

**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 WEDNESDAY 4<sup>TH</sup> SEPTEMBER 2019**

**COMMENCING AT 10.00 AM**

**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 Mark Kimberley - Head of Finance, Nottinghamshire Police

**OTHERS PRESENT**

Noel McMenamin – Democratic Services, Nottinghamshire County Council

**1. APOLOGIES FOR ABSENCE**

Apologies were received from DCC Barber, Mark Kimberley and Charlie Radford.

**2. MINUTES OF THE PREVIOUS MEETING HELD ON 15 JULY 2019**

Agreed.

**3. ESTATES STRATEGY AND ESTATES RATIONALISATION UPDATE**

The meeting considered the report, which provided an update on the implementation of the ongoing estates strategy and rationalisation programme.

During discussion, it was explained that accommodating additional officers would provide challenges in respect of car parking and locker space. However, the Force needed to become more agile and visible in the community, and senior officers believed that concerns raised could be overcome.

**RESOLVED 2019/32**

To note the report.

**4. HEALTH AND SAFETY UPDATE**

The meeting considered the report, which provided an update on health and safety performance and statistics for 2018-2019, as well as highlighting emerging issues and areas of collaborative working.

During discussion, the following points were raised:

- Assaults on officers were down from 178 to 125, and the Force perception was that the prevalence of incidents had decreased further than that suggested by the statistics;
- It was explained that the increase in respect of PCSOs reflected more accurate and consistent reporting of incidents and issues;
- There had previously been too much basic training, and practical changes had engineered out the need for certain training. For example, using smaller vans, which could be driven on car licences, removed the need for specialist training on driving larger vehicles;
- Spit-hoods were a relatively cheap, effective and a popular introduction, which would be rolled out to all response cars.

### **.RESOLVED 2019/033**

To note the report.

## **5. WORKFORCE PLANNING**

The meeting considered the report, which provided an update on the Police Officer and Police Staff establishment versus budget as at 30<sup>th</sup> June 2019.

During discussion the following points were raised:

- While BME representation within the Force was still low, recent BME recruitment had been successful, and this success needed building on. The Chief Constable was personally committed to accelerating BME recruitment, and acted as a mentor to help retain and develop local talent;
- Work was ongoing to bring down numbers of temporary staff and to have substantive posts instead. It was confirmed that staff 'acting up' formed part of overall capacity and were not additional to it;
- The Chief Constable had requested further work to be carried out on the PCSO Review. The Force had recruited well from the PCSO cohort, and further recruitment would be required.

### **RESOLVED 2019/034**

To note the report.

## **6. EQUALITY, DIVERSITY AND HUMAN RIGHTS PERFORMANCE MONITORING**

The meeting considered the report, which provided an update on the Force's progress in the areas of Equality, Diversity and Human Rights.

During discussion, the following points were raised:

- The Force had decided to apply the methodology for Stonewall accreditation to all strands of equality of equality. This was an approach that was popular with staff;
- The Cadet Scheme, which had the aim of engaging BME and other under-represented sections of the community, had expanded and led to greater outreach;
- The reporting of hate crimes continued to improve. Rates of religious hate crime continued to spike in response to national and international events, in line with trends elsewhere.

## **RESOLVED 2019/035**

To note the update

### **7. FORCE REPORT ON STOP AND SEARCH**

The meeting considered the report, which provided an update on the use of Stop and Search powers by the Force.

The following points were made during discussion:

- While Stop and Search rates had risen, it was a lower increase than elsewhere. Weapons seizures in both County and City were up, but complaints remained low, indicating that the powers had been exercised proportionately and in a targeted way. Numbers of Section 60 authorisations remained low;
- It was confirmed that the increase in ethnicity not being stated was because if the individual being stopped and searched refused to engage and did not self-identify then officers did not guess the individual's ethnicity;
- It was agreed that the recording of ethnicity needed to be improved and was essential to maintain public confidence in disproportionality.

## **RESOLVED 2019/036**

To note the report update.

### **8. USE OF FORCE**

The meeting considered the report, which provided an update on the use of force by Nottinghamshire Police.

The following issues were raised during discussion:

- The work being conducted by the OPCC had not yet been completed but outcomes would be made available in due course;

- Failing to record when people were being handcuffed needed to be resolved, as did consistent recording of use of force while in custody;
- a majority of recording errors were arrest-related, and efforts were being made to streamline recording and monitoring to make it easier to take place;
- numbers of complaints in respect of use of force were lower than in other core cities.

## **RESOLVED 2019/037**

To note the update.

## **9. STAFF HEALTH AND WELLBEING**

The meeting considered the report, which provided an update summary on work being undertaken on health and wellbeing.

During discussion, the following points were made:

- There was a greater focus on mental health as a result of the review and refresh of the Welfare Strategy. A Wellbeing Officer was about to be appointed, and links were being developed with national Police and other charities;
- A range of support was available, including direct access to therapies and technological support, and these interventions stood alongside more indirect approaches to improving mental health, such as more flexible working arrangements;
- It was explained that as part of measures to protect frontline staff there was support for increased taser use, with a significant increase in officers having been trained in its use.

## **RESOLVED 2019/038**

That the report be noted.

## **10. ENVIRONMENTAL MANAGEMENT PERFORMANCE**

The meeting considered a report, updating it on the Force's environmental strategy, carbon management plan waste recycling figures and current environmental initiatives.

Discussion focussed on the following points:

- The Force built estate had performed well. However, while its vehicle fleet did not perform so well, the Force was not in a financial position to replace the fleet with low emissions vehicles;
- At the point at which vehicles were being replaced, smaller and more eco-friendly options would be considered. There were no electric charge points on the Force estate at the moment, but this would change over time.

## **RESOLVED 2019/039**

That the update be noted.

### **11. IICSA INVESTIGATION**

The meeting considered the report, which provided an update on the IICSA investigation.

The key points emerging from discussions were:

- A consistent approach had been taken in accepting the findings in full. It was clear that Force would need to be involved in addressing Recommendation 2 on commissioning an external evaluation of their practice concerning harmful sexual behaviour, including responses, prevention, assessment, intervention and workforce development, as a 'child protection partner';
- The view was expressed that there was an ongoing commitment to address the outcomes of the Inquiry by partners. The Police and Crime Commissioner had doubled its financial support to survivor support services, however, local authorities had been less forthcoming;
- The Police and Crime Commissioner was to call a meeting of partners in late October or early November 2019 to discuss next steps in more detail.

## **RESOLVED 2019/040**

To note the report, and to request a follow-up report in one year.

### **12. FORCE MANAGEMENT STATEMENT 2019**

The meeting considered the report, which provided an update on the findings of the Force Management Statement (FMS) and how this was used as part of the business planning process.

The following points were made during discussion:

- The FMS was a useful tool in predicting future capacity and demand, modelling possible future invest-to save initiatives;
- The FMS focussed on the Force, and less on the wider criminal justice system.

## **RESOLVED 2019/041**

To note the report, and that a summary copy of the Force Management Statement be submitted to a future meeting of the Police and Crime Panel for information.

### **13. PERFORMANCE AND INSIGHT REPORT – UPDATE TO JULY 2019**

The meeting considered the report, which provided the key performance headlines the Force in the year to end July 2019.

The following points were made during discussion:

- While overall crime was up by just over 1%, the direct of travel for performance was considered very positive in view of performance elsewhere nationally;
- Knife crime, sexual crime and burglary offences were all down, while it was asserted that the high increases in drugs possession and trafficking were down in large part to the Force's increased proactivity in targeting these crimes;
- The Force enjoyed strong support in communities and this had led to improved local intelligence;
- A new Robbery team had been established, while the performance of the 101 service had improved greatly, with very low abandonment rates;
- The Force was alive to the benefits of investing in training to recognise safeguarding issues when dealing with domestic violence or similar domestic issues. The Force also was happy to use civil interventions such a Domestic Violence Protection Orders where appropriate, but had to weigh up this approach against other, potentially more effective, interventions.

#### **RESOLVED 2019/042**

#### **14. CAPITAL REPORT FOR PERIOD 3 – QUARTER 1 2019-2020**

The meeting considered the report, which provided an update on the financial outturn position on capital as at 30 June 2019.

In the brief discussion which followed, it was acknowledged that there had been slippage in respect of IT. However, investment, for example in Automatic Number Plate Recognition had had a positive impact on vehicle and organised crime.

#### **RESOLVED 2019/043**

- 1) that the outturn position in respect of capital as at 30 June 2019 and detailed at Appendix A be noted;
- 2) that the virement request as set out at Appendix B to the report be approved.

#### **15. REVENUE REPORT FOR PERIOD 3 – QUARTER 1 2019-2020**

The meeting considered the report, which provided an update on financial outturn for revenue as at 30 June 2019.

The following points were made in discussion:

- The end-of-year projected overspend was around £935,000;

- MFSS issues, and the mitigating actions put in place ensure continuity of service were partially responsible. Confidence in MFSS was growing slowly, but the situation remained far from ideal;
- Work is ongoing by the Force to improve the reliability of the financial monitoring information provided by MFSS.

#### **RESOLVED 2019/044**

- 1) that the report be noted;
- 2) that the Police and Crime Commissioner approve the virements of greater than £100,000 as recommended by the Chief Constable, as set out in Appendix C to the report, to be reflected in the outturn once approved;
- 3) that the overspend position as highlighted in the report be noted.

#### **16. REGIONAL COLLABORATION UPDATE (VERBAL)**

The view was expressed that the Spending Review to be announced imminently could have an impact on regional budgets.

#### **RESOLVED 2019/045**

To note the update.

#### **17. WORK PROGRAMME**

#### **RESOLVED 2019/046**

That the contents of the work programme be noted.

The meeting closed at 11.10am

CHAIR