

For Information	
Public/Non Public*	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4th November 2020
Report of:	Kevin Dennis
Report Author:	Helen Kane
E-mail:	nopcc@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	13

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

Update on the OPCC Management Response to the IICSA investigation

1. Purpose of the Report

- 1.1 To update the Strategic Resources and Performance Meeting on Nottinghamshire OPCC's Management Response following the IICSA investigation into Children in the Care of Nottinghamshire Councils.

2. Recommendations

- 2.1 That the Meeting note the update to the Management Response Plan from the Force and the OPCC.

3. Background

- 3.1 A management response plan was drawn up by the OPCC following publication in July 2019 of the IICSA report into Children in the Care of Nottinghamshire Councils.

4. Summary of Key Points

- 4.1 The Management Response Plan includes both the recommendations and the findings relevant to the OPCC and Nottinghamshire Police. Please refer to Appendix A for more detail.

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 Human Resources implications arising from this report.

7. Equality Implications

7.1 There are no Equality implications arising from this report.

8. Risk Management

8.1 Not applicable.

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

9.1 Not applicable.

10. Changes in Legislation or other Legal Considerations

10.1 Not applicable.

11. Details of outcome of consultation

11.1 Not applicable.

12. Appendices

12.1 Please see Appendix A.

**IICSA Report into Children in the Care of the Nottinghamshire Councils –
Update to the OPCC Management Response Plan (November 2020)**

Appendix A

No.	Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
1.1	Holding to account	<i>Nottinghamshire Police has shown a lack of urgency and failed to address weaknesses and recommendations made in recent inspections. Page 141 (para 38)</i>	Establish a Force internal governance board to improve the oversight of adult safeguarding. OPCC to attend to maintain oversight.	ACC Meynell	January 2020	This is now business as usual. The last meeting of the Adult Safeguarding Board took place on the 14 th October. This Board provides the PCC with oversight in relation to Force performance relating to modern slavery, missing from home, domestic abuse, sexual violence and mental health. Force tracking of inspection and internal audit recommendations are also discussed.
2.1	Inspection Findings & Recommendations	<i>Ultimately an issue for Chief Constable who is responsible for controlling and directing the force, but also one for the Police and Crime Commissioner whose key role is to hold the Chief Constable to account. Page 24 (para 30.3)</i>	Complete audit of all inspection actions and recommendations relating to safeguarding.	Phil Gilbert, Head of Strategy and Assurance	February 2020	The new HMICFRS portal is now accessible by the NOPCC lead and has been reviewed to identify if there are any recommendations still open. As of 30.9.20, all of the recommendations cited by IICSA were closed by HMICFRS.
2.2			Seek assurance and evidence through dip testing completed actions and recommendations.	Phil Gilbert, Head of Strategy and Assurance	February 2020	This being the case, NOPCC is satisfied that the recommendations have been implemented to the satisfaction of HMICFRS. Dip testing will be completed on Force actions and recommendations where performance continues to give rise to concerns.
3.1	Case Audit	<i>Not undertaken an audit of CSA cases to improve standards Page 24 (para 30.3)</i>	Force to complete annual thematic audits based on identified risks and concerns. Outcome and learning to be reported to PCC.	Det Supt A Gowan Head of PPU	Strategic Resources and Performance (Report)	The audit regime, as described, is now business as usual. In addition, Nottinghamshire Police has conducted a large audit of Public Protection investigations during the Spring/Summer of 2020. This is both quantitative demand analysis and qualitative scrutiny. It concentrates on adult rape, child rape and domestic abuse. Recommendations and report is due end Oct 2020. This report will be shared with the PCC for oversight and scrutiny.
4.1	Resourcing of Investigation	<i>Senior officers in Nottinghamshire Police should have ensured that the investigation was prioritised and adequately resourced Page 29 (para 44).</i>	Seek assurance from CC on the mainstream funding and resourcing of 'non recent child abuse investigation team'.	PCC, Paddy Tipping and Kevin Dennis, CEX	January 2020 (Budget)	As agreed by the PCC in consultation with the Chief Constable the 20/21 budget now includes the mainstream funding of 'Operation Equinox', the non-recent child abuse investigation team.
4.2			Monitor staffing levels and vacancies, abstractions, work fix, confirm establishment.	Det Supt A Gowan Head of PPU	Strategic Resources and Performance (Report)	Staffing is still a concern, given the demand profile. Staffing levels have improved in 2020 with new warranted officers plus police staff. The staff recruited in 2019 have become increasingly more experienced and qualified through the NIE process. Tactical Workforce Planning (TWP) continues to manage the release of uplift officers to specialised departments, including Public Protection.

No.	Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
4.3	Resourcing of Investigation (continued)	<i>Nottinghamshire Police has established a dedicated non-recent child abuse investigation team, which will continue beyond the life span of Equinox. It is unclear whether this will continue indefinitely or how it is to be structured. Page 32 (para 51)</i>	Monitor referrals, allocation of investigating officer, timeliness of investigation, progress, etc.	Det Supt A Gowan Head of PPU	Strategic Resources and Performance (Report)	At an operational level, workloads are monitored weekly through management information data and monthly by the Head of Department with responsibility for performance data. This information feeds risk assessment which is then represented at Tactical Workforce Planning (TWP). Risks are well documented. The demand analysis and audit conducted in 2020 has produced good learning with regard to improvements required for the effectiveness of the department. Recommendations and report is due end Oct 2020. This report will be shared with the PCC for oversight and scrutiny.
5.1	Force Response to IICSA	<i>We have not seen any guidance or policy specific to investigations of harmful sexual behaviour by Nottinghamshire Police. page 116 (para 70)</i>	Scrutinise Nottinghamshire Police's policy and practice in relation to investigations of harmful sexual behaviour.	PCC, Paddy Tipping and Kevin Dennis, CEX	Strategic Resources and Performance (Report)	See separate Public Protection Update report on the agenda of the November 2020 meeting of Strategic Resources and Performance. A copy of the Forces' Policy and Practice guidance on the investigation into harmful sexual behaviour has been provided for oversight and scrutiny.
5.2		<i>Operation Daybreak- there was no specific training on providing support to complainants Page 124 (para 20)</i>	Monitor coverage of training for officers in working with victims and survivors of child sexual abuse. Attend training on working with victim support services to ensure that it is fit for purpose	Sharon Rose, Sexual Violence Engagement Manager	February / March 2020	On hold due to Covid-19.
5.3	Force Response to IICSA (continued)	<i>Interim report, we recommend a joint inspection of compliance with code of practice for Victims of Crime Page 124 (Para 24)</i>	Ensure that the Force meets its obligations under the Code of Practice for Victims of Crime 2015. This will be done by: quarterly reporting to Ministry of Justice as per the new reporting framework.	Helen Kane, Executive Support Officer	Strategic Resources and Performance (Report)	The Ministry of Justice reporting has been suspended to allow for consultation on a revised Code of Practice. In the meantime, Nottinghamshire Police has continued to monitor and report on Victims' Code of Practice compliance. A Victim and Witness Strategy Group has been established by Det Supt Gary Hooks to take forward the NPCC Victims & Witnesses Strategy in Nottinghamshire.
5.4		<i>Complainants were dissatisfied with their contact with the Police during operations Daybreak, Xeres, Equinox, initial method, frequency and communication during investigation. Page 124 (para 21)</i>	ISVA service to be requested to report quarterly to the OPCC / Force on cases where they know that victims have had difficulty with officer communication, particularly but not exclusively in relation to NFA decisions.	Nicola Wade, Head of Commissioning	Commence October 2019	Co-location arrangements for the ISVA within police stations were put in place in January, however, they were then suspended in March 2020 because of Covid. The ISVA service now has the facility to report and share case examples of poor police communication with victims of sexual abuse with Nottinghamshire Police. None has recently been reported to date.
5.5		<i>Informing complainants of no further action. Ideally this should be done in person. Evidence from complainants suggests that this does not happen in each case. Page 124 (Para 24)</i>	To be reported in ISVA quarterly report. As above.	Nicola Wade, Head of Commissioning	October 2019	The PPU has conducted an audit on sexual violence cases. See action 3.1 update.
5.6		<i>Operation Daybreak, there was no protocol on approaching potential victims. Page 124 (para 22)</i>	Produce victim contact and 'cold calling' guidance and procedure. Including consultation with victims and survivors.	Supt A Gowan Head of PPU	February 2020	Business as usual now. Policy and procedure to be reviewed and scrutinised by the OPCC.

No.	Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
5.7	Force Response to IICSA (continued)	<i>Nottingham City Council and its Child Protection partners should commission an independent external evaluation of their practice concerning harmful sexual behaviour, including responses, prevention, assessment, interventions and workforce development.</i> <i>Page 142 (recommendation 2)</i>	Commission with safeguarding partners an independent external evaluation of harmful sexual behaviour practice.	Supt A Gowan Head of PPU	Evaluation to commence in October 2019	The NSPCC has concluded its evaluation, presenting its findings in an event on 17th July 2020 designed also to forge the delivery plan. Nottingham City Council is leading on this plan.
5.8		<i>Absconding. In late 1985 and early 1986, there were reports of 400 incidents of absconding in 1985 (including to girls who had fled the home more than once).</i> <i>Page 50 (para 67)</i>	Review Police response to absconding (missing) residential homes and foster care, schools/colleges, etc.	CI Louise Clarke	Strategic Resources and Performance Meetings	The 'Missing From Home' Team was formed in August 2016 to co-ordinate a Force wide response to missing investigations and safeguarding. The Team seeks to reduce the number of times children go missing from care and the potential for harm to those individuals should they go missing. The number of missing reports have reduced year on year, as has how long people are missing. Between 2018/19 and 2019/20, there has been a reduction in the proportion of under 18's reported missing, from 2,286 (68%) to 1,871 (65%). The number of 'In care' and 'Foster care' Missing reports has reduced from 1,170 in 2018/19 to 1,046 in 2019/20, relating to 299 individuals in 2018/19 and 304 individuals in 2019/20. The investigation process has been streamlined and the team works with partners to actively identify and safeguard vulnerable individuals. A flag system is used and this informs joint working between PP, SEIU, NPT and external agencies. The COMPACT system has functionality that assists in safeguarding (such as direct reporting to social care) and the team request intelligence subject profiles on the most frequent and at risk individuals to identify locations, associates and contacts; to inform future activity.
5.9		<i>While recognising there was a problem with absconding and the risk of sexual exploitation - other girls sent to us come with a history of being involved in prostitution.</i> <i>Page 51 (para 68)</i>	Monitor and scrutinise Force response to children missing / CSE through attendance at Force Child Centred Police Meeting	Kevin Dennis, CEX	Regular Attendance at Child Centred Force Meetings	Nottinghamshire OPCC regularly attends the Force's Board on Child Centred Policing. There have been two meetings since the last update on the IICSA response plan. See update on action 5.8. Force performance on 'missing from home' is believed to be strong. See separate report on 'Missing from Home' on November 2020's Strategic Resources and Performance meeting agenda.

No.	Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
6.1	Support for Victims and Survivors	<p><i>Complainants have expressed concern about the level and quality of support received during council or police investigations during any criminal trial and after an investigation has concluded. Some complainants become so critical of the support that they no longer want to engage with this mechanism, while others say they received no support and had to find it for themselves.</i></p> <p>Page 124 (para 16)</p>	<p>The PCC has already co-commissioned, with NHS England, a comprehensive child sexual abuse / sexual violence economic, health and social care needs assessment for Nottinghamshire. Survivors' needs will be at the heart of the needs assessment. It will include recommendations about future support and will report in October 2019.</p>	Nicola Wade, Head of Commissioning	October 2019	<p>Following the PCC/NHS England commissioned needs assessment published in November 2019, the PCC worked with survivors and funders to develop a new model of support and a business case for additional funding into specialist SVA services. A 3 way funding package between the PCC, local authorities and clinical commissioning group was agreed in March 2020. Further consultation with stakeholders, including potential providers and more survivors took place in March/April 2020. An invitation to tender for a new specialist adult sexual violence support hub and provision of therapy was published in June 2020, funded by the PCC, Nottingham City Council, Nottinghamshire County Council, Bassetlaw CCG and Nottingham and Nottinghamshire CCG. The contract to deliver the service was awarded in September 2020 to Notts SVS Services. The new service, which has a significantly higher level of funding than is currently invested, will be operational from 1 January 2021.</p> <p>A mental health nurse is embedded into the model, which also includes provision of:</p> <ul style="list-style-type: none"> o A single point of contact for survivors of sexual violence of any kind (whether recent or in childhood) to access the services that may help them; o Specialist therapeutic support, including counselling; o Access to wider NHS mental health services; and o Ongoing engagement with survivors to develop services further, including peer support. <p>In March 2020 the PCC secured additional funding for 1.5 FTE children's ISVAs and 1 FTE adult ISVA from MoJ for 2020-21 and 2021-22. This was followed by the PCC securing further additional funding for 1 FTE ISVA from July 2020 to March 2022. The adult ISVA funding will be used to ensure that ISVAs are able to provide more support to survivors before and after the police's video recorded interview process.</p>
6.2		<p><i>Dedicated support - funding has now been secured until at least March 2020.</i></p> <p>Page 124 (para 17)</p>	<p>Carry out a review of the Survivor Support Service and Sexual Violence Engagement Manager post to inform future commissioning.</p>	Nicola Wade, Head of Commissioning	October 2019	<p>Funding has now been agreed for the Survivor Support Service until December 2023. Dedicated funding for the Sexual Violence Engagement Manager has been agreed until March 2022. From 1 January 2020 the activity taken forward by the Sexual Violence Engagement Manager will be delivered by the new sexual violence hub. The activity will continue and help to develop the peer support offer within the new hub.</p>
6.3		<p><i>Waiting lists for counselling and other treatment (particularly crisis teams) are still too long.</i></p> <p>Page 127 (para 26)</p>	<p>Continue to drive forward discussions with survivors and stakeholders to design and fund a new adult support service.</p>	Nicola Wade, Head of Commissioning	On going	<p>Please refer to 6.1.</p>

No.	Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
6.4	Support for Victims and Survivors (continued)	<p><i>Provision and consistency of support and counselling for those who have suffered abuse in care remains an issue. More needs to be done by the Councils and the Police. Need to continue to be receptive to complainant's needs.</i></p> <p><i>Page 137 (para 12)</i></p> <p><i>Since 2015 there have been a number of prosecutions and there now appears to be greater confidence in the Force's commitment amongst complainants.</i></p> <p><i>Page 140 (para 37)</i></p>	Continue to champion the need for greater investment in counselling and mental therapeutic services to ensure a consistent offer across the city and county.	PCC Paddy Tipping, Kevin Dennis, CEX and Nicola Wade, Head of Commissioning	On going	Please refer to 6.1.
6.5			Support victims / survivors to play an active role in working with CCGs to put in place a dedicated mental health pathway.	Nicola Wade, Head of Commissioning and Sharon Rose, Sexual Violence Engagement Manager	On going	Please refer to 6.1.
6.6			Invest in a purpose built new adult Sexual Abuse Referral Centre (SARC). Involve victims and survivors in the planning and design process to ensure the new facility meets their needs.	PCC Paddy Tipping and Kevin Dennis, CEX	2019/20 and 2020/21	Survivors and victims of sexual abuse have been actively involved in determining the location and design of the new building. Outline planning permission has been obtained and it is expected that this new facility will be open in the spring of 2022.
6.7			<p>Criminal Justice Support</p> <p>Force to champion and encourage the greater use of court intermediaries to improve communication between court and vulnerable victims</p>	ACC Meynell	2019/20 and 2020/21	Work has been undertaken to educate officers regarding the use of intermediaries. The requirement for use at Court has been adversely affected by Covid-19 and the delays in Criminal Justice.
6.8			Champion and support the work of the East Midlands Criminal Justice Service and Regional Criminal Justice Board to seek a solution to the reduction in Crown Court sittings, late cancellations and cases being delayed, which has a negative impact on victims and witnesses.	ACC Meynell	2019/20 and 2020/21	<p>Covid 19 has resulted in extensive delays in the Criminal Justice System. ACC Meynell sits on the Strategic PTPM which is discussing these delays on a monthly basis and trying to identify interim measures where appropriate.</p> <p>Working practices have changed to ensure that Notts Police are only putting cases in to the CJ system where appropriate in order to manage the volume. This work is supported by CPS.</p> <p>The delays however are adversely impacting on victims' willingness to engage in the Criminal Justice Process.</p>

No.	Strategic Theme	Finding or Recommendations	Response Action	Responsibility	Timescales	Update
6.9	Support for Victims and Survivors (continued)	<i>Page 140 (para 37)</i>	Ensure adequate provision of both police video interview suites and court live links facilities that are accessible to victims and witnesses across the county.	ACC Meynell	2019/20 and 2020/21	<p>Community based option still being explored, however, there is reluctance for anyone to undertake the responsibility of administering the processes required to facilitate a witness giving evidence.</p> <p>During Covid some witnesses have been offered the facility of linking into the Court platform to give their evidence. The Courts still prefer for witnesses to attend and this is only offered in a limited number of cases. However, this may provide an alternative means of witnesses giving their evidence in the future.</p>