

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 18TH SEPTEMBER 2020**

COMMENCING AT 1.00 PM

MEMBERSHIP

(A – denotes absence)

Paddy Tipping - Police and Crime Commissioner
Emma Foody – Deputy Police and Crime Commissioner
Kevin Dennis - Chief Executive, OPCC
Charlie Radford - Chief Finance Officer, OPCC
Craig Guildford - Chief Constable, Nottinghamshire Police
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 Mark Kimberley.

2. MINUTES OF THE PREVIOUS MEETING HELD ON 17th JULY 2020

These were agreed as a true record.

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. A copy of the Force's Estates Strategy was published with the agenda.

Several issues were raised and points made during discussion:

- Progress in disposing surplus properties, and the resulting capital receipts and reductions in overheads, was noted and welcomed. It was acknowledged that improvement works were needed at several retained sites to bring them up to a good standard;
- Arrangements were in place to transition from the old Bridewell site to the new facility by June 2021, and these were running to schedule. It was acknowledged that there was limited car parking capacity on the new site;
- The old Bridewell site was attracting interest from prospective buyers;

- A full review of the existing Estates Strategy would be undertaken by end March 2021, and would inform the Estates Strategy for the period 2021-2025;

RESOLVED 2020/024

To note the report.

4. NOTTINGHAMSHIRE POLICE HEALTH AND SAFETY UPDATE

The meeting considered the report, which provided an update on health and safety issues for the period April 2019 to March 2020. The Force's Annual Health and Safety report was circulated with the agenda

The following points were raised during discussion:

- Assaults on Police officers had increased over the reporting period, in part due to increased recording of incidents;
- The nature of specific less severe injuries, for example broken fingers or wrists, nonetheless meant that officers could be incapacitated for significant periods;
- A comprehensive suite of measures was in place to support officers' wellbeing, and the view was expressed that the Force was performing well in this area;
- The Force had not been impacted nearly as badly as feared by capacity issues arising from Covid-19 self-isolation requirements.

RESOLVED 2020/025

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 June 2020.

The following points were raised during discussion:

- The Police and Crime Commissioner confirmed that discussions with the Minister of State and senior officials at the Home Office on funding for planned uplift were ongoing, but that definitive budget decisions weren't expected before the end of 2020;
- The view was expressed that delays in funding could have an adverse impact on delivering the ambitions of Operation Uplift;

- It was confirmed that the numbers of officers in acting and temporary roles were fewer than in previous years, and that a majority of those currently in this category were being processed through Promotions Boards, particularly at Sergeant level;
- It was also confirmed that the Force was looking to pilot an entry route for Special Constables, and that education providers were on board with its delivery.

RESOLVED 2020/026

To note the report.

6. THE USE OF STOP AND SEARCH IN NOTTINGHAMSHIRE

The meeting considered the report, which provided an update on the use of Stop and Search undertaken in the period 2019/2020.

The following points were raised during a wide-ranging discussion:

- The disparity in Stop and Search rates between City and County were in part historical, but were also attributable to targeted interventions on knife crime and robbery in the City;
- The recording of Stop and Search by ethnicity was incomplete because those involved in Stop and Search incidents did not always provide a response, and ethnicity was self-defined. Work was ongoing to understand and resolve the issue;
- Concern was expressed about the prevalence of compliant handcuffing. The Chief Constable made clear that officers needed to be able to justify the need to use handcuffs in instances where those involved were being compliant;
- At present, around 86% of Stop and Search incidents were captured on Police bodycams. It was accepted that it was good practice to use bodycams to record Stop and Search, and that there was support for this among frontline officers, but its non-use was usually because of the practical circumstances surrounding individual Stop and Search incidents.

RESOLVED 2020/027

To note the report.

7. NOTTINGHAMSHIRE POLICE USE OF FORCE 2019-2020

The meeting considered the report, which provided an update on the use of force by Nottinghamshire Police, with a focus on performance, proportionality and outcomes.

The following points were raised during discussion:

- Simplified reporting methods through Niche have in part led to an increase in recording the use of force, which continues to be under-reported nationally;
- Officers reported feeling safer now that tazers were more readily available to them. Often, preparing to use a tazer was sufficient to ensure subject compliance – this nonetheless counted as a use of force incident;
- It was confirmed that the Police Federation fully supported the force's senior management team in ensuring that the use of force was recorded and proportionate.

RESOLVED 2020/028

To note the report.

8. HEALTH AND WELLBEING UPDATE

The meeting considered the report, which highlighted the work being undertaken to improve health and wellbeing provision in Nottinghamshire Police. The 'Your Force, Your Strategy' document was published with the agenda.

The following points were raised during discussion:

- A detailed Action Plan to deliver improved health and wellbeing outcomes was now established, and other Forces and partners were using the Nottinghamshire Police model as an exemplar for good practice;
- The Plan had helped structure and centralise a lot of pre-existing good practice, providing a more consistent experience for the workforce;
- Nottinghamshire Police was working closely with Durham on further developments, with the outcomes expected by the end of 2020-2021;
- Staff associations were engaging with and supportive of the Force's health and wellbeing activities, encouraging attendance at roadshows and welcoming the 'You said We did' approach to workforce feedback;
- The view was expressed that the challenges arising from Covid-19 pandemic had helped create a more flexible, agile workforce.

RESOLVED 2020/029

To note the report.

9. ENVIRONMENTAL MANAGEMENT

The meeting considered the report, which provided an update on the Force's environmental management, waste recycling and current initiatives.

The following points were raised during discussion:

- The Force's environmental performance in respect of its buildings and estates was strong, and the future focus needed to be on the challenge posed by its fleet of vehicle;
- It was reported that Gloucestershire Police had a suite of 70 electric vehicles, and while Nottinghamshire Police had further progress to make, it was inevitable that electrification of the fleet would be rolled out over time;
- Improved driver behaviour was also important in ensuring that the cost of repairs and maintenance of the existing fleet were kept under control.

RESOLVED 2020/030

To note the report.

10. CODE OF ETHICS UPDATE SEPTEMBER 2020

The meeting considered the report, which provided an update on ongoing activity regarding the Policing Code of Ethics within Nottinghamshire Police

The following points were raised during discussion:

- The view was expressed that the issue was still in its relative infancy, and that further work was being carried out to fully embed the Policing Code of Ethics in the organisational culture of the Force.
- This included a 'Let's Talk Ethics' internal corporate communications campaign to fostering understanding of ethics, empower the workforce to raise practical issues and dilemmas and encourage openness;
- It was hoped that formalising ethics considerations would help take making ethical decisions away from individual considerations and provide a more consistent approach across the organisation.

RESOLVED 2020/031

To note the report.

11. FORCE MANAGEMENT STATEMENT

The meeting considered the report, which updated the meeting on the findings of the Force Management Statement and how this was now being used by the Force as part of the business planning process.

The following points were raised during discussion:

- The Force's decision to go early with recruitment under Operation Uplift had helped put it in a stronger position to deal with future capacity challenges;
- The Force Management Statement had been informed by the Crest demand modelling tool. While working well, there were challenges to maintaining and developing its use to its full potential.

RESOLVED 2020/032

To note the report.

12. PERFORMANCE AND INSIGHT UPDATE TO JULY 2020

The meeting considered the report, which provided key performance headlines for Nottinghamshire police in the 12 months to June 2020.

The following points were raised during discussion:

- While domestic abuse and online/cyber crime had seen increases, overall crime levels had reduced, with victim-based crime down by 8,778 offences during the reporting period;
- The Force had enjoyed good working arrangements with partners in Multi-Agency Safeguarding Hub and Multi-Agency Risk Assessment Conference settings;
- there were differences of opinion in that Regional Organised Crime Units wanted to see more emphasis on analyst/cyber specialist capacity, as opposed to more visible frontline policing.

RESOLVED 2020/033

To note the report.

13. QUARTER 1 – 2020-2021 CAPITAL YEAR TO DATE POSITION

The meeting considered the report, which provided the forecast financial outturn position for the financial year 2020-2021.

The following points were raised during discussion:

- The meeting welcomed the progress made on the two key capital projects and on the overall positive position in respect of the capital budget;
- The meeting welcomed the positive ongoing collaborative working arrangements with the Fire and Rescue Service.

RESOLVED 2020/034

To note the report.

14. QUARTER 1 2020-2021 REVENUE YEAR TO DATE POSITION

The meeting considered the report, which provided the forecast financial outturn position for revenue for the financial year 2020-2021.

The following points were raised during discussion:

- The current forecasted outturn position was £143,000;
- It was agreed to calculate actual additional costs arising from Covid-19 measures, such as PPE, cleaning and similar costs, to compare against additional funding received from central government to cover those costs.

RESOLVED 2020/035

To note the report.

15. WORK PROGRAMME

RESOLVED 2020/036

That the contents of the work programme be noted. The next meeting was scheduled for 4 November 2020.

The meeting closed at 2.05pm

CHAIR