3A. Communities and people are safer and feel safer

Measure		Performance	Trend	Insight
				All Crime, although the percentage increase in severity score is larger, and suggests that the severity of offences is increasing at a greater rate than the volume of recorded offences. The last 2 months' data shows a reduction in severity scores from the high in July 2018.
T3A.4	Severity Score in Local Priority Areas			<i>Measure currently under development.</i>
T3A.5	ASB Incidents	+0.0%		<p>Following a number of low volume months last summer, recorded ASB incidents appear relatively stable, and the force recorded an anticipated increase in incidents as we moved in to the summer months, with a clear peak in incidents recorded in July.</p> <p>In the 12 months to September 2018, the force recorded a 0.02% increase in ASB incidents which equates to 7 additional incidents.</p>
T3A.6	Police are dealing with local priorities			<p><b>Measure updated quarterly – next update due in the October report.</b></p> <p>Across waves 1 – 4 of the OPCC commissioned 'Police and Crime Survey', respondents were asked how much they agree or disagree that police in their local area are 'dealing with the crime and anti-social behaviour issues that matter to you'</p> <p>20% of respondents across waves 1-4 (1 in 5 of those surveyed)</p>

## Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

### T3A. Communities and people are safer and feel safer

Measure		Performance	Trend	Insight
				disagreed with this statement.
T3A.7	Percentage of people who feel safe			<p><b>Measure updated quarterly – next update due in the October report.</b></p> <p>Across waves 1 – 4 of the OPCC commissioned ‘Police and Crime Survey’, respondents were asked how safe or unsafe they generally feel across a range of situations.</p> <p>The majority of respondents felt safe or neither safe or unsafe, although the reported levels of feeling safe varied depending on the situation.</p> <p>89% of respondents felt safe ‘outside in their local area during the day’, a figures which reduced to 83% feeling safe when ‘alone in your home at night’.</p> <p>The lower rated situations were ‘banking and making purchases online’ – 70% feel safe; ‘using online social media’ – 66% feel safe and the lowest rating was for ‘outside in your local area after dark’ where 62% of respondents said that they felt safe, 18% felt neither safe nor unsafe, and 20% or 1 in 5 of those surveyed said that they felt unsafe.</p>

## Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

### T3A. Communities and people are safer and feel safer

Measure		Performance	Trend	Insight
T3A.8	Persons killed or seriously injured on the roads	a. -40.1%		<p><b>Data is for calendar quarter one of 2018. Next update due in October report. Performance is shown as actual percentage reduction against the 2005-2009 baseline.</b></p> <p>Data for quarters one of 2018 (January to March 2018) reveals a 40.1% reduction in persons killed or seriously injured (KSIs) against the 2005-2009 baseline. This is in line with the Nottinghamshire agreed target of a 40% reduction against baseline by the year 2020, and represents 66 fewer persons killed or seriously injured on Nottinghamshire's roads.</p> <p>Reductions are seen across all user groups with the exception of pedal cyclists, where an increase of 64.1% is recorded.</p> <p>KSIs in the 0-15 age group have reduced by 65.3% (9 persons) compared to the 2005-2009 baseline.</p>
	a. Adults b. Children	b. -65.3%		

## Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

### T3B. Fewer people commit crime and offenders are supported to rehabilitate

Measure		Performance	Trend	Insight
T3B.1	Integrated Offender Management (IOM)	-78.4%		<p><b>This measure is reported quarterly. Data shown is up to the end of August 2018. Next update due in the October report.</b></p> <p>Data from the Integrated Offender Management (IOM) Team Tracking Tool reveals that 368 nominals have entered the system since January 2016. Of these, 145 (37.8%) have since exited the programme.</p> <p>The average entry score for all nominals who have entered the programme since January 2016 is 354.3, while the average exit score is 76.7. This reveals a reduction in risk score of -278.0 (-78.4% lower than the entry score), for those that have exited the programme.</p> <p>In October 2017, the force commenced with a domestic abuse cohort. To date 82 nominals have been entered in to this cohort with an average entry score of 231, and an average PPIT score of 11.0. Since October, 18 of these nominals have exited the domestic abuse cohort and are now being managed under the general IOM programme. The average PPIT entry score for these nominals was 8.7 and the average PPIT score on exiting the domestic abuse cohort was 5.7.</p>
T3B.2	Possession of Weapons Offences	+12.8%		<p>There is a clear upward trend in the recording of possession of weapons offences. The force has recorded a 12.8% or 107 offences increase in the 12 months to September 2018. This is in line with a national increase reported by the Office for National Statistics last month.</p> <p>Every possession of weapons offence dealt with by the police is potentially preventing the future use of a weapon in a violent</p>

## Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

### T3B. Fewer people commit crime and offenders are supported to rehabilitate

Measure		Performance	Trend	Insight
				offence, and therefore the upward trend in the recording of these offences is viewed as a positive indication of the force's proactivity in dealing with offenders who choose to carry weapons in Nottinghamshire.
T3B.3	Gun Crime	-10.3%		<p>There is a clear downward trend in recorded gun crime, with 13 fewer offences recorded this year compared to last year.</p> <p>This is particularly positive when considered in the context of national performance, with the latest national figures to March 2018 showing an increase in gun crime nationally.</p>
T3B.4	Violent Knife Crime	+12.0%		<p>Violent knife crime includes the offences of Violence Against the Person, Robbery and Sexual Offences where a knife or bladed article is used to cause injury or as a threat.</p> <p>The force has seen a recent uplift in recorded violent knife crime, with a peak in volume in May 2018 and a further peak in July. In the 12 months to September 2018 the force recorded 95 more offences than in the previous year, which equates to an 12.0% increase.</p> <p>Current performance appears in line with the national trend however, with published data to March 2018 revealing a 16% increase in violent knife crime nationally.</p>

## Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

### T3B. Fewer people commit crime and offenders are supported to rehabilitate

Measure		Performance	Trend	Insight
T3B.5	Positive Outcomes for Violent Knife Crime	-0.2pp		The trend in respect of the positive outcome rate for violent knife crime is stable, with a rate of 26.7% in the current year compared to 26.8% last year.
T3B.6	First-time entrants to the Criminal Justice System (CJS) a. City b. County	-14.5%		<p><b>Measure updated quarterly – next update due in the October report.</b></p> <p>Figures from the Nottingham City Youth Offending Team (YOT) reveal that in the period April 2017 – March 2018 there were a total of 153 first-time entrants (FTEs) in to the Criminal Justice System (CJS). This represents a reduction of 26 FTEs or 14.5% compared to the previous year.</p> <p>The equivalent information from the County YOT reveals there were a total of 322 FTEs in the 2017/18 year. This compares to 292 in the previous year, which equates to 30 additional FTEs or an increase of 10.3%, however the current performance is in line with the locally agreed target for the County YOT (performance against the national average).</p>
		+10.3%		

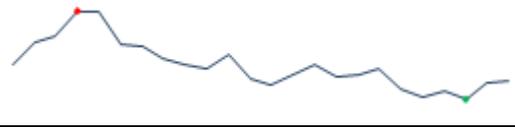
## Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

### T3C. Build stronger and more cohesive communities

Measure		Performance	Trend	Insight
T3C.1	Hate Crime	-5.9%		<p>The overall trend for hate occurrences (including both hate crime and hate non-crimes) is relatively stable, with an average of around 177 occurrences recorded each month.</p> <p>In the 12 months to September the force recorded a similar volume of hate crimes to the previous 12 months (133 fewer offences or -5.9%).</p> <p>Detailed analysis of recording trends reveals that the reporting of hate crime increases immediately following national hate-related events such as terror attacks.</p>
T3C.2	People from different backgrounds get on well			<p><b>Measure updated quarterly – next update due in the October report.</b></p> <p>Across waves 1 – 4 of the OPCC commissioned ‘Police and Crime Survey’, respondents were asked how much they agree or disagree that ‘people from different backgrounds get on well and there is a sense of community where they live’</p> <p>52% of respondents across waves 1-4 agreed with this statement, however a further 26% selected neither agree or disagree and 12% selected don’t know. Only 9% of respondents disagreed with this statement.</p> <p>A similar proportion (50%) agreed that there was a sense of community where they live. The percentage of respondents that disagreed with this statement was higher than the previous statement however, at 18%.</p>

## Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

### T3D. Hold offenders to account through an effective criminal justice system

Measure		Performance	Trend	Insight
T3D.1	Positive Outcome Rate for All Crime	-3.1pp		<p>The positive outcome rate shows the rate of police positive outcomes (such as charges, cautions and community resolutions) per recorded crime.</p> <p>The trend in the long term appears relatively stable. The current rate in the 12 months to September is 15.1%, which compares to 18.3% in the previous year. Overall the volume of positive outcomes has remained relatively stable; however the steep increase in recorded crime has diluted the positive outcome rate.</p>
T3D.2	Positive Outcome Rate for Victim-Based Crime	-3.3pp		<p>The trend in respect of the positive outcome rate for victim-based crime is similar to the trend for all crime (above). The current rate is 12.4% compared to 15.6% in the previous year.</p>
T3D.3	Proportion of All Crime with an Identified Suspect	+1.6pp		<p>The trend for unresolved outcomes with an identified suspect is relatively stable, with the force identifying a suspect in 27.9% of unresolved crime. The equivalent figure for the previous year is 26.3%.</p> <p>Considering the long term trend, there is a clear increase in the volume of crimes filed as unresolved with a named suspect having been identified. This correlates with the increase in crime recording following the NCRS audit and reflects in part an increase in offences where the victim does not support further police action.</p>

## Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

### T3C. Build stronger and more cohesive communities

Measure		Performance	Trend	Insight
T3D.4	Crimes Resolved through Community Resolution	-1.5pp		<p>The force is recording a downward trend in the proportion of crimes resolved through community resolution, although considering the 24 months trend line, an initial clear downward trend appears to be followed by a levelling out over the last 12 months.</p> <p>Currently around 10.6% of all positive outcomes recorded are community resolution outcomes, which is a reduction of 1.5 percentage points on the previous year.</p>

## Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

### T4A. Improve community and victim confidence and satisfaction in policing

Measure		Performance	Trend	Insight
T4A.1	Victim Satisfaction – Domestic Abuse	-0.6pp		Performance for domestic abuse survivor satisfaction is stable with monthly satisfaction rates consistently above 90%. In the 12 months to July 2018 92.9% of domestic abuse survivors were completely, very or fairly satisfied with the service provided by the police.
T4A.2	Victim Satisfaction – Hate Crime	-3.8pp		Hate crime victim satisfaction is currently showing an improvement with the current 12 month rate – at 80.8% - only 3.8 percentage points below the 84.6% recorded in the previous year.  The trend line suggests that the last 5 months have seen improved levels of satisfaction, and it is suggested that this trend be monitored over the next few months to see whether this improvement is sustained.
T4A.3	Professional Standards Department Complaints	+31.2%		Nottinghamshire Police Professional Standards Department (PSD) receives an average of just over 82 complaints a month.  Despite the increased number (236 additional complaints or an increase of 31.2% this year), complaints are recorded in a timely manner, with the force performing well against the national standard of recording complaints within ten working days (an average of 94% compliance).  Analysis of complaint allegations by type are regularly monitored to ensure that general 'lessons learned' can be communicated to officers and staff.

## Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

### T4A. Improve community and victim confidence and satisfaction in policing

Measure		Performance	Trend	Insight
T4A.4	Timeliness of Local Resolution	-3.2%		<p>The force has seen an improvement in the timeliness of local resolutions to complaints, with an increase in the average number of days taken to resolve. On average in the last 12 months complaints have taken 51.5 days to resolve, compared to the previous average of 49.9 days.</p> <p>With the exception of a peak in the number of days taken to resolve in April 2018, the trend is relatively stable.</p>
T4A.5	Stop and Search	+14.4%		<p>The trend for stop and search is relatively stable in the long term, although recent months have seen uplift in the number of stop and searches conducted. The force recorded 2,327 stop and searches in the 12 months to September, which represents an increase of 14.4% (293 stop and searches) compared to last year.</p> <p>This is a positive direction of travel, with a particular increase in weapons related searches driven by the force's proactive approach to dealing with knife crime.</p>
T4A.6	Confidence in the police			<p><b>Measure updated quarterly – next update due in the October report.</b></p> <p>Across waves 1 – 4 of the OPCC commissioned 'Police and Crime Survey', respondents were asked how much they agree or disagree that 'taking everything in to account, I have confidence in the police in this area'</p> <p>47% of respondents agreed with this statement, however a further 27% selected neither agree or disagree and 13% selected don't know. 13% of respondents disagreed with this statement.</p>

## Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

### T4B. Improve service delivery and save money through collaboration and innovation

Measure		Performance	Trend	Insight
T4B.1	Budget vs. Spend: a. Capital b. Revenue			<p><b>Latest position statement – October 2018.</b></p> <p>We are currently predicting a £1.951m overspend on the current outturn revenue position for 2018/19, mainly caused by the delays with Multi Force Shared Services moving to a new cloud based model (FUSION). Overtime is being pressured, as well contributing to the overspend, due to high demand within OS, CID &amp; Response.</p> <p>Capital budget for 2018/19 is £18.067m which is currently looking to be out turning at £12.465m for 2018/19 with £2.631m slipping into 2019/20 and the remaining £2.971m being an underspend versus budget. The budget is continually scrutinised and challenged with budget holders which is triggering the underspend as it stands over a variety of projects, this will continue to happen to see if any can be permanently reduced in order to lower the capital spend expected for 2018/19.</p>
T4B.2	Revenue Efficiencies Against Plan			<p><b>Latest position statement – October 2018.</b></p> <p>The force remains on track to deliver revenue efficiencies as expected at this stage of the year.</p>

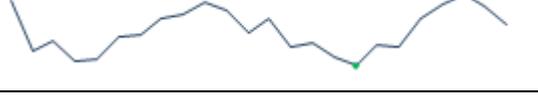
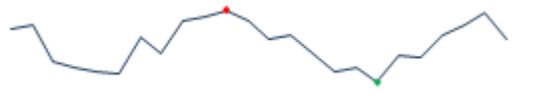
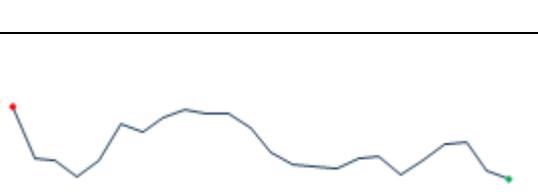
## Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

T4C. The police force is representative of the community it serves and has the resources to do its job

Measure		Performance	Trend	Insight
T4C.1	BME Representation: a. Officers b. Staff	a. 5.11%		<p><b>Latest position statement – September 2018.</b></p> <p>The Black and Minority Ethnic (BME) representation of the force currently stands at 5.11% for police officers and 5.35% for police staff. Both of these proportions show an increase against last year.</p> <p>This compares to the overall BME resident population of Nottinghamshire which is at 11.2% according to the 2011 census.</p>
		b. 5.35%		
T4C.2	Staffing Levels – Actual vs. Budget a. Officers b. Staff c. PCSOs	a. 101.2%		<p><b>Latest position statement – September 2018.</b></p> <p>In terms of police officer establishment, the force currently has 1,964 FTE (full time equivalent) in post. The planned FTE of 1,940 by the 31st of March 2019 has been exceeded at this point. For PCSOs the rate of actual vs. budget posts is 92.78%, while for police staff it is 96.77%.</p> <p>It is not possible to report the previous trend for this measure at the current time.</p>
		b. 96.77%		
		c. 92.78%		

## Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

### T4D. Value for money is delivered and waste is minimised

Measure		Performance	Trend	Insight
T4D.1	Days lost to sickness: a. Officers b. Staff	-0.6pp		In the 12 months to September police officer sickness is at 4.7% compared to 5.2% last year; however there is evidence of a recent downward trend, with April and May below 4%, June at 4.1% and September at 4.0%.  Staff sickness by contrast remains relatively stable at 4.9% compared to 4.5% last year.
		+0.5pp		
T4D.2	Calls For Service: a. 999 b. 101	a. -0.4%		The trend for both 999 and 101 calls remains relatively stable in the long term, although the anticipated seasonal increase in calls is apparent in the last two months.  999 calls have reduced by 0.4% (642 calls) in the last 12 months, and 101 calls have reduced by 3.5% (15,802 calls) over the same period.
		b. -3.5%		
T4D.3	Abandoned Call Rates: a. 999 b. 101	a. -0.8pp		The abandoned call rate shows the number of calls where the caller has hung up before their call has been answered by the force control room.  The abandoned call rate for 999 calls has remained low for more than eighteen months, with an average rate of 0.1% in the 12 months to September.  The abandoned call rate for 101 calls is relatively stable at 7.3%, following a series of high months over summer 2017. It should be recognised however that the force has put action in place to reduce the abandoned call rate for 101 calls, with the trend
		b. -5.6pp		

## Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

### T4D. Value for money is delivered and waste is minimised

Measure		Performance	Trend	Insight
				showing generally lower monthly abandonment rates in the last six months.
T4D.4	Response Times: a. Grade 1 Urban b. Grade 1 Rural c. Grade 2	a. -0.9pp		The advised times for attending grade 1 (immediate attendance) incidents are 15 minutes for an incident in an urban area and 20 minutes for an incident in a rural area.  The trend for the percentage of grade 1 urban and grade 1 rural incidents attended within the advised times remains relatively stable.
		b. -1.2pp		In the 12 months to September 2018 the force attended 77.6% of incidents in an urban area within 15 minutes, and 74.2% of incidents in a rural area within 20 minutes.
		c. +40.4%		Grade 2 (urgent attendance) incidents are monitored in respect of the average time to attend the incident. The mean average time to attend grade 2 incidents in the last 12 months is 376 minutes, which equates to more than six hours. This is a 40.4% increase on the previous 12 months.
T4D.5	Crimes Recorded at First Point of Contact	-8.5pp		On average over the last 12 months, 35.3% of all crime recorded by the force has been recorded by the Contact Resolution Incident Management (CRIM) team based in the force control room. This approach means that crimes can be created as close as possible to the initial call from the public, and also frees up response officers to attend incidents.  A downward trend in the proportion recorded by CRIM continues, with the rate in the previous 12 months higher at

## Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

### T4D. Value for money is delivered and waste is minimised

Measure		Performance	Trend	Insight
				43.9%. Monthly figures since April in particular show a reduction in rate, with May and June both showing a rate of about 36% and a further decline in to July (30.5%).
T4D.6	Compliance with National Crime Recording Standards			<p><b>Latest position statement – September 2018</b></p> <p>Nottinghamshire’s HMICFRS CDI Inspection was completed on 8<sup>th</sup> June 2018. The final report was published by the HMICfrs on 2<sup>nd</sup> October 2018 – graded as ‘Requires Improvement’ - Overall compliance of 87.3% was undermined by the results for VAP at 82.7%. The majority of missed crimes related to relatively low level crimes but reassuringly victims had received a good service from the attending officer(s) in most cases. Compliance for Sexual offences including Rape was 94.4% - missed crimes were part of cases involving multiple allegations whereby victims had received excellent service; and all Other crime at 90.07%.</p> <p>Key areas for improvement include: intrusive supervision / oversight; recording of low level violent crimes; submission of crimes for cancellation / reclassification where justifiable; training.</p> <p>HMICFRS recognise that the force is already aware of these issues and working hard to address them, which includes the imminent introduction of the NCRS compliance team (moving crime recording closer to the point of call). The force displays strong leadership and a very positive direction of travel committed to putting victims at the forefront of their crime-recording decisions, thereby ensuring excellent compliance moving forwards.</p>

## Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

T4D. Value for money is delivered and waste is minimised

	Measure	Performance	Trend	Insight
				The force's response to the CDI recommendations are being governed via Crime and Data Quality Board chaired by ACC Cooper.

<b>For decision</b>	
<b>Public</b>	
<b>Report to:</b>	<b>Nottinghamshire Police and Crime Commissioner</b>
<b>Date of Meeting:</b>	<b>8<sup>th</sup> November 2018</b>
<b>Report of:</b>	<b>Mark Kimberley – CFO</b>
<b>Report Author:</b>	<b>Tracey Morris</b>
<b>E-mail:</b>	<a href="mailto:Tracey.morris@nottinghamshire.pnn.police.uk">Tracey.morris@nottinghamshire.pnn.police.uk</a>
<b>Other Contacts:</b>	<b>Charlotte Radford</b>
<b>Agenda Item:</b>	<b>11</b>

## Capital Report for Period 5 - August 2018-19

### 1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update on the projected financial outturn position for capital as at 31<sup>st</sup> August 2018 (Period 5, Quarter 2).

### 2. Recommendations

#### 2.1 Recommendation

That the Police and Crime Commissioner notes the projected out-turn position as set out in Appendix A.

#### 2.2 Background

The capital budget for 2018/19 is £18,067k. This is calculated as slippage from 2017/18 £6,915k; new allocations in 2018/19 of £10,652k and an additional OPCC budget of £500k.

Finance in conjunction with the project leads and budget holders have continued to review the financial position. At the end of P5 2018/19 the outturn is forecast as follows:

**Capital Projects Period 5 2018/19**

Area	2018/19 Budget £'000	Out-Turn £'000	Underspend £'000	Planned c/f £'000
Assets	8,990	6,155	204	2,631
Information Services	7,745	5,534	2,211	-
Other	832	276	556	-
OPCC	500	500	-	-
<b>Total</b>	<b>18,067</b>	<b>12,465</b>	<b>2,971</b>	<b>2,631</b>

Period 4 reported an out-turn of £12,506, period 5 an out-turn of £12,465, a reduction in proposed spend of £41k.

### **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 2018/19 and also to comply with good financial management and Financial Regulations.

### **4. Summary of Key Points**

#### **4.1 Assets**

19 separate projects, 1 of which was merged into another project via virements as the projects were of a similar nature. 1 Project is complete and others are close. Total out-turn position at the end of period 5 is £6,155k, which is a reduction on the Period 4 position of £237k. It is expected that 2 projects will require slippage into 2019/20, in addition to the new custody building; Hucknall EMAS is also expected to slip into 2018/19. A list by project is shown at appendix A. Project updates are detailed below.

Hucknall EMAS: Slow progress is being made on this project due to delays encountered with EMAS approval processes; we are now struggling to establish if we would be able to engage with the same contractor as the Fire Service; their tenders are currently being evaluated. These delays will cause this project to slip into Q1 of 2019/20.

Custody Improvement: This work has been outsourced to Gleeds and is on track to complete by Q4. The outturn has been reduced to reflect the latest estimation of costs to come.

New perimeter fencing for FHQ: This project continues to stall a paper was submitted to Priority Plan Programme Board in July asking for a decision on which option the force should deliver. The decision is unclear and inconsistent with current security practices which was to leave the existing fencing as is and replace the barrier with a more secure option to fill the gap from the barrier to the floor to prevent people from crawling under the barrier, this appears to conflict with leaving the existing fencing in place, which is broken and is a much easier way to access the site. Estates have been tasked with providing more information. This project has a red RAG in appendix B as it is at risk of slipping again.

New Custody Suite: Whilst progress is being maintained on the purchase of the land, this will be later than originally anticipated, which in turn will cause developments for design and build to slip. A slippage on this project is already anticipated; hence the RAG amber shown in appendix B, this slippage is likely to increase.

Gates and Barriers: Although a consultant has now been appointed, progress is slow. A survey is to be completed and then a tender will be required to undertake the work, there is a risk that this project may slip into 2019/20, hence the RAG amber in Appendix B.

Replacement Control Room / FHQ Site Development: Survey work on traffic has been completed and approval given to complete additional pre-ground breaking work has been received from the OPCC. If all of this work is completed during the current financial year, the project will spend more than the budget currently allocated. There is currently an overall underspend in total for projects this financial year which will be sufficient to cover this overspend, there is also the possibility that we can bring forward the budget allocated for 2019/20 against this project.

## **4.2 Information Services**

20 separate projects, 4 Projects are either complete or no longer required. A list by project is shown at appendix A. Total out-turn position at the end of period 5 is £5,446k, which is an increase on the Period 4 position of £240k. A list by project is shown at appendix A. Project updates are detailed below.

Storage: As reported last month additional storage for DIU is required this at a cost of £88k will be purchased through the storage capital project.

Technology Refresh: an increase in spend of £81k from last month, due to the purchase of switches and a server for Signals from Noise.

Virtual Desktop Infrastructure: an increase in cost of £46k in respect of purchase of servers.

Local Perimeter Security Enhance: There is a plan to purchase firewalls which are required to enhance and secure our site, however national developments are proving problematic and have caused a delay in the specification of the firewalls required, this delay could cause the project to slip into 2019/20, hence the amber RAG identified in Appendix B.

System Centre Operation Manager (SCOM): as per the above project, this is also suffering at the hands of the National Enablers Programme and also carries an amber RAG.

## **4.3 Other Projects**

3 separate projects, a list by project is shown at appendix A.

Tri-force strategic transformation project: The balance of the grant has been received from the Home Office.

## **4.4 OPCC Projects**

SARC Relocation – This project was not included in the original start of year programme and has been added since on authority of the OPCC. The project is aimed at the relocation of the current SARC facility at the Topaz Centre to another facility, potentially the QMC. Progress has halted as work with the

QMC seems to no longer be an option, alternative proposals are being worked through.

## **5. Financial Implications and Budget Provision**

- 5.1 The financial information relating to this item is contained within Appendix A.
- 5.2 Appendix B shows a RAG analysis for those projects that had slippage from 2017/18 financial year. Within Estates 4 of these are amber, which are at risk of slipping into 2019/20 due to delays and one is red, due to insufficient information in decision making causing no progress on this project and questionable arguments as to its necessity.
- 5.3 Within Information Services, three projects are RAG amber, due to no progress so far this year, with little evidence of any progress to come. There is a risk these will slip again into 2019/20. One project is red; ESN, due to slippage nationally.
- 5.4 Within other projects one project is RAG red; Northern Property store storage, no progress so far this year and no evidence of any progress to come. This project could create some revenue savings if it were to get off the ground.

## **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**

Appendix A – Capital Report for period 5 2018/19.



## 2018/19 Capital Projects

## APPENDIX A

	2017/18 Slippage	2018/19 New Budget	2018/19 Approved Budget	2018/19 Virements	2018/19 Revised Budget	2018/19 Outturn	2018/19 Requested Slippage	2018/19 Under/Over spend
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Estates Projects</b>								
CB - Building Management System (BMS)	312	2,300	2,612	85	2,527	2,527	-	-
CB - Bridewell New Build	1,285	2,167	3,452	-	3,452	1,065	2,387	-
CB - Automatic Gates/Barriers Various	200	-	200	-	200	200	-	-
CB - Bunkered Fuel Tank Works	125	-	125	-	125	104	-	21
CB - Mansfield Lift Replacement	73	-	73	15	58	52	-	6
CB - Mansfield Create open plan space	130	-	130	198	328	328	-	-
CB - Replacement Control Room	115	-	115	-	115	370	-	255
CB - FHQ New perimeter fence - Enhanced metal fence	160	-	160	-	160	160	-	-
CB - Hucknall EMAS - Extension	205	500	705	89	616	371	245	-
CB - Mansfield replace tea points and showers on all	146	-	146	146	-	-	-	-
CB - Oxclose Lane Lift Replacement	-	60	60	20	80	67	-	13
CB - Various Building Condition Investments	-	200	200	-	200	200	-	-
CB - Fire Alarm panel replacements	45	-	45	-	45	37	-	8
CB - Fixed Electrical Works	30	-	30	-	30	30	-	-
CB - Worksop New Collaboration	-	250	250	16	266	264	-	2
CB - Custody Improvements - Mansfield	-	550	550	30	520	147	-	373
CB - Jubilee House	28	-	28	116	143	141	-	2
CB - Lift Replacement	-	60	60	15	75	75	-	-
CB - RAF Newton Improvements	-	50	50	-	50	15	-	35
	<b>2,853</b>	<b>6,137</b>	<b>8,990</b>	<b>-</b>	<b>8,990</b>	<b>6,155</b>	<b>2,631</b>	<b>204</b>

	2017/18 Slippage	2018/19 New Budget	2018/19 Approved Budget	2018/19 Virements	2018/19 Revised Budget	2018/19 Outturn	2018/19 Requested Slippage	2018/19 Under/Over spend
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Information Services Projects</b>								
CIT - Telephony Project	134	-	134	134	-	-	-	-
CIT - Regional Lan Desk Merger	100	-	100	100	-	-	-	-
CIT - Local Perimeter Security Enhance	39	-	39	-	39	30	-	9
CIT - Mobile Data Platform	239	-	239	-	239	239	-	-
CIT - virtual desktop infrastructure	50	-	50	-	50	46	-	4
CIT - Upgrade audio visual equipment	41	-	41	6	47	47	-	0
CIT - upgrade control room SICCS workstations	312	-	312	230	82	81	-	1
CIT - System Centre Operation Manager (SCOM)	60	-	60	-	60	60	-	-
CIT - Sharepoint Portal (intranet)	160	-	160	-	160	91	-	69
CIT - ANPR Project	401	300	701	-	701	701	-	-
CIT - Confidential Network Hardware Refresh	160	-	160	-	160	100	-	60
CIT - ESN	750	742	1,492	-	1,492	-	-	1,492
CIT - Juniper gateway replacement	75	-	75	-	75	75	-	-
CIT - Storage	575	-	575	100	675	662	-	13
CIT - Technology Services Refresh and Upgrades	460	450	910	128	1,038	1,011	-	27
CIT - Command & Control	-	2,500	2,500	230	2,730	2,291	-	438
CIT - Upgrading Direct Access to 2016	-	40	40	-	40	40	-	-
CIT - Upgrade SQL 2008 R2 Platform	-	60	60	-	60	60	-	-
CIT - Chorus Networked - Server	-	27	27	-	27	-	-	27
CIT - Firearms / Case Management	-	70	70	-	70	-	-	70
	<b>3,556</b>	<b>4,189</b>	<b>7,745</b>	<b>0</b>	<b>7,745</b>	<b>5,534</b>	<b>-</b>	<b>2,211</b>

	2017/18 Slippage	2018/19 New Budget	2018/19 Approved Budget	2018/19 Virements	2018/19 Revised Budget	2018/19 Outturn	2018/19 Requested Slippage	2018/19 Under/Over spend
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>Other Projects</b>								
CO - Non-Slot Vehicle Replacement	5	327	332	-	332	276	-	56
CO - Tri-Force	300	-	300	-	300	-	-	300
CO - Northern Property Store Increased Storage	200	-	200	-	200	-	-	200
	<b>505</b>	<b>327</b>	<b>832</b>	<b>-</b>	<b>832</b>	<b>276</b>	<b>-</b>	<b>556</b>

	2017/18 Slippage	2018/19 New Budget	2018/19 Approved Budget	2018/19 Virements	2018/19 Revised Budget	2018/19 Outturn	2018/19 Requested Slippage	2018/19 Under/Over spend
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
<b>OPCC Projects</b>								
CB - SARC Relocation	-	500	500	-	500	500	-	-

<b>Totals</b>	<b>6,915</b>	<b>11,152</b>	<b>18,067</b>	<b>-</b>	<b>0</b>	<b>18,067</b>	<b>12,465</b>	<b>2,631</b>	<b>2,971</b>
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2018/19 Capital Projects - Slippage

APPENDIX B

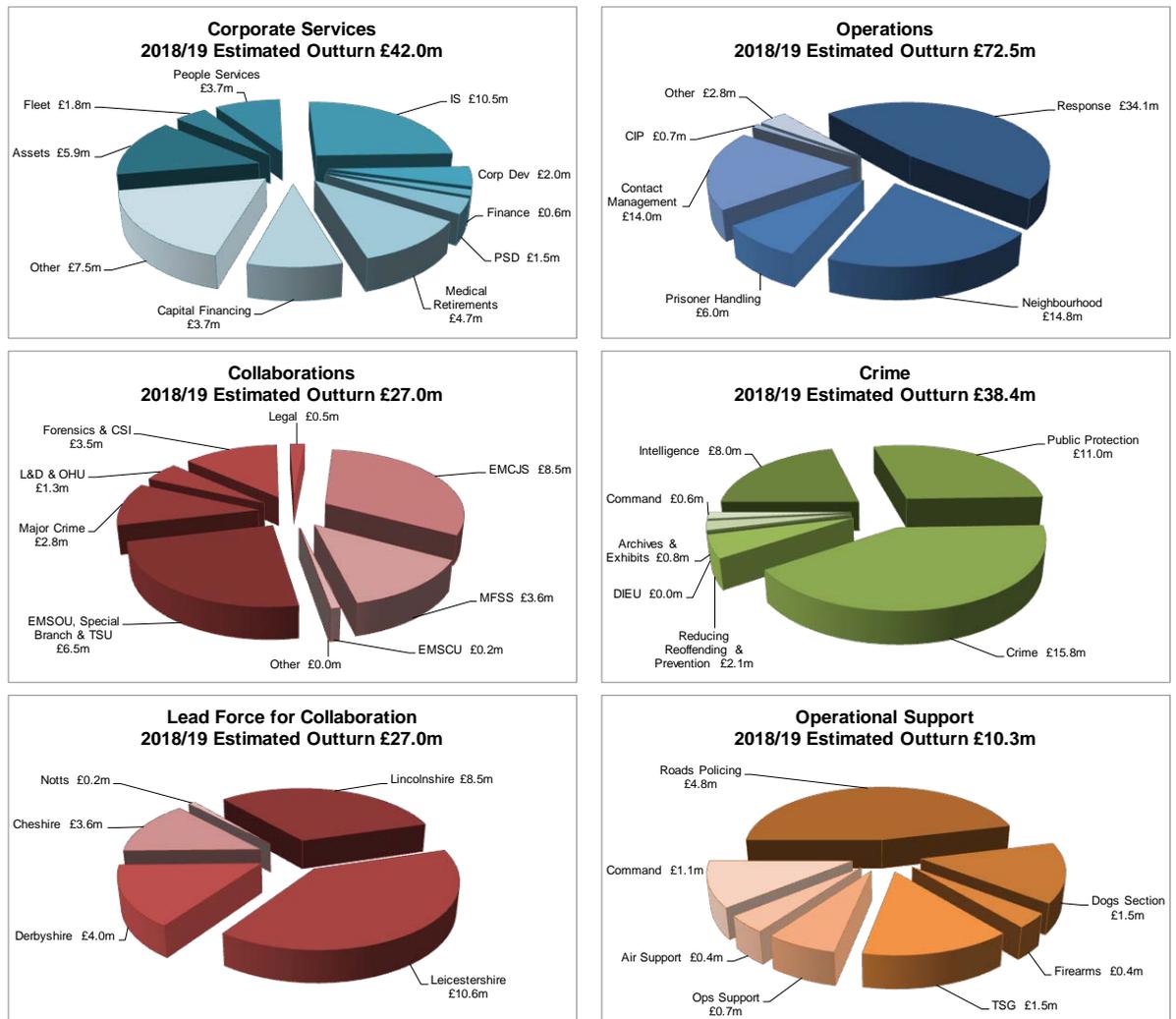
	2017/18 Slippage	2018/19 New Budget	2018/19 Approved Budget	2018/19 Virements	2018/19 Revised Budget	2018/19 Spend YTD	Finance RAG
	£'000	£'000	£'000	£'000	£'000	£'000	
<b>Estates Projects</b>							
CB - Building Management System (BMS)	312	2,300	2,612	- 85	2,527	1,086	
CB - Bridewell New Build	1,285	2,167	3,452	-	3,452	15	
CB - Automatic Gates/Barriers Various	200	-	200	-	200	2	
CB - Bunkered Fuel Tank Works	125	-	125	-	125	49	
CB - Mansfield Lift Replacement	73	-	73	- 15	58	50	COMPLETE
CB - Mansfield Create open plan space	130	-	130	198	328	271	
CB - Replacement Control Room	115	-	115	-	115	90	
CB - FHQ New perimeter fence - Enhanced metal fence	160	-	160	-	160	0	
CB - Hucknall EMAS - Extension	205	500	705	- 89	616	15	
CB - Mansfield replace tea points and showers on all	146	-	146	- 146	-	15	COMPLETE
CB - Fire Alarm panel replacements	45	-	45	-	45	35	
CB - Fixed Electrical Works	30	-	30	-	30	1	
CB - Jubilee House	28	-	28	116	143	17	
	<b>2,853</b>	<b>4,967</b>	<b>7,820</b>	<b>- 21</b>	<b>7,799</b>	<b>1,647</b>	

	2017/18 Slippage	2018/19 New Budget	2018/19 Approved Budget	2018/19 Virements	2018/19 Revised Budget	2018/19 Spend YTD	Finance RAG
	£'000	£'000	£'000	£'000	£'000	£'000	
<b>Information Services Projects</b>							
CIT - Telephony Project	134	-	134	- 134	-	0	COMPLETE
CIT - Regional Lan Desk Merger	100	-	100	- 100	-	0	COMPLETE
CIT - Local Perimeter Security Enhance	39	-	39	-	39	0	
CIT - Mobile Data Platform	239	-	239	-	239	0	
CIT - virtual desktop infrastructure	50	-	50	-	50	(1)	
CIT - Upgrade audio visual equipment	41	-	41	6	47	0	
CIT - upgrade control room SICCS workstations	312	-	312	- 230	82	23	
CIT - System Centre Operation Manager (SCOM)	60	-	60	-	60	0	
CIT - Sharepoint Portal (intranet)	160	-	160	-	160	73	
CIT - ANPR Project	401	300	701	-	701	7	
CIT - Confidential Network Hardware Refresh	160	-	160	-	160	0	
CIT - ESN	750	742	1,492	-	1,492	(37)	
CIT - Juniper gateway replacement	75	-	75	-	75	0	
CIT - Storage	575	-	575	100	675	617	
CIT - Technology Services Refresh and Upgrades	460	450	910	128	1,038	120	
	<b>3,556</b>	<b>1,492</b>	<b>5,048</b>	<b>- 230</b>	<b>4,818</b>	<b>801</b>	

	2017/18 Slippage	2018/19 New Budget	2018/19 Approved Budget	2018/19 Virements	2018/19 Revised Budget	2018/19 Spend YTD	Finance RAG
	£'000	£'000	£'000	£'000	£'000	£'000	
<b>Other Projects</b>							
CO - Non-Slot Vehicle Replacement	5	327	332	-	332	64	
CO - Tri-Force	300	-	300	-	300	(224)	
CO - Northern Property Store Increased Storage	200	-	200	-	200	0	
	<b>505</b>	<b>327</b>	<b>832</b>	<b>-</b>	<b>832</b>	<b>(160)</b>	

## Appendix A (ii)

### Analysis of the 2018/19 Estimated Outturn



A year to date under spend of £1,382k 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 £2,616k for the Force and £(1,234)k for the OPCC. The cash flow under spend is largely due to timing of partnership payments; the 2018/19 charge for the Minimum Revenue Provision (MRP); outstanding charges from Vensons; timing of contract payments within Comms & Computing; and timing of payments in for medical retirements which are difficult to predict. This is partly offset by income which is mainly due to the reversal of a year end accrual and timing of seconded/externally funded projects income; and EMSOU collaboration payment which was budgeted later in the year.

The year to date reduction in cash flow forecasting within the OPCC of £(1,234)k 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.

**Appendix B**

**2018/19 Forecast Movements - July to August 2018**  
**Virements Approved Under Delegated Arrangements**

		Month	£
<b>Police Staff Pay</b>			
AS110 Police Staff - Basic Pay	Move pay to fund Silver Counter Corruption course	Jul	(1,560)
AS310 Police Staff - NI	Move pay to fund Silver Counter Corruption course	Jul	(130)
AS380 Police Staff - Standard Employer's Pension Contribution	Move pay to fund Silver Counter Corruption course	Jul	(190)
			<b>(1,880)</b>
<b>Other Employee Costs</b>			
AE320 External Training Courses	Silver Counter Corruption course	Jul	1,880
			<b>1,880</b>
<b>Communications &amp; Computing</b>			
EC501 Hardware - purchase	Clarity Server Hardware and Maintenance	Jul	16,054
			<b>16,054</b>
<b>Other supplies &amp; services</b>			
EX431 Maintenance/Consumables Specialist Op Equipment	Savings used to fund Clarity Server Hardware and Maintenance	Jul	(16,054)
			<b>(16,054)</b>
			<b>-</b>

## Appendix C

### 2018/19 Forecast Movements - July to August 2018

#### Less than £100k

		Month	£
<b>Police Staff Overtime</b>			
Various	Reflects expected 2018/19 outturn	Aug	4,955
			<b>4,955</b>
<b>PCSO Overtime</b>			
Various	Reflects expected 2018/19 outturn	Aug	(13,437)
			<b>(13,437)</b>
<b>Other Employee Costs</b>			
AE320 External Training Courses	Swift water rescue course	Jul	1,800
AE990 Other Employee Costs	Settlement payment	Jul	12,000
AE990 Other Employee Costs	ET - compensation payment, no longer required	Jul	(10,000)
AE403 External Assessment Centres	Based on plan not expecting the numbers to go through Assessment Centre as high as when budget set	Jul	(30,000)
AE820 Redundancy Costs	Provision for Analysts	Jul	20,000
AE830 Pension Strain	Provision for Analysts	Jul	20,000
AE404 Recruitment relocation cost	Additional costs required in line with year to date costs	Aug	1,400
			<b>15,200</b>
<b>Medical Retirements</b>			
AR110 Police Pension - Injury	Monthly spend suggests should have saving for the year end	Jul	(13,000)
AR220 Pre 74 Police Pension - Injury	Increase reflects standard monthly spend has been £2k higher than budgeted, includes there has been two new awards backdated paid in July for £30k plus two pensioners had their amount reviewed, costing £13k	Jul	82,000
AR130 Police Officer Ill health Pension - Capital Equivalent	Had 3.4 leave up to end of July - Forecast for 16 (Budget 18)	Jul	(90,000)
AR110 Police Pension - Injury	Based on latest monthly spend	Aug	2,000
AR220 Pre 74 Police Pension - Injury	Additional costs for an injury award for an ex officer and another where the band was reinstated	Aug	37,000
AR210 30+ Pensions Costs	Injury Gratuity costs already over budget - likely to be more costs from now to end of March	Aug	10,000
			<b>28,000</b>
<b>Property Related</b>			
EP102 Planned Maintenance	Response moves to Kirkby, Arnold and Byron House, revenue spend as a consequence of capital projects	Jul	(30,000)
EP250 Rent	Response move to Jubilee House, additional rent	Jul	7,750
EP250 Rent	Response move to Byron House, parking spaces St James Street	Jul	15,440
EP250 Rent	Response move to Kirkby, additional rent required	Jul	5,000
EP251 Hire of Rooms/Premises	Various charges	Jul	850
EP251 Hire of Rooms/Premises	Op Palmitate - hire of welfare cabins, forecast increased to cover year to date costs plus and additional 2 months	Aug	8,510
EP302 Council Tax	Revised bill for 2017/18 for Eastwood property - empty charge credit	Aug	(3,086)
EP302 Council Tax	Discretionary relief for West Bridgford	Aug	(5,934)
			<b>(1,470)</b>
<b>Transport Related</b>			
ET190 Petrol	Movement between ET191-ET190 due to new dog vans will be petrol and high mileage	Jul	30,000
ET191 Diesel	Movement between ET191-ET190 due to new dog vans will be petrol and high mileage	Jul	(30,000)
ET250 Vehicle Insurance	MAPS handling charge	Jul	4,400
ET455 Public Transport & Parking	Train Fares for EMSCU	Jul	21,000
ET250 Vehicle Insurance	Additional charge for more vehicles	Aug	1,880
			<b>27,280</b>

**Appendix C**

**2018/19 Forecast Movements - July to August 2018**

**Less than £100k**

		Month	£
<b>Communications &amp; Computing</b>			
EC410 Network Services	Counter Corruption line link pilot from Crimestoppers - This is Notts share of cost	Jul	2,500
EC130 Mobile Phone Call Charges & Contract Cost	Various decreases in charges based on the first five months consumptions for EE, Vodafone and O2	Aug	(15,840)
EC130 Mobile Phone Call Charges & Contract Cost	Increase in Vodafone Artemis charges based on the first five months consumption	Aug	6,204
EC220 Airwave Service Charges	Increase in budget has ESN	Aug	16,500
EC220 Airwave Service Charges	End to end encryption cost not being increased in 2018/19	Aug	(1,000)
EC410 Network Services	Inflation adjustment not required	Aug	(932)
EC410 Network Services	Tennable Nessus actual less than 2017/18 charge	Aug	(101)
EC410 Network Services	Reduction in contract because three contracts combined into one by Procurement	Aug	(26,147)
EC420 Network Management	Inflation adjustment not required	Aug	(262)
EC420 Network Management	Decrease in cost year on year	Aug	(403)
EC420 Network Management	Decrease in Virgin One bill based on first five months charges	Aug	(15,977)
EC420 Network Management	Virgin increase in phone charges based on first five months consumption	Aug	396
EC420 Network Management	Virgin - decrease in DDI Rental and Pr ISDN charges based on first five months of consumption	Aug	(240)
EC420 Network Management	E-Borders charge not budgeted but to be charged	Aug	4,512
EC501 Hardware - purchase	Confirmation that the Caringo Swarm and Firefly support and maintenance is going onto a new platform and this support will not be renewed	Aug	(28,304)
EC501 Hardware - purchase	CDW - combined storage capital and warranty have been purchased in advance so this support is covered by that and no longer required	Aug	(33,000)
EC501 Hardware - purchase	Break fix costs have increased based on the first five months consumption	Aug	11,210
EC501 Hardware - purchase	Oracle - decrease in charge	Aug	(8,120)
EC501 Hardware - purchase	The Budget for 2018/19 Clarity server hardware included the support charge for year 2 & 3	Aug	(3,654)
EC511 Software - upgrade	Inflation adjustment not required	Aug	(1,351)
EC511 Software - upgrade	Increase in 2018/19 Charge re CAID	Aug	17,681
EC511 Software - upgrade	Capita - Procurement negotiated a price reduction with regard to Vision support	Aug	(14,028)
EC511 Software - upgrade	WPC Software - savings re the cancellation of Compact API as part of this support	Aug	(11,251)
EC512 Software Licences	Inflation adjustment not required	Aug	(10)
EC512 Software Licences	Increase in 2018/19 Charge re FINDS formerly NDNU	Aug	17,117
EC512 Software Licences	PluralSight/ADF - actual cost less than anticipated	Aug	(637)
EC512 Software Licences	Guidance Software - reduction in the number of licences	Aug	(1,781)
EC512 Software Licences	Imprivata - this is support for single sign which is not being renewed	Aug	(27,600)
EC512 Software Licences	Corporate Services IT - reduction in support costs	Aug	(14,750)
EC512 Software Licences	MD5 Ltd - VFE Licence paid in advance in 2017/18	Aug	(1,125)
EC512 Software Licences	Ricoh Ltd - Equitrac "Follow me print express sols Supp" reductions year on year	Aug	(1,268)
EC512 Software Licences	Rimini St - changed supplier which resulted in a cost reduction	Aug	(35,562)
EC512 Software Licences	Cellebrite - Procurement has negotiated a reduction in price regarding the licence costs	Aug	(14,399)
EC512 Software Licences	Call Vision - SLA PA Costs were one-off costs but assumed as non-going in the budget	Aug	(2,785)
EC512 Software Licences	NCC - costs re MASH budgeted from activity request which were never incurred	Aug	(1,900)
EC512 Software Licences	Budgeted for Chorus Software but this is now being funded by ARIS	Aug	(6,600)
EC512 Software Licences	Comparex -the Licence re ESA actual less than anticipated	Aug	(9,228)
EC512 Software Licences	SBL Ltd - Endpoint Protector Device control was omitted from the budget	Aug	5,630
EC590 Other IT Costs	Inflation adjustment not required	Aug	(16,225)
	Movement in charges for:		13,121
	NPRIMT; NPPH; NMAT; Prision recalls; Pentip; PND; IAM; Ident1; NADC; SIS II; Microfiche; 6467; NDNAD; Visor; NFLMS; NABIS; DV1		
EC590 Other IT Costs	New charge from the Home Office in 2018/19 for:		62,674
	NFO; 101 rate charges; Minera; BSG; Police UK		
EC590 Other IT Costs	Accrual for 2017/18 was overstated	Aug	(300)
EC590 Other IT Costs	Support for Lynk PND and Lynk CAID omitted from the budget	Aug	1,450
EC590 Other IT Costs	Costs re Cyber Crime, these are offset by income from Leics Police	Aug	11,262
EC590 Other IT Costs	Various break fix costs increase in line with increased consumption	Aug	57,649
EC502 Hardware - maintenance	Inflation adjustment not required	Aug	(940)
EC502 Hardware - maintenance	CDW - duplication of the budget	Aug	(10,000)
EC510 Software - purchase	Inflation adjustment not required	Aug	(125)
EC510 Software - purchase	Process Evolution - support and maintenance scope was reduced therefore producing a reduction in the price	Aug	(3,420)
EC510 Software - purchase	Vodafone- the purchase of MDM Licences	Aug	66,690
			<b>(14,669)</b>
<b>Clothing &amp; Uniforms</b>			
EU111 Clothing & Uniforms	Additional budget required as not highlighted at time of budget setting	Jul	1,200
			<b>1,200</b>

## Appendix C

### 2018/19 Forecast Movements - July to August 2018

#### Less than £100k

		Month	£
<b>Other Supplies &amp; Services</b>			
EX410 Specialist Operational Equipment	Additional budget required as not highlighted at time of budget setting	Jul	6,000
EY250 Consultants Fees	Savings due to not using Big Red Button CIPFA tool for 2018/19	Jul	(1,000)
EY250 Consultants Fees	Police ICT contractors	Jul	41,000
EY251 Professional Fees	Additional budget required as not highlighted at time of budget setting	Jul	1,250
EY510 Subistence	Cost of lunches provided to officers for Cat A, B & C football matches	Jul	8,600
EX940 Searches	Experian - revised contract costs less than budgeted	Jul	(6,000)
EY501 Hotel Accommodation	Increase in hotel accommodation costs in line with year to date actuals	Jul	4,000
EY150 Subscriptions	Saving from not using Big Red Button CIPFA tool for 2018/19	Jul	(10,000)
EY150 Subscriptions	Reduced costs associated with Big Red Button CIPFA tool work for 2017/18	Jul	(2,800)
EX340 Brokers & Claim Handling Fees	Actual charge for insurance broker fees less since re-negotiated contract	Jul	(7,200)
EX240 Insurance ACPO/Supers Legal Protection	Annual subs lower than anticipated at budget setting	Jul	(2,000)
EX410 Specialist Operational Equipment	Conversion costs of a TSU van	Aug	16,234
EX701 Firearms & Ammunition	Subjective code EX702 is not being used anymore. Everything should be coded to EX701 REVERSED P5	Aug	(58,332)
EY250 Consultants Fees	£50k contingency put in for Process Evolution	Aug	(30,000)
EY250 Consultants Fees	Reduction based on latest information	Aug	(21,500)
EY251 Professional Fees	PRCA Members for Corporate Communication department	Aug	750
EX702 Weaponary Supplies	Subjective code EX702 is not being used anymore. Everything should be coded to EX701 REVERSED P5	Aug	58,332
			<b>(2,666)</b>
<b>Forensic &amp; investigative costs</b>			
EF130 Electronic Forensics	Release of provision from 2017/18 where actual costs are lower than anticipated	Jul	(54,000)
EF120 Forensic Analysis	Increase in NABIS costs, which includes the uplift in funding for implementation of the NABIS in 2021	Aug	17,361
			<b>(36,639)</b>
<b>Partnership Payments</b>			
EJ190 Other Partnerships	National Ugly Mugs is not being funded by the Chief in 2018/19	Aug	(3,000)
EJ190 Other Partnerships	West Bridgford front counter contribution	Aug	11,032
EJ190 Other Partnerships	Will not be a charge from Northants	Aug	(42,500)
			<b>(34,468)</b>
<b>Collaboration Contributions</b>			
EJ601 Collaboration service	Estimate EMOpSS charge for AP training costs to Lincs. Offset by income received from Lincs for staff	Jul	35,000
			<b>35,000</b>
<b>Income</b>			
IF640 Training - Police	Reduction in income for training apprenticeships - recharge to University - based on revised numbers	Jul	31,734
IO990 Miscellaneous Income	Framework Income	Jul	19,000
IO990 Miscellaneous Income	Recharge for work undertaken for the NTU	Jul	(10,000)
IR150 Seconded Police - inter force	EMSOU overtime recharge	Jul	63,101
IR210 Income from Collaborative Arrangements	Recharges for admin posts part funded by Region	Jul	(14,000)
IR210 Income from Collaborative Arrangements	Estimate EMOpSS recharge for staff working until the end October. Offset mostly by AP training charge	Jul	(45,610)
IR210 Income from Collaborative Arrangements	EMSCU - additional share Northants would have to pay	Jul	(20,000)
IF170 Certificates	Pedlar certificates income	Aug	(123.75)
IG810 Local Partnership Funding	Income from Northants and Leics Police for IT Contribution	Aug	(37,960.00)
IG810 Local Partnership Funding	Income from EMSOU for R Drage's salary for period Apr-May 2018	Aug	(7,200.00)
IG810 Local Partnership Funding	Income from Nottingham City Council re Burglary and theft prevention	Aug	(822.45)
IG810 Local Partnership Funding	Income from Highways England to assist Road Policing with purchase of tachograph analysis equipment	Aug	(200.00)
IG810 Local Partnership Funding	EF Newark & Sherwood income transferred as project has completed	Aug	(3,000.00)
IG810 Local Partnership Funding	Income from Highways England to assist Road Policing with purchase of tachograph analysis equipment.	Aug	(450.00)
IO990 Miscellaneous Income	Leics Police income re Asset re Cyber Crime Set Up	Aug	(1,906.00)
IO990 Miscellaneous Income	Income from Vetting - trend suggests more income will be received	Aug	(15,000.00)
IR150 Seconded Police - inter force	EMSOU overtime recharge	Aug	1,487.60
IR160 Mutual Assistance	Increased outturn to match the actuals that have come through	Aug	(38,212.36)
IR210 Income from Collaborative Arrangements	As a result of reduced costs within EMSOU the share to Northants will be lower	Aug	20,000.00
IF220 Other Fees	Corporate Development - trend suggests more income to be received	Aug	(10,000.00)
			<b>(69,162)</b>
			<b>(60,876)</b>

#### Chief Officer Team:

Approved by:

Date:

Finance:

Approved by:

Date:

**Appendix C**  
**2018/19 Forecast Movements - July to August 2018**  
**Less than £100k**

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Month	£
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**Appendix D**  
**2018/19 Forecast Movements - July to August 2018**  
**Greater than £100k**

			Month	£
<b>Police Officer Pay</b>				
Various	Reflects the move to the new police model		Aug	671,176
				<b>671,176</b>
<b>Police Staff Pay</b>				
Various	Reflects expected 2018/19 outturn		Aug	(634,733)
				<b>(634,733)</b>
<b>PCSO Pay</b>				
Various	Reflects expected 2018/19 outturn		Aug	175,906
				<b>175,906</b>
<b>Police Officer Overtime</b>				
Various	Reflects expected 2018/19 outturn		Aug	350,097
				<b>350,097</b>
<b>Communications &amp; Computing</b>				
EC420 Network Management	Virgin - increase in private circuits including installation charges and anticipated cancellations not occurred		Aug	228,441
EC590 Other IT Costs	Decrease in 2018/19 charge re PNC		Aug	(106,015)
EC526 Systems Development	HCL Technologies -saving from Procurement which has negotiated a new yearly price of £288k		Aug	(105,257)
				<b>17,169</b>
<b>Other Supplies &amp; Services</b>				
EY250 Consultants Fees	Grant Thornton & Tim Chesworth MFSS delays		Aug	207,000
				<b>207,000</b>
<b>Forensic &amp; investigative costs</b>				
EF120 Forensic Analysis	Removal the amendment made in June, as budget is suffice to cover the contract		Aug	120,000
				<b>120,000</b>
<b>Collaboration Contributions</b>				
EJ601 Collaboration service	Additional allocation for the delay in Fusion go-Live, now delayed until April 2019		Aug	400,000
				<b>400,000</b>
<b>Capital Financing</b>				
KI110 Interest Paid	Loan interest forecast update		Aug	(107,158)
				<b>(107,158)</b>
<b>Income</b>				
IR160 Mutual Assistance	Additional income for mutual aid income		Aug	(100,000)
II110 Investment Interest	Investment interest forecast update		Aug	(136,624)
				<b>(236,624)</b>
				<b>962,833</b>

**Chief Officer Team:**

**Approved by:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Finance:**

**Approved by:** \_\_\_\_\_

**Date:** \_\_\_\_\_

<b>For Information</b>	
<b>Public/Non Public*</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources and Performance</b>
<b>Date of Meeting:</b>	<b>8<sup>th</sup> November 2018</b>
<b>Report of:</b>	<b>Chief Constable Guildford</b>
<b>Report Author:</b>	<b>David Machin</b>
<b>E-mail:</b>	<b>David.Machin10991@Nottinghamshire.pnn.police.uk</b>
<b>Other Contacts:</b>	<b>Mark Kimberley</b>
<b>Agenda Item:</b>	<b>12</b>

## **Finance Revenue Budget Outturn for 2018/19 as at August 2018**

### **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 31<sup>st</sup> August 2018 (Period 5).

### **2. Recommendations**

#### **2.1 Recommendation 1**

It is recommended that the contents of the attached report in Appendix A and virements approved under delegated arrangements for August 2018 are shown in Appendix B are noted.

#### **2.2 Recommendation 2**

That the Police and Crime Commissioner notes the forecast movements of less than £100k requiring Chief Constable approval as set out in Appendix C.

#### **2.3 Recommendation 3**

That the Police and Crime Commissioner approves the forecast movements greater than £100k requiring Chief Constable recommendation as set out in Appendix D.

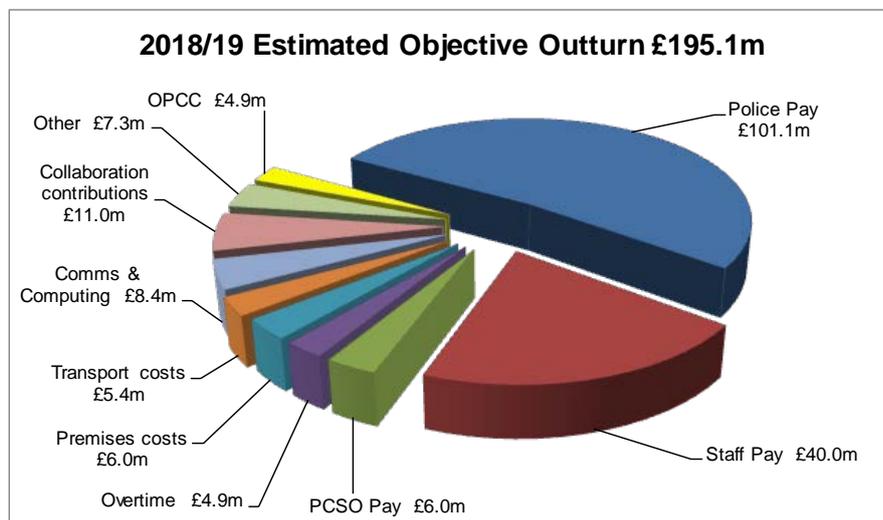
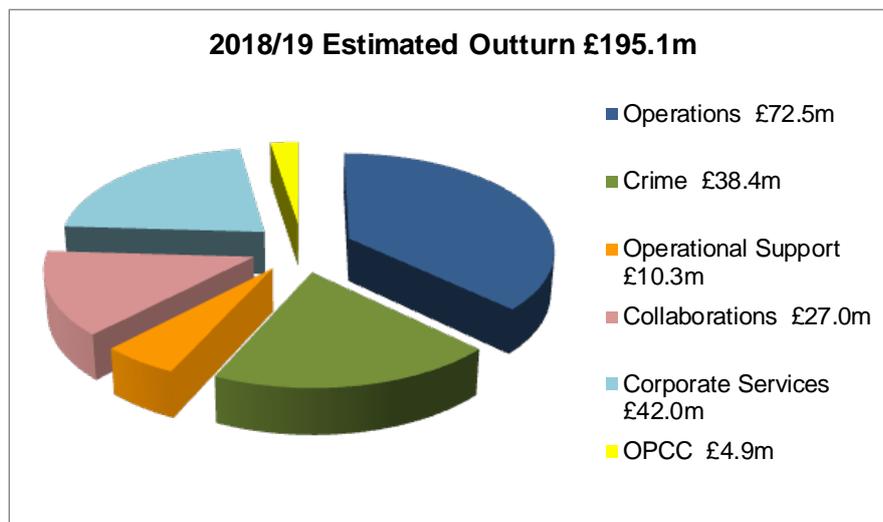
#### **2.4 Background**

The full year net revenue budget for 2018/19 is £193,100k. This is split the Force Budget £188,209k and the Office of the Police and Crime Commissioner (OPCC) £4,891k.

During August, Finance in conjunction with the organisation has continued to review the year end position (Appendix A (i)). At the end of August the projected year end outturn is £195,051k which is an increase of £1,078k from July:

Entity	Budget £'000	Forecast Outturn £'000	Variance to Budget £'000
Force	188,209	190,160	1,951
OPCC	4,891	4,891	-
	<b>193,100</b>	<b>195,051</b>	<b>1,951</b>

## Analysis of the 2018/19 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 2018/19 and complies with good financial management and Financial Regulations.

## 4. Summary of Key Points

### Overview

- 4.1 The review during August of revenue expenditure is forecasting an over spend in the Force budget of £1,951k with a projected revenue spend of £190,160k which is an increase of £1,078k from the previous outturn; and an on budget position within the OPCC of £4,891k. Appendix A (i) provides a more detailed position.

This over spend is predominately being driven by collaboration contributions, police officer and staff pay costs, overtime' other employee costs and other supplies & services. These have been partly offset by payroll savings from PCSO pay costs, forensics & investigative costs, capital financing and additional income.

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 2018/19 budget as at the end of August:

<b>Nottinghamshire Police Group Position Total: Budget Variance Analysis</b>				
	<b>Variance to Budget</b>			
	<b>£'000</b>	<b>£'000</b>	<b>£'000</b>	<b>Note</b>
<b>Pay &amp; allowances</b>				4.2
Police officer	238			
Staff	153			
PCSO	(592)			
		<b>(201)</b>		
<b>Overtime</b>				4.3
Police officer	813			
Staff	(16)			
PCSO	(12)			
		<b>784</b>		
Other employee expenses		210		4.4
Medical retirements		28		
<b>Total pay costs</b>		<b>822</b>		
Premises costs	196			4.5
Transport costs	74			4.6
Comms & computing	196			4.7
Clothing, uniform & laundry	34			
Other supplies & services	873			4.8
Custody costs & police doctor	(88)			4.9
Forensic & investigative costs	(89)			4.10
Partnership payments	62			4.11
Collaboration contributions	1,355			4.12
Capital financing	(393)			4.13
<b>Total non-pay costs</b>		<b>2,221</b>		
Income		(1,092)		4.14
<b>Force overspend</b>		<b>1,951</b>		
<b>OPCC</b>		-		
<b>Group overspend</b>		<b>1,951</b>		

#### 4.2 Pay & allowances – under spend £201k

##### **Police officer pay – over spend £238k**

Forecast for the year is £101,403k, which is a projected over spend of £238k against the original budget, an increase of £572k from the previous forecast. This partly reflects the decision to bring cohorts in early compared to the original budget phasing and additional transferees which were unbudgeted. The forecast takes into account the recruitment profile assuming 198 FTE's during

the year, to date 62 new recruits have started; includes the assumption of natural leavers rate at 7.5 FTE's per month and those officers reaching their 30 years' service will leave, unless otherwise advised by HR; whilst extending senior ranks has incurred additional costs. The forecast reflects a downward movement in externally funded and seconded officers of £696k which has been reflected by reduced income.

**Police staff – over spend £153k**

Forecast for the year is £39,987k, which is a projected over spend of £153k against the original budget, a reduction of £220k from the previous forecast. There has been savings of £180k from reduced PIO's, but has been offset by agency costs where the budget assumed only a small agency cost as vacancies were budgeted at their substantive cost, however whilst the continued use of agency staff provides flexibility, it does so at an increased cost. In addition the vacancy provision rate was calculated on 7.5%, this is proving to be an overly optimistic position; a 1% over provision will increase costs by around £400k.

All requests for additional staff over and above establishment needs to be challenged to assess the business impact.

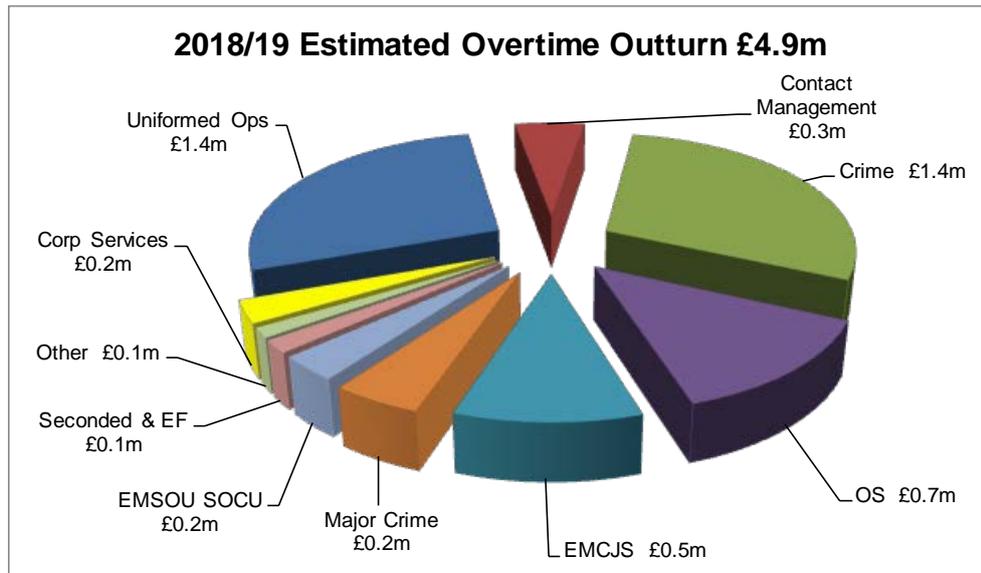
The forecast reflects a downward movement in externally funded and seconded staff of £17k which has been reflected by reduced income.

**PCSO – under spend £592k**

Forecast for the year is £6,043k, which is a projected under spend of £592k against the original budget, a reduction of £108k from the previous forecast. This reflects current performance to date and the rephasing of one of the planned cohorts towards the end of the financial year.

**4.3 Overtime – over spend £784k**

Overtime forecast for the year is £4,895k, which is a projected over spend of £784k against the original budget, an increase of £278k from the previous forecast. The main drivers of the overspend are Op Palmitate at £130k; the number of firearms discharged experienced recently resulting in many people being called in at short notice; OS at £205k which is partly offset within income from the ARV uplift fund; seconded and externally funded officers/staff of £56k which has been offset by income; City and County at £191k driven by a lot of costs within CID, summer demand within response; and custody of £83k, however there now firm plans in place to get the sergeant numbers up to establishment by October so this will prevent this excessive overtime from continuing.



#### 4.4 Other employee costs – over spend £210k

Other employee costs forecast for the year is £2,251k, which is a projected over spend of £210k against the original budget, an increase of £1k from the previous forecast. This is largely due to a general increase in training costs as advised by L&D; and virements to realign budgets account for £24k.

#### 4.5 Premises costs – over spend £196k

Premises costs forecast for the year is £6,047k, which is a projected over spend by £196k against the original budget. This is mainly due to an increase in the dilapidations provision of £54k following a review by Estates (this is to provide for the costs required to bring properties to a good state of repair when the lease ends or the property is vacated); moves for Response resulting in £30k of revenue spend as a consequence of capital projects; £19k on utilities; rent reviews of £37k (mainly for Riverside); service charges £43k; business rates of £23k; and cleaning costs £48k, where elements of the Solo contract were under budgeted.

#### 4.6 Transport costs – over spend £74k

Transport costs forecast for the year is £5,361k, which is a projected over spend by £74k against the original budget, an increase of £2k on the previous forecast. This is due to increased motor insurance of £16k; and public transport of £51k (where the forecast has been increased to reflect quarter one's current spend).

#### 4.7 Comms & Computing – over spend £196k

Comms & computing forecast for the year is £8,449k, which is a projected over spend of £196k against the original budget, an increase of £19k on the previous forecast. Virements to realign budgets account for £44k of the over spend with the remainder due to additional costs for Niche of £150k; [REDACTED] purchase

which will reduce the need to send phones to Leicestershire for unlocking of £11k; and Signals for Noise software costs for the April to September of £17k which is being funded by not recruiting into a vacant post.

#### **4.8 Other supplies & services – over spend £873k**

Other supplies & services forecast for the year is £5,228k, which is a projected over spend of £873k against the original budget, an increase of £172k on the previous forecast. This is largely due to the reversing out of the £250k procurement efficiency challenge from the budget which will be delivered across numerous lines of expenditure; consultancy and professional fees of £334k largely for additional support to the command and control replacement project of £238k and supporting the Vensons review of £51k; an additional £207k due to the delay of the Fusion project until April 2019; vehicle recovery costs of £67k which is in line with recent activity and is more than offset through additional income (see note 4.14); legal costs of £49k (Vensons); increased Taser costs of £55k; and catering costs of £21k (mainly Op Palmitate).

#### **4.9 Custody costs & police doctor – under spend £88k**

Custody costs & police doctor forecast for the year is £1,349k, which is a projected under spend of £88k against the original budget. This is due to a new contract for the police doctor resulting in a saving of £120k; partly offset by increased costs for doctors statements of £17k and custody costs for meals, cleaning and other consumables.

#### **4.10 Forensic & investigative costs – under spend £89k**

Forensic & investigative costs forecast for the year is £1,996k, which is a projected under spend of £89k against the original budget, an increase of £137k from the previous forecast. Virements to realign budgets account for £11k of the under spend, with the remainder being due to savings the release of a £54k provision for of 2017/18 electronic analysis where actual costs came lower than estimations; and interpreters of £50k.

#### **4.11 Partnership payments – over spend £62k**

Partnership payments forecast for the year is £1,484k, which is a projected over spend of £62k against the original budget, a reduction of £36k from the previous forecast. This due to payments for seconded costs of an additional ACC for three months; and a contribution to the Minerva Niche national team of £30k.

#### **4.12 Collaboration contributions – over spend £1,355k**

Collaboration contributions forecast for the year is £10,977k, which is a projected over spend of £1,355k against the original budget, an increase of £400k from the previous forecast. This is due to the MFSS of £1,442k for business as usual and the delay of the Fusion project until April 2019; and £35k from AP training cost (OS) which is offset within income from Lincolnshire (see

note 4.14). This was partly offset by savings on Legal services of £67k which related to savings from 2017/18; and confirmation that the contribution to NPAS will be reduced by £55k for 2018/19. The PCC may consider additional support in respect of these costs if additional savings cannot be identified in future periods.

**4.13 Capital financing – under spend £393k**

Capital financing forecast for the year is £3,746k, which is a projected under spend of £393k against the original budget. This saving is due to lower interest charges of £207k as a result of reduced borrowing; and a reduction in the Minimum Revenue Provision (MRP) of £186k as a result of the actual 2017/18 capital spend being lower than budgeted assumption.

**4.14 Income – additional income £1,092k**

Income forecast for the year is £14,125k, which is projected to be £1,092k above the original budget, an improvement of £279k from the previous forecast. Virements to realign budgets account for £21k of the additional income; £236k offsetting overtime costs for EMSOU officers; £250k from the ARV uplift fund to offset OS overtime costs; £60k from training apprenticeships to be recharged to university; £500k miscellaneous income based on recent activity; £220k for anticipated mutual aid; £137k from investment interest; £100k of vehicle recovery which offsets the additional costs in Other supplies & services (see note 4.8); £59k from Lincolnshire for Niche collaboration for data centre, surge capacity and strategic delivery; £50k from the sales of non-slot vehicles; £35k of income from Lincolnshire to offset AP training costs (see note 4.12). This has been partly offset by a reduction in seconded officers/staff and externally funded projects income which offsets payroll costs of £655k.

**4.15 Efficiencies**

The 2018/19 efficiency target in order to achieve a balanced budget is £300k as per the table below:

<b>Efficiencies Target for 2018/19</b>	
	<b>£'000</b>
Procurement	250
Forensics	50
	<u>300</u>

The procurement savings was included within Other supplies & services for budget purposes and was been reversed out in the June forecast on the basis that the savings will be delivered across numerous lines of expenditure (see note 4.8).

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.

#### **4.16 OPCC**

The OPCC is projecting an on budget performance with an outturn of £4,891k. 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.

### **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 (i) & A (ii) – Revenue Report to August 2018
- 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



## Appendix A (i)

## Nottinghamshire Police Revenue Budget Monitoring as at August 2018



	2018/19 Approved Budget £'000	Virements £'000	(Opportunities) / Risks £'000	Seconded & EF Projects £'000	Revised Budget £'000	Year to Date Revised Budget £'000	2018/19 Expenditure £'000	Year to Date Variance £'000	Projected Over/ (Under)spend £'000	Movement £'000
<b>Local Policing</b>										
Uniformed Operations	56,635	-	1,161	-	57,795	23,278	23,785	507	1,161	349
Contact Management	14,132	-	(155)	-	13,977	5,870	5,783	(87)	(155)	235
Citizens in Policing	242	-	460	-	702	100	298	197	460	2
	<b>71,009</b>		<b>1,465</b>		<b>72,474</b>	<b>29,248</b>	<b>29,866</b>	<b>618</b>	<b>1,465</b>	<b>585</b>
<b>Crime &amp; Operational Support</b>										
Crime	38,698	(164)	(164)	-	38,370	15,960	15,880	(81)	(328)	(257)
Operational Support	10,165	-	181	-	10,346	4,163	4,301	138	181	370
	<b>48,863</b>	<b>(164)</b>	<b>18</b>		<b>48,716</b>	<b>20,123</b>	<b>20,181</b>	<b>57</b>	<b>(147)</b>	<b>113</b>
<b>Collaboration - Operational</b>										
EMCJS	8,974	-	(495)	-	8,479	3,634	3,415	(219)	(495)	89
Forensics	2,336	-	17	-	2,353	(1)	28	29	17	137
CSI	1,249	-	(108)	-	1,140	517	485	(32)	(108)	(50)
Special Branch	867	-	(88)	-	780	360	354	(5)	(88)	(39)
Major Crime	2,715	-	115	-	2,831	1,008	1,219	211	115	48
EMSOU CID	2,918	-	-	-	2,918	2	1,440	1,438	-	-
TSU	612	-	9	-	621	10	309	300	9	16
EMSOU SOCU	2,412	-	(242)	-	2,170	1,004	917	(87)	(242)	66
	<b>22,083</b>		<b>(790)</b>		<b>21,292</b>	<b>6,534</b>	<b>8,168</b>	<b>1,634</b>	<b>(790)</b>	<b>267</b>
<b>Corporate Services</b>										
Assets	5,684	-	236	-	5,920	2,545	2,470	(75)	236	(19)
Fleet	1,902	-	(87)	-	1,816	1,001	711	(290)	(87)	(34)
Finance	662	-	(86)	-	576	274	221	(54)	(86)	0
People Services	3,813	-	(99)	-	3,714	736	640	(96)	(99)	57
Information Services	10,039	164	282	-	10,485	3,850	6,247	2,397	446	56
Corporate Development	2,177	(5)	(186)	-	1,987	904	843	(60)	(191)	(58)
Corporate Communications	821	-	(58)	-	763	349	311	(38)	(58)	(41)
Command	1,025	(95)	164	-	1,094	466	488	22	69	(7)
PSD	1,626	-	(102)	-	1,523	695	619	(77)	(102)	22
Procurement	737	-	11	-	748	260	287	27	11	(4)
Central Codes	12,581	100	(490)	-	12,192	7,268	6,288	(980)	(390)	(221)
Other	993	-	206	-	1,199	1,160	262	(898)	206	(97)
	<b>42,063</b>	<b>164</b>	<b>(209)</b>		<b>42,018</b>	<b>19,509</b>	<b>19,386</b>	<b>(123)</b>	<b>(44)</b>	<b>(346)</b>
<b>Collaboration - Corporate Services</b>										
MFSS	2,155	-	1,441	-	3,596	539	632	93	1,441	400
Learning & Development	788	-	-	-	788	-	393	393	-	0
EMSCU	150	-	93	-	243	128	465	337	93	58
Force Collaboration	-	-	-	-	-	-	-	-	-	-
Collaboration Contributions	-	-	-	-	-	-	-	-	-	-
IS Transformation	-	-	-	-	-	-	-	-	-	-
Legal	606	-	(67)	-	539	73	(9)	(81)	(67)	-
OHU	492	-	-	-	492	-	234	234	-	-
	<b>4,192</b>		<b>1,467</b>		<b>5,658</b>	<b>740</b>	<b>1,715</b>	<b>975</b>	<b>1,467</b>	<b>458</b>
<b>Externally Funded</b>										
	-	-	-	-	-	984	454	(530)	-	-
<b>Seconded Officers</b>										
	-	-	-	-	-	492	476	(15)	-	-
<b>Force total</b>	<b>188,209</b>		<b>1,951</b>		<b>190,160</b>	<b>77,630</b>	<b>80,246</b>	<b>2,616</b>	<b>1,951</b>	<b>708</b>
<b>OPCC</b>	<b>4,891</b>				<b>4,891</b>	<b>1,319</b>	<b>85</b>	<b>(1,234)</b>		
<b>Group position total</b>	<b>193,100</b>		<b>1,951</b>		<b>195,051</b>	<b>78,949</b>	<b>80,331</b>	<b>1,382</b>	<b>1,951</b>	<b>1,078</b>

## Appendix A (i)

## Nottinghamshire Police Revenue Budget Monitoring as at August 2018



	2018/19 Approved Budget £'000	Virements £'000	(Opportunities) / Risks £'000	Seconded & EF Projects £'000	Revised Budget £'000	Year to Date Revised Budget £'000	2018/19 Expenditure £'000	Year to Date Variance £'000	Projected Over/ (Under)spend £'000	Movement £'000
<b>Pay &amp; Allowances</b>										
Police officer	100,864	-	934	(696)	101,103	41,899	41,949	49	238	572
Staff	39,834	(19)	189	(17)	39,987	16,906	16,767	(140)	153	(220)
PCSO	6,635	-	(595)	3	6,043	2,719	2,505	(213)	(592)	108
	<b>147,333</b>	<b>(19)</b>	<b>529</b>	<b>(710)</b>	<b>147,133</b>	<b>61,524</b>	<b>61,221</b>	<b>(303)</b>	<b>(201)</b>	<b>460</b>
<b>Overtime</b>										
Police officer	3,418	(1)	759	55	4,230	1,320	2,126	806	813	283
Staff	642	-	(17)	0	626	270	268	(3)	(16)	9
PCSO	51	-	(12)	1	39	21	23	2	(12)	(13)
	<b>4,111</b>	<b>(1)</b>	<b>729</b>	<b>56</b>	<b>4,895</b>	<b>1,612</b>	<b>2,416</b>	<b>805</b>	<b>784</b>	<b>278</b>
Other employee expenses	2,041	24	186	-	2,251	716	641	(76)	210	1
Medical retirements	4,695	-	28	-	4,723	1,952	1,527	(425)	28	49
	<b>158,180</b>	<b>4</b>	<b>1,472</b>	<b>(654)</b>	<b>159,001</b>	<b>65,805</b>	<b>65,805</b>	<b>0</b>	<b>822</b>	<b>789</b>
Premises costs	5,851	-	196	-	6,047	2,458	2,333	(126)	196	(1)
Transport costs	5,287	-	87	(13)	5,361	2,469	2,007	(462)	74	2
Comms & computing	8,253	44	152	-	8,449	3,096	5,327	2,231	196	-
Clothing, uniform & laundry	612	-	34	-	646	207	258	51	34	-
Other supplies & services	4,354	(16)	883	7	5,228	1,908	1,650	(258)	873	172
Custody costs & police doctor	1,437	-	(88)	-	1,349	599	506	(93)	(88)	-
Forensic & investigative costs	2,085	(11)	(78)	-	1,996	384	198	(186)	(89)	137
Partnership payments	1,422	-	57	5	1,484	546	328	(218)	62	(36)
Collaboration contributions	9,622	-	1,355	-	10,977	665	3,247	2,582	1,355	400
Capital financing	4,139	-	(393)	-	3,746	3,242	2,575	(667)	(393)	(107)
	<b>43,062</b>	<b>17</b>	<b>2,205</b>	<b>(1)</b>	<b>45,283</b>	<b>15,575</b>	<b>18,429</b>	<b>2,854</b>	<b>2,221</b>	<b>569</b>
<b>Total expenditure</b>	<b>201,242</b>	<b>21</b>	<b>3,677</b>	<b>(655)</b>	<b>204,285</b>	<b>81,380</b>	<b>84,234</b>	<b>2,854</b>	<b>3,043</b>	<b>1,357</b>
<b>Income</b>	(13,033)	(21)	(1,726)	655	(14,125)	(3,750)	(3,988)	(238)	(1,092)	(279)
<b>Force</b>	<b>188,209</b>	-	<b>1,951</b>	-	<b>190,160</b>	<b>77,630</b>	<b>80,246</b>	<b>2,616</b>	<b>1,951</b>	<b>1,078</b>
<b>OPCC</b>	<b>4,891</b>	-	-	-	<b>4,891</b>	<b>1,319</b>	<b>85</b>	<b>(1,234)</b>	-	-
<b>Group position total</b>	<b>193,100</b>	-	<b>1,951</b>	-	<b>195,051</b>	<b>78,949</b>	<b>80,331</b>	<b>1,382</b>	<b>1,951</b>	<b>1,078</b>

<b>For Consideration</b>	
<b>Public/Non Public</b>	<b>Public</b>
<b>Report to:</b>	<b>Strategic Resources &amp; Performance</b>
<b>Date of Meeting:</b>	<b>8 November 2018</b>
<b>Report of:</b>	<b>The Chief Executive</b>
<b>Report Author:</b>	<b>Sara Allmond</b>
<b>E-mail:</b>	<a href="mailto:sara.allmond@nottsc.gov.uk">sara.allmond@nottsc.gov.uk</a>
<b>Other Contacts:</b>	
<b>Agenda Item:</b>	<b>14</b>

## **WORK PROGRAMME**

### **1. Purpose of the Report**

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

### **2. Recommendations**

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

### **3. Reasons for Recommendations**

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

### **4. Summary of Key Points**

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

### **5. Financial Implications and Budget Provision**

- 5.1 None as a direct result of this report

### **6. Human Resources Implications**

- 6.1 None as a direct result of this report

### **7. Equality Implications**

- 7.1 None as a direct result of this report

### **8. Risk Management**

- 8.1 None as a direct result of this report

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

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

## **10. Changes in Legislation or other Legal Considerations**

- 10.1 None as a direct result of this report

## **11. Details of outcome of consultation**

- 11.1 None as a direct result of this report

## **12. Appendices**

- 12.1 Work Plan and schedule of meetings

**STRATEGIC RESOURCES AND PERFORMANCE  
WORK PROGRAMME**

7 March 2019

7 March 2019		
ITEM	FREQUENCY	REPORT AUTHOR
<b>Police and Crime Plan Priority Theme 2</b>		
• <i>Helping and Supporting Victims</i>		
Victim Care Contract Update		
Compliance with the Victims Code		
Domestic Homicide Review's Learning and Recommendations		
Improve Partnership Response to Hate Crime		
SARC New Facility		
The Response, Support and Counselling for Victims of Sexual Abuse		
<b>Strategic Items</b>		
Police and Crime Plan Strategic Assessment		
Police and Crime Plan Engagement and Consultation Outcome		
Police and Crime Plan Revised Performance Framework and Delivery Plan		
<b>Standard Items</b>		
Performance and Insight Report		
Revenue and Capital Monitoring		
Chief Constable's Update		
Regional Collaboration (Verbal Update)		
Fees and Charges		

8 May 2019

	ITEM	FREQUENCY	REPORT AUTHOR
	<b>Police and Crime Plan Priority Theme 3</b> <ul style="list-style-type: none"> <li>• <i>Tackling Crime and Anti-Social Behaviour</i></li> </ul>		
	Neighbourhood Policing – Engaging Communities and Reducing Re-offending, Tasking and Integrated Offender Management		
	Rural Crime Strategy and Action Plan		
	Building a Better Understanding of Communities		
	Serious Violence and Knife Crime		
	<b>Strategic Items</b>		
	Community Safety Funding, CDRP, JNB and Small Grants		
	FICSA Report – Nottinghamshire Councils		
	<b>Standard Items</b>		
	Performance and Insight Report		
	Revenue and Capital Monitoring		
	Revenue and Capital Outturn		
	Regional Collaboration (Verbal Update)		
	Fees and Charges		

3 July 2019

	ITEM	FREQUENCY	REPORT AUTHOR
	<b>Chairs Meeting</b> <ul style="list-style-type: none"><li>• <i>National Policing – Strategic</i></li></ul>		
	Police Reform Transformation Programme – workforce modernisation specialist capabilities enabling digital policing business delivery		
	Strategic Policing Requirement		
	National Police Air Support (NPAS) Future Delivery Model		
	Transforming Forensics		
	<b>Standard Items</b>		
	Chief Constable's Update		
	Performance and Insight Report		
	Revenue and Capital Monitoring		
	Regional Collaboration (Verbal Update)		
	Fees and Charges		

4 September 2019

	ITEM	FREQUENCY	REPORT AUTHOR
	<b>Police and Crime Plan Priority Theme 4</b> <ul style="list-style-type: none"> <li>• <i>Transforming Services and Delivery Quality Policing</i></li> </ul>		
	Estates Strategy and Rationalisation		
	Health and Safety Governance and Performance		
	Workforce Planning BME Representation/Discipline		
	Equality, Diversity and Human Rights		
	Stop and Search		
	Use of Force		
	Health and Wellbeing		
	Environmental management		
	<b>Strategic Items</b>		
	Police and Crime Commissioner's Annual Report		
	Force Management Statement Publication		
	<b>Standard Items</b>		
	Performance and Insight Report		
	Revenue and Capital Monitoring		
	Regional Collaboration (Verbal Update)		
	Fees and Charges		

6 November 2019

	ITEM	FREQUENCY	REPORT AUTHOR
	<b>Police and Crime Plan Priority Theme 1</b> <ul style="list-style-type: none"><li>• <i>Protecting People from Harm</i></li></ul>		
	Children and Adult Safeguard		
	Safeguarding		
	Modern Slavery – Improving our Response		
	Cyber enabled Crime and Keeping People Safe Online		
	Improve Response to Missing Persons		
	<b>Strategic Items</b>		
	<b>Standard Items</b>		
	Performance and Insight Report		
	Revenue and Capital Monitoring		
	Chief Constable's Update		
	Regional Collaboration (Verbal Update)		
	Fees and Charges		

## HOW STRATEGIC RESOURCES & PERFORMANCE WILL FEED IN TO THE POLICE AND CRIME PANEL

<b>SR&amp;P Meeting Date</b>	<b>SR&amp;P Report Deadline</b>	<b>P&amp;CP Meeting Date</b>	<b>P&amp;CP Pre Agenda Deadline</b>
7 March 2019	26 February 2019	1 April 2019	6 March 2019
8 May 2019	29 April 2019	3 June 2019	7 May 2019
3 July 2019	25 June 2019		
4 September 2019	27 August 2019	November 2019	November 2019
6 November 2019	29 October 2019	February 2020	February 2020