

STRATEGIC RESOURCES & PERFORMANCE MEETING

Wednesday 4 November 2020 at 11.15 am
Virtual Meeting by Microsoft Teams

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
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 18th September 2020
- 3 Public Protection and Safeguarding
- 4 Modern Slavery
- 5 Cyber-enabled Crime and Keeping People Safe Online
- 6 Missing from Home Update
- 7 Equality Diversity and Human Rights Update September 2020
- 8 Police and Crime Plan 2018-2021 – Theme One 2020-2021 Delivery Plan – Protecting People from Harm
- 9 Performance and Insight Report update to September 2020
- 10 Quarter 2 2020-2021 Capital Year To Date Position
- 11 Quarter 1 2020-2021 – Revenue Year To Date Position
- 12 Chief Constable's Update
- 13 Update on OPCC Management Response to the IICSA Investigation

- 14 Regional Collaboration (verbal update)
- 15 Work Programme

NOTES

- 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
- 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: noel.mcmenamin@nottsc.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 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

For Information	
Public	
Report to:	Strategic Resources & Performance Meeting
Date of Meeting:	4th November 2020
Report of:	The Chief Constable
Report Author:	Detective Superintendent Andrew Gowan
E-mail:	andrew.gowan@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	3

Nottinghamshire Police Public Protection and Safeguarding

1. Purpose of the Report

1.1 The purpose of this report is to provide an update to the Police and Crime Commissioner in relation to:

- Domestic Abuse
- Rape and serious sexual offences
- Child abuse
- Vulnerability and safeguarding
- Force activity and progress following the IICSA enquiry
- Scrutiny

2. Recommendations

2.1 It is recommended that the contents of the attached report are noted.

3. Reasons for Recommendations

3.1 To inform the Police and Crime Commissioner of Force activity and progress in relation to this area of business.

4. Summary of Key Points

4.1 The attached appendix provides the detail regarding force performance in relation to public protection and safeguarding and how Please see attached briefing note

5. Financial Implications and Budget Provision

5.1 The budget for the department is managed by the Detective Superintendent and monitored frequently. There are no matters to report to the Strategic Resources and Performance meeting.

6. Human Resources Implications

- 6.1 The attached appendix highlights how the Public Protection department is responding to changes in demand through constant assessment of the structure of the unit. Further detail is included in Appendix A.

7. Equality Implications

- 7.1 The Public Protection Department endeavours to increase the representation of officers and staff of those who identify with minority protected characteristics in order to be more reflective of the communities we serve.

8. Risk Management

- 8.1 Any risks associated with this area of business are assessed and scored appropriately. They are managed by the T/Detective Superintendent head of department.

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

- 9.1 The four main strategic priorities of the Nottinghamshire Police and Crime Plan 2018 to 2021 are central to public protection and safeguarding, specifically (i) protecting people from harm, (ii) helping and supporting victims, (iii) tackling crime and antisocial behaviour, and (iv) transforming services and delivering quality policing.

10. Changes in Legislation or other Legal Considerations

- 10.1 There are no relevant changes in legislation or other legal considerations with regards to this report.

11. Details of outcome of consultation

- 11.1 There is no requirement for consultation as a result of this paper, which is for update only.

12. Appendices

- 12.1 Appendix A – Public Protection and Safeguarding 2019/20 Update.



Strategic Resources and Performance Board

Public Protection and Safeguarding – 2019/2020 update

October 2020

Version 1

Author Detective Superintendent Andrew Gowan
Head of Public Protection

1. Introduction

The overall approach to public protection continues to develop well in Nottinghamshire. Although Nottinghamshire Police has not been subject to external inspection this year, a number of key improvements in service delivery further enhance our service delivery. As with other areas of policing, both locally and nationwide, COVID-19 has had a dramatic effect on recorded crime and safeguarding concerns for our vulnerable people during this pandemic.

2. Domestic Abuse

2.1 Following increases in reported domestic abuse in recent years, this reporting period (Apr 19 – Mar 20) shows an increase of 5.9% in domestic abuse reported crime. 'Calls for service', when considering domestic abuse crime and non-crime, remains static (+0.14%). The improvement in crime recording standards ensures domestic abuse reporting is recorded correctly and may explain this change in conversion rate between crime and non-crime. This static calls for service should be seen as positive.

Recorded	Dates between 01/04/2019 & 31/03/2020	% Proportion of Total	Dates between 01/04/2018 & 31/03/2019	% Proportion of Total	YTD Volume Change	YTD % Change
Domestic Abuse Crime & non crime	20,812		20,783		29	0.14%
Domestic Abuse Crime	15,088	72.50%	14,252	68.58%	836	5.87%
Domestic non crime	5,724	27.5%	6,531	31.4%	-807	-12.4%

2.2 In terms of domestic abuse, violence where actual injury has occurred has reduced by 15.1%, which is very encouraging.

Domestic Abuse Crimes	Dates between 01/04/2019 & 31/03/2020	Dates between 01/04/2018 & 31/03/2019	YTD Volume Change	YTD % Change
Domestic VAP	11,630	11,022	608	5.52%
- Domestic Violence without Injury	4,310	3,497	813	23.2%
- Domestic Violence with injury	3,826	4,506	-680	-15.1%

2.3 In March 2020, we reported that 35.6% of domestic abuse victims were repeat victims. This is compared to 37.2% in March 2019 and 33.4% in March 2018.

2.4 We continue to work with partners to ensure that all high risk cases are reviewed at a Multi-Agency Risk Assessment Conference (MARAC) with up to 175 cases per month heard across Nottinghamshire. Partnership working is strong within the MARAC process, with more referrals being received from our partners, than those generated by the Police, which is again positive. MARACs have continued throughout the pandemic through the use of video conferencing.

2.5 Operation Encompass continues to be delivered in both City and County MASH, where details of children who live in domestic abuse households are shared with education and social care, to provide further safeguarding opportunities. Around 3500 cases were shared in 2019/2020.

2.6 Our victim satisfaction surveys continue to reveal strong performance, consistently reaching over 92% of victims being satisfied with their whole experience with the Police.

2.7 In 2018/19 we considered 500 Domestic Violence Disclosure Scheme (DVDS) cases, making 224 disclosures. This is double the number of activity in the previous two years.

We continue to promote this important process, used to safeguard victims and empowering people to protect themselves. In 2018 Nottinghamshire Police introduced satisfaction surveys on how we respond to Domestic Violence Disclosure Scheme requests, with regular 100% satisfaction returns.

Continuing this drive, in 2020 we are in the process of implementing a systematic approach where every domestic abuse occurrence is subject to **consideration** for DVDS. Recruitment of staff to deliver this new project is under way.

2.8 Over 1100 front line officers and staff have completed the updated domestic abuse training (DA Matters) in the Autumn of 2019. 140 of these staff volunteered to become DA Champions on their own teams and received additional training input. DA Matters focuses on coercive and control behaviour as well as evidence led (aka 'victimless') prosecutions.

2.9 We continue to work in close partnership with Women's Aid in supporting victims of domestic abuse, with the OPCC commissioned Independent Domestic Violence Advocates (IDVAs). The IDVAs are now co-located within police stations on both the County and the City.

2.10 In October 2017 our Integrated Offender Management (IOM) teams began to manage cohorts of 40 of the highest risk serial perpetrators of domestic abuse, adopting IOM principles to domestic abuse perpetrators.

In 2019, we began placing curfew tags and alcohol tags on DA perpetrators. The alcohol tags have been particularly successful in terms of low re-offending rate. The force has invested further in tags.

2.11 Continuing a theme of prevention, the force is exploring perpetrator programs, working alongside the OPCC and the VRU (Violence Reduction Unit) to identify the most appropriate scheme and funding.

2.12 The force is proud of their commitment to working in partnership to tackle stalking. Following the recruitment of a Stalking Safeguarding Officer and Stalking Clinics in 2018, the force has obtained 13 Stalking Protection Orders since the introduction of the new legislation in January this year.

On the 3rd February 2020, Nottinghamshire Police was the first Force in the country to obtain a non-domestic related Stalking Protection Order. There have been 6 breaches of these orders and our first perpetrator to be sentenced for breaching a Stalking Protection Order was in April 2020.

3. Rape and Serious Sexual Assault

3.1 Recording of rape offences have been reduced in 2019/20 with a reduction in 172 offences compared to the previous year (-12.9%). This followed the step change increase in demand experienced in 2017/2018. Overall our recording of all types of sexual offences has also decreased by 130 (-3.7%).

Sexual offences	Dates between 01/04/2019 & 31/03/2020	Dates between 01/04/2018 & 31/03/2019	YTD Volume Change	YTD % Change
<i>All Sexual Offences</i>	3,380	3,510	-130	-3.70%
<i>Other Sexual Offences</i>	2,217	2,175	42	1.93%
<i>Rape</i>	1,163	1,335	-172	-12.88%

3.2 We continue to prosecute a number of offenders for rape, achieving notable success. These prosecutions provide confidence to others to come forward, a situation we welcome. The conviction rate at court for rape continues to be strong when compared regionally and nationally.

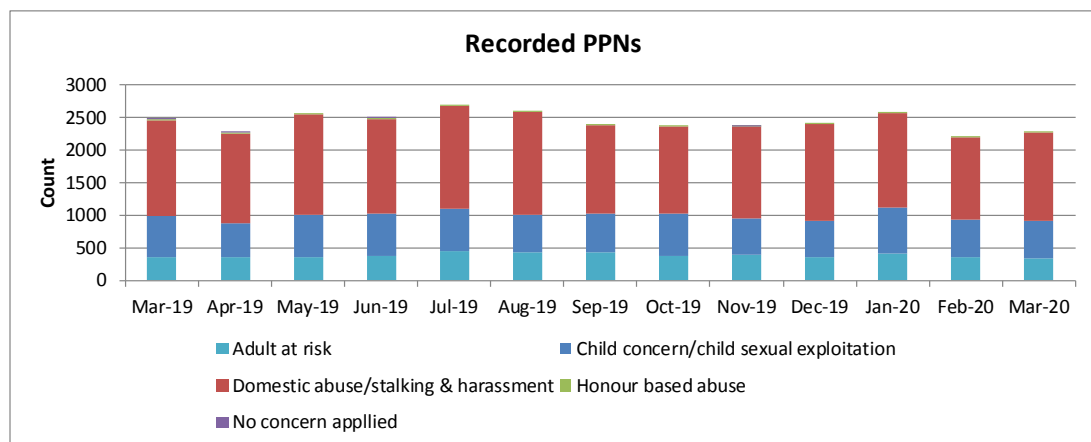
3.3 Designed to improve our referrals into support mechanisms, ISVAs and CHISVAs, commissioned by the OPCC, have commenced co-location with at our two main bases of our Public Protection department. Although affected by COVID-19, we aim to continue and improve the use of this support mechanism for victims of rape.

3.4 A new Sexual Assault Referral Centre (SARC) is in advance stages, to be built next to the current facility at Oxclose Lane. This updated facility will provide enhanced support and forensic examinations and has been designed in consultation with survivor groups and key partners. Completion is expected in April 2022.

4. Vulnerability

4.1 The force continues to focus upon safeguarding vulnerable people under the headline of “Know it, Spot it, Stop it!”. Safeguarding referrals from front line officers continue to be strong.

4.2 Public Protection Notices (PPNs) are used by staff to highlight vulnerability of both adults and children and are shared within the MASH. An electronic version of the PPN was introduced in July 2018.



4.3 Strategy discussions have been a focus of improvement in 2019/20 within our MASH following OSTED inspections. Nottinghamshire Police have worked well with our statutory partners and we are now in a strong position in terms of our safeguarding responsibilities at strategy discussions, with Health now making swift improvements also.

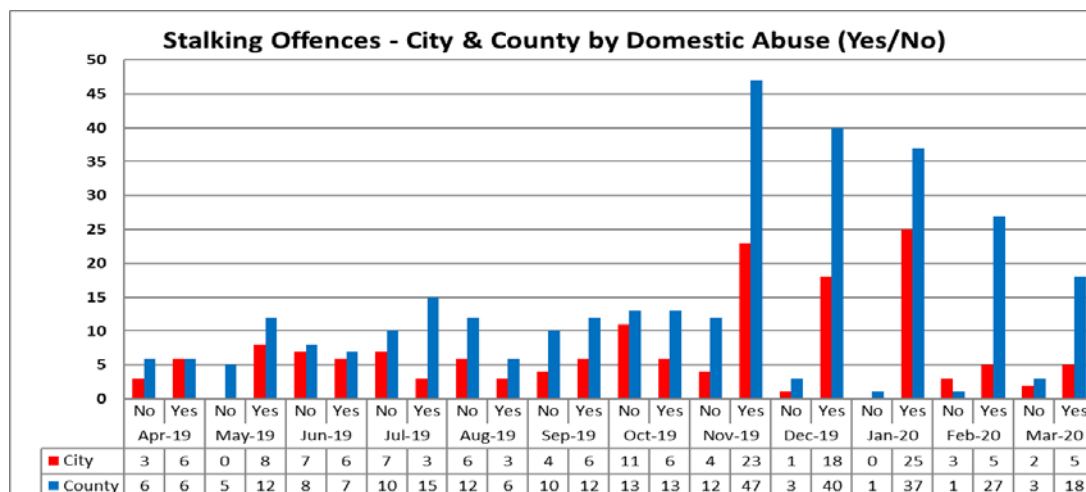
4.4 The Mental Health Triage car is a joint Police and Health initiative, now running into its 6th year. This car responds to potential mental health incidents reported into the Police. The service is designed to prevent harm to both the subject and the public.

In May 2019 Nottinghamshire Healthcare Trust agreed with Nottinghamshire Police to expand the service and extend the service provision period to 0830hrs until 0100hrs. The team resourced/triaged 1,922 incidents in the three months period between Jan-Mar 2020.

5. Harassment, Stalking and Cyber Bullying

5.1 Recent changes to crime recording guidance have impacted on the recording of harassment offences. This makes analysis very difficult until a benchmark has been established.

5.2 The recording of stalking has increased dramatically, rising from 149 in 18/19 to 438 in 19/20. The rise in recording can be directly correlated to the focus and training provided to Nottinghamshire Police staff in advance of the introduction of Stalking Protection Orders (SPOs). Training was delivered in November 2019, with the new legislation coming into force in January 2020.



5.3 As mentioned in 2.12, the force has obtained 13 Stalking Protection Orders since the introduction of the new legislation on 20th January this year and was the first in the country to obtain a non-domestic related Stalking Protection Order. There have been 6 breaches of these orders.

6. Honour Based Abuse, Forced Marriage & Female Genital Mutilation

6.1 Following additional recruitment in April 2019, Public Protection now has two dedicated HBA Safeguarding Officers increasing our professional knowledge and safeguarding expertise.

6.2 HBA recorded incidents has increased by 5.9% in the last year. Female Genital Mutilation continues to be entirely a support function for Nottinghamshire Police with no crimes having been reported to have occurred in the county. A total of 24 victims of crimes committed abroad have been supported, an increase from 19 the previous year.

6.3 The force has successfully applied for 24 Forced Marriage Prevention Orders (FMPOs) and 29 Female Genital Mutilation Orders in 2019/20, a rise from 8 in 2018/19. These are preventative measures and display our improvement in engaging with hard to reach communities and our investment of resources in this area.

7. Child Sexual Exploitation

7.1 Demand from child sexual exploitation and abuse will continue to increase. Key vulnerabilities include when teenage girls go missing and Child Criminal Exploitation (CCE). We now have staff employed in both the County and the City, working with children in care, designed to prevent them from going missing or being exploited.

7.2 We are currently recruiting two Child Criminal Exploitation officers who will coordinate our activity and referrals to the multi-agency exploitation panels conducted within the City and County Partnerships.

7.2 We continue to have a strong Sexual Exploitation Investigation Unit (SEIU) who reactively investigate and proactively safeguard children. They use a risk assessment tool to identify people at risk of CSE and work with our partners in the Multi-Agency Sexual Exploitation (MASE) panels.

7.3 We have recently recruited a Perpetrator Coordinator within the SEIU team. This officer coordinates formal assessment, score and management of CSE Perpetrators that sit outside of our traditional Police enforcement and disruption techniques. This is similar to IOM principles already used for acquisitive crime and domestic abuse.

7.4 We continue to react positively to Online Child Activist Groups (aka 'paedophile hunter groups') and indeed arrested 45 people in 2019/20 as a direct result of this activity.

8. Child Abuse

8.1 The number of cases involving child abuse is relatively static. Reported sexual abuse of a child between Apr 18 – Mar 19 (outside COVID19 period) has in fact reduced by 0.9% (1516 compared to 1530). Crimes of violence against a child rose by 1.5%, but like domestic abuse, violence causing injury reduced by 10% (2,198 from 2,431), which is encouraging.

Although outside the time parameters of this report, of potential concern is the reduction of reporting of child abuse under COVID-19. This reduction may result from the reduced contact with professionals including teachers.

8.2 We work closely with partner agencies, often within the MASH, to ensure proportionate and appropriate investigation is conducted, jointly identifying the lead agency to investigate.

A review has recently been conducted, alongside our Local Authority colleagues, to assure us of the correct level of 'joint versus single' agency working. This review reported positively, in that in general we get these decisions right first time.

8.3 The effects of domestic abuse on children continues to receive focus from Nottinghamshire Police, working closely in partnership through the MASH and particularly via Operation Encompass, a daily multi-agency information sharing process solely in respect to children experiencing domestic abuse. As stated previously, around 3500 cases were shared in 2019/2020.

8.4 Knife crime continues to be another key focus of concerted partnership activity in Nottinghamshire. Public Protection Notices (PPNs) submitted by our front line officers highlight children who are vulnerable as victims of, or perpetrators to, knife crime. These PPNs are processed through the MASH and appropriately shared with partners.

8.5 Child Criminal Exploitation Panels (CCEPs) continue to operate across the Partnership tackling a number of areas in which young people are put at risk of criminal exploitation both through participation in and as a victim. Key crime types are:-

- Knife crime
- County Lines activity

- Carrying weapons
- Gangs

8.6 Following some excellent partnership working in 2019/20, Nottinghamshire Police and both Local Authorities share information of children who are subject to Child Protection Plans (CPP). We now tag all addresses of these children so that control room dispatchers and attending officers are aware of the wider safeguarding information and hence forth more aware of any contextual safeguarding at that address. In a reciprocal arrangement, we systematically share incident details to the LA of all calls to the Police involving families of children under CPPs.

8.7 The new safeguarding arrangements for children are now in place, both in the City and County, following the introduction of Working Together 2018. Now known as the Safeguarding Children Partnerships, we are fully embedded in these arrangements, both at a strategic and tactical level.

9. Independent Inquiry into Child Sexual Abuse (IICSA) – Operation Equinox

9.1 Operation Equinox was established in 2016 to address significant reporting of non-recent abuse of children within City and County Local Authority managed establishments. It additionally became the conduit for the Independent Inquiry Child Sexual Abuse (IICSA) and Operation Hydrant, the National Coordination Centre for non-recent abuse.

9.2 Following the recommendation from the IICSA report, published in August 2019, we worked with Nottingham City and other child protection partners in an independent external evaluation of our practices concerning harmful sexual behaviour including responses, prevention, assessment, intervention and workforce development. This took place in November/December 2019, under commission to the NSPCC.

The NSPCC has concluded its evaluation, presenting its findings in a joint event on 17th July 2020. The delivery plan is being led by Nottingham City Council.

9.3 Nottinghamshire Police has introduced a new Harmful Sexual Behaviour procedure which includes guidance to staff on supporting victims/survivors and investigatory decisions via the Brooks Traffic Light Tool. A copy of the Harmful Sexual Behaviour Procedure has been provided to the OPCC for scrutiny.

10. Additional Internal Scrutiny and Audit

10.1 In 2019/2020 Nottinghamshire Police completed a number of audit and scrutiny reports in order to assess its efficiency and effectiveness in relation to areas of public protection. These are both quantitative and qualitative assessments. They include

- Voice of the Child
- Victim Satisfaction Surveys for Domestic Abuse, Rape and Claire's Law.
- Adult Rape deep dive
- Child Rape deep dive
- Domestic Abuse deep dive

The Head of Public Protection currently chairs an implementation group to deliver recommendations from the deep dive audits.

10.2 Both the Children and Adults Safeguarding arenas have ACC scrutiny. The ACC Crime and Operations chairs the Child Centred Policing Plan, which governs all recommendations and risks in relation to the theme of 'children'. Likewise, since Feb 2020, ACC Meynell has chaired the Adults Safeguarding Scrutiny Board. Both boards are attended by the OPCC.

10.3 This scrutiny, alongside the Public Protection department performance framework and the Safeguarding Boards' own Quality Assurance Groups, provide a robust performance framework for safeguarding in Nottinghamshire.

For Information	
Public	
Report to:	OPCC Strategic and Performance Work Programme
Date of Meeting:	4th November 2020
Report of:	Temporary Detective Superintendent Michael Allen
Report Author:	T/Detective Superintendent Michael Allen
E-mail:	michael.allen@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	4

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

Modern Slavery

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Nottinghamshire Office of the Police and Crime Commissioner (OPCC) with regard to Nottinghamshire Police's performance and response to modern slavery.

2. Recommendations

- 2.1 It was recommended that the Police and Crime Commissioner notes the summary of key points set out at chapter 4 of this report.

3. Reasons for Recommendations

- 3.1 To ensure that the Police and Crime Commissioner is updated on this area of business and is provided with the relevant assurance around the Force's performance relating to tackling modern slavery.

4. Summary of Key Points

- 4.1 In May 2020, the force's Modern Slavery (MS), Human Trafficking and County Lines (MSHT&CL) team was relocated from force Intelligence to the Serious and Organised Crime Unit (SOCU) to align better to the national strategy. With SOCU already responsible for the policing of commodity and prosperity, it was appropriate for the department to assume responsibility for tackling the third strand of vulnerability in which MSHT&CL falls (notwithstanding that child sexual exploitation (CSE) remains the preserve of Public Protection).
- 4.2 The force's policing of SOC now aligns to the National Crime Agency (NCA) National Control Strategy (NCS) 2020/21 in delivery of a single whole system approach to tackling high harm and high impact criminals and Organised Crime Groups (OCGs) across the national identifiable strands of commodity, prosperity and importantly insofar as this report is concerned, vulnerability, specifically MS exploitation.

- 4.3 75 MS crimes were recorded by Nottinghamshire Police and 149 National Referral Mechanism (NRMs)¹ were received by the force during the period 1st April 2019 and 31st March 2020. By exploitation type they can be broken down as follows:

Exploitation Type	Crimes	NRMs
Forced Labour	23	38
Sexual Exploitation	3	23
Criminal Exploitation	42	72
Domestic Servitude	3	6

- 4.5 Dealing first with MS recorded crime, of the 42 occurrences recorded for criminal exploitation, 23 [54%] related to offences intrinsically linked to County Lines (CL) offending. This reflects the proliferation of drugs trafficking offending adopting a CL model and such abuse now exceeds labour exploitation that was once the MS area of primary concern.
- 4.6 Insofar as labour exploitation is concerned, 57% of offences featured Romanian persons vulnerable of trafficking (PVoT). When examining the countries of origin for injured parties, UK nationals accounted for the majority of victims [46%] with Romanian nationals second [22%]. Finally turning to the age of victims, 55% were over 18 and 45% were under 18 years of age.
- 4.7 Turning next to NRMs, 20 [13%] related to overseas exploitation, 28 [19%] related to exploitation outside Nottingham City and Nottinghamshire and thus 101 [68%] had an exploitation footprint that mapped to either the city or county. The vast majority of NRMs had a positive reasonable grounds decision² made by the single competent authority (SCA) at the Home Office. Akin to the recorded crime data, UK nationals accounted for the majority of victims [42%], followed by Romanian and Albanian nationals each standing at 9% of PVoT. Insofar as Albanian nationals are concerned, there was a 117% increase in PVoT compared to the previous 12 months, albeit the numbers were small [6 during 2018/19 and 13 during 2019/20]. This trend is expected to continue based on the number of Albanian nationals being identified from increased proactive policing operations engaged against cannabis cultivation sites during the COVID-19 pandemic lockdown period. Finally the age range of victims was between 2 and 69 years, with 54% over 18 and 46% under 18 years of age.
- 4.8 Within the 12 months under review (01/04/2019 to 31/03/2020), the 149 NRMs indexed to 17 separate agencies, with the 5 highest being as follows:

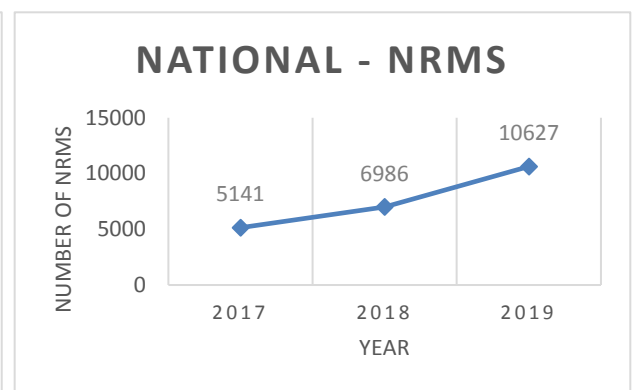
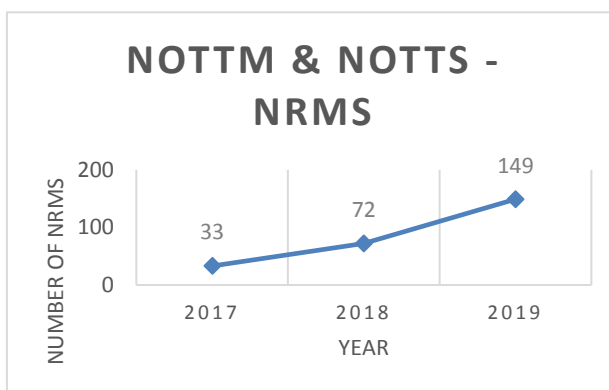
¹ UK's mechanism to identify, assess and support potential victims of modern slavery independent of any criminal investigation and can only be completed by a first responder. A NRM must be completed for all children that are suspected to be a victim of modern slavery. Adults must give their consent in relation to the NRM.

² A positive reasonable grounds decision means the victim has been accepted into the NRM and is entitled to a range of support, including a recovery and reflection period of a minimum of 45 days.

Agency	Referrals (c.)
Nottinghamshire Police	57
Home Office	30
Nottinghamshire County Council	17
Nottingham City Council	11
UK Visa and Immigration	7

- 4.9 MS offending recorded in Nottingham City and Nottinghamshire, continues to increase although this is in part attributable to a greater awareness of indicators to this crime type. Training has been delivered both within Nottinghamshire Police and across statutory partners and relevant third sector stakeholders to raise awareness of indicators to look out for. Over last 36 months the rate of increase in the number of NRMs for the city and county has been far greater than the national upward trend, as can be seen from the table and graphs below:

Area	2017	2018	Increase	2019	Increase
Nottm & Notts	33	72	118%	149	106%
National	5141	6986	35%	10627	52%



- 4.10 Whilst there is no distinct recording category for CL and most offending in compliance with the Home Office Counting Rules (HOCR) and National Crime Recording Standards (NCRS), is recorded as drugs supply, the increase in intelligence reports directly indexing to CL activity shows that offending known to the force is increasing. In summary between the 2018/19 and 2019/20, intelligence reports indexed to CL increased by 54%.
- 4.11 The activity of the team is scrutinised quarterly by the force's Safeguarding Adults Scrutiny Board chaired by the Assistant Chief Constable Crime and Operations. At the previous meeting, the MSHT&CL had 88 recorded occurrences open to investigation with 26 live operations representing complex investigations. At the date this report was authored, the number of operations had increased by 1.
- 4.12 The Head of SOCU chairs the monthly Nottingham City Slavery and Exploitation Risk Assessment Conference (SERAC) with multi-disciplinary membership comprising statutory partners and the third sector. This provides a structure where professionals can refer known or suspected victims of

exploitation so that there can be a multi-agency response. Between 1st April 2019 and 31st March 2020, 109 cases were considered by the group and appropriate disruption and safeguarding actions were taken where applicable. The Home Office Modern Slavery Unit has reviewed this model and is considering whether it should be endorsed as best practice.

- 4.13 The force has begun dialogue with the MS lead at Nottinghamshire County Council with the objective for establishing an SERAC for the county, which as a pilot may serve the boroughs of Rushcliffe, Broxtowe and Gedling. This will undoubtedly increase demand, but will provide a benefit to the communities of enhanced safeguarding.
- 4.14 On 12th August 2020 the National Police Chiefs' Council (NPCC) MS and Organised Immigration Crime Programme (MSOICP), published a national report. The report highlighted that when the rates of cases referred to the Crown Prosecution Service per 100,000 of the population were taken into consideration, out of the 43 police forces of England and Wales, Nottinghamshire Police were the 5th highest in terms of the number of charges granted and non-charges directed (i.e. cases referred to the prosecuting authority).
- 4.15 When the team was established, the SOCU Senior Leadership Team undertook an internal review to determine how best to efficiently and effectively police the increasing demand in MS. This resulted in a terms of reference being redrawn for the MSHT&CL team's operational activity. The previous conflation of the separate disciplines of MSHT and CL was terminated and separate operational responses with dedicated resourcing has been established. This distinction parallels with national strategic governance in that policing of MSHT and CL is coordinated by two separate NPCC portfolios.
- 4.16 The number of force resources assigned to policing both MSHT and CL is currently based on professional judgement, formed over a number of years, after an MS team was established in 2017 with a primary focus on safeguarding (over investigation). As part of the force's business planning cycle, within the SOCU's recent annual departmental assessment (ADA), a proposal was made for demand analysis be undertaken so that an evidence base could inform the future establishment required to police both MSHT and CL. This proposal was accepted by the Chief Constable and that demand analysis will be commissioned in due course.
- 4.17 In September 2020, the Professionalising Investigations Programme level 2 (PIP2) investigative capacity of the force's response to MSHT was increased through the force's *Career Pathways* programme. Furthermore, on 12th October 2020, there will be an uplift of an additional Detective Sergeant (DS) thus allowing for separate supervision of the force's response to MSHT and CL. Finally SOCU have recently undertaken a round of recruitment for police constables (PCs) to form a proactive team focused on the disruption of CL offending across the spectrum of prevention and pursuit; their release from the Local Policing command is now pending.

- 4.18 Continuing on the theme of resourcing CL policing, a joint business case formulated the Crime and Operational Support command and Local Policing command has been agreed to create 2 Child Criminal Exploitation (CCE) Coordinator police staff posts, 1 for each of the 2 policing divisions. Their primary duty will be to act as single points of contacts for Children's Social Care and other key partners across the sector in providing for a joint safeguarding response to children involved in drugs trafficking, knife crime, most serious violence and gangs who are often being exploited by adult criminals and OCGs. These dedicated Coordinators will provide continuity of police representation at both multi-agency CCE strategy meetings and the monthly Nottingham City and Nottinghamshire Child Criminal Exploitation Panels.
- 4.19 In August 2020, Nottinghamshire Police began scoring the risk posed by all known and mapped CLs active across Nottingham City and Nottinghamshire. These are scored using the Management of Risk in Law Enforcement assessment tool and allows the SOCU to prioritise its resources across the strands of vulnerability, prosperity and commodity. Details of risk assessed CLs are shared with both the East Midlands Special Operation Unit and the NCA.
- 4.20 Strong partnerships exist in the SOCU's policing of MS. In addition to the multi-agency Nottingham City SERAC arrangements, the force is an integral member of the Nottingham and Nottinghamshire Modern Slavery Board, chaired by the Chief Executive for Newark and Sherwood District Council. It is through this Board that the University of Nottingham Rights Lab was commissioned to produce the MS problem profile³ for Nottingham City and Nottinghamshire. During August 2020, four workshops were held across the following themes:
- (a) Assets, accommodation and survivor support
 - (b) CCE and CL
 - (c) Emerging threats and trends
 - (d) Communicating with communities
- 4.21 Having participated in these workshops, NNMSB members are currently considering a range of activities across the spectrum of prepare, protect, prevent and pursue, which can combat MS in Nottingham City and Nottinghamshire.
- 4.22 In summary, the Force continues to adapt and develop its approach to tackling modern slavery and human trafficking. Greater awareness of indicators by officers and staff has led to an increase in recorded offences, meaning that we are going even further in our fight against these crimes, protecting the most vulnerable people, bringing people to justice and being able to support victims and witnesses. Strong partnership working underpins our approach ensuring that all agencies are aligned and working together to problem solve complex modern slavery crimes.

³ Police data was used to inform the Nottingham City and Nottinghamshire modern slavery problem profile.

5. Financial Implications and Budget Provision

- 5.1 The budget for the team sits within the SOCU budget managed by the head of department with an appropriate Finance business partner support. Police staff, non-pay and replacement hardware from MSHT&CL are all managed from the SOCU budget. Police officers are managed within a wider Force budget. There are no relevant matters to report to the Strategic Performance and Work Programme.

6. Human Resources Implications

- 6.1 Any increase in the police officer establishment of the MSHT&CL team will be informed by an evidence based approach, delivered through demand analysis and any future proposal as to uplift will be considered by the Force Executive Board. Release of any resources into the SOCU from other force departments will be authorised and coordinated by Tactical Workforce Planning.

7. Equality Implications

- 7.1 The SOCU has a Representation (Diversity and Inclusion), Attraction, Recruitment, Progression and Retention (RARPR) strategy. The department strives to increase its establishment of officers and staff who identify with minority protected characteristics, in order to be more reflective of the communities it serves.
- 7.2 The Code of Ethics is central to all decisions taken in the policing of MS. The SOCU acts with fairness and impartiality and does not discriminate unlawfully or fairly.
- 7.3 Article 3 of the European Convention on Human Rights (ECHR) provides for the prohibition of torture. Nottinghamshire Police has a positive obligation to ensure that no one shall be subject to torture or to inhuman or degrading treatment or punishment.

8. Risk Management

- 8.1 Any risks associated with this area of business are assessed and scored appropriately. They are managed by the T/Detective Superintendent head of department.

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

- 9.1 The four main strategic priorities of the Nottinghamshire Police and Crime Plan 2018 to 2021 are central to the policing of MS, specifically (i) protecting people from harm, (ii) helping and supporting victims, (iii) tackling crime and antisocial behaviour, and (iv) transforming services and delivering quality policing.

10. Changes in Legislation or other Legal Considerations

- 10.1 In the last 12 months, there have been no changes to statutory legislation proscribing against MS. The key primary legislation remains the Modern Slavery Act 2015.

11. Details of outcome of consultation

- 11.1 There has been no consultation in relation to this report because it is for update purposes only.

12. Appendices

- 12.1 None.

For Information	
Public	Public
Report to:	Strategic Resources & Performance Meeting
Date of Meeting:	4th November 2020
Report of:	Chief Constable
Report Author:	DCI Yvonne Dales
E-mail:	Yvonne.dales@nottinghamshire.pnn.police.uk
Other Contacts:	T/Superintendent Mike Allen
Agenda Item:	5

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

CYBER ENABLED CRIME AND KEEPING PEOPLE SAFE ONLINE

1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update on developments over the past 12 months in terms of the capacity and capability of Nottinghamshire Police to tackle cyber-crime and cyber-enabled fraud offences.

2. Recommendations

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

3. Reasons for Recommendations

- 3.1 To ensure that the Nottinghamshire Police & Crime Commissioner (PCC) is updated on the force's strategy in relation to tackling cyber-enabled crime and keeping people safe on line.

4. Summary of Key Points

4.1 2019/20 Statistical Overview of Demand

- 4.1.1 **Cyber Dependent Crime** - Within the financial year period 2019/20, which runs between April and March there were 497 Action Fraud crime reports which equates to 0.45 Action Fraud crime reports per 1000 of the population in Nottinghamshire. This compares with 412 Action Fraud crime reports on the previous year, a rise of 26% and far exceeds the 15.6% increase nationally. Despite this increase, Nottinghamshire achieved the second highest cyber dependent judicial outcomes in the country for 2019/20.
- 4.1.2 **Fraud Crime** – 2019/20 saw 11,720 frauds reported in Nottinghamshire, which is an increase of 6% compared to the last year and only marginally down on the increase nationally. In the same period 2019/20, Nottinghamshire recorded the fourth highest volume of judicial outcomes for Fraud (263).
- 4.1.3 **Cyber-enabled frauds** are defined as those where the crime has an element of cyber but technology was used to facilitate the crime, rather than the crime itself. Whilst it is not possible to give precise figures on those frauds that are

cyber-enabled in Nottinghamshire, national estimates are that around 86% of all police reported fraud has some cyber element.

- 4.1.4 The above figures only include those crimes reported to Action Fraud. The gaps between the Crime Survey for England and Wales and Action Fraud suggest that the gaps between experienced and reported fraud and cybercrime remain. Therefore the true scale and threat remains largely unknown.

4.2 **Resources and Investigative Structure**

- 4.2.1 Nottinghamshire Police recognise that as more crime is committed online the distinctions between cyber-enabled fraud and cyber-dependent crime become less helpful. Consequently, whilst there are resources dedicated to the investigation of cyber-dependent crime, activities associated with prevention and protection work streams are encouraged to be less specific and designed to protect more people from harm.
- 4.2.2 The dedicated Cybercrime team continues to work closely alongside the Fraud and Financial Investigation teams, collectively forming the Economic and Cyber Crime Unit (ECCU).
- 4.2.3 In light of the increase in reported cybercrime for Nottinghamshire and particularly when compared to the rest of the East Midlands region, a business case was submitted earlier this year to secure additional national funding to support an uplift in resourcing for Cyber Crime. The bid was successful and provides funding towards the salaries of two additional detectives, an enhanced contribution towards the Detective Sergeant salary, an Intern and the part -funding of a Digital Evidence Examiner.
- 4.2.4 In addition to this, the team have also been successful in securing additional national funding for a Nottinghamshire Police Cyber Investigator to support the Cybercrime team and improve the provision of victim support, pro-active advice and local investigations and intelligence. The proposed pilot project is an innovative collaborative arrangement between Nottinghamshire Police and Vision West Nottinghamshire College to recruit an individual from within their Cyber Security Technologist NVQ, for a period of 2 years.

4.3 **Investigative capacity and capability**

- 4.3.1 The Economic & Cyber Crime Unit has benefited from a growth in staffing numbers. Integrating these officers with the experienced Detectives on Fraud creates an effective learning environment and future proofs the department, in being able to provide enough investigative resilience for what is a rapidly growing crime type. The department is virtually at full establishment. Until the end of 2019 Fraud resourcing was circa 50% establishment.

- 4.3.2 The Economic & Cyber Crime Unit has also recently recruited additional staff to form a dedicated Triage Team. The purpose of this new team being to provide an improved service to victims by dealing more effectively and efficiently with their reports of fraud whilst also recognising and supporting any vulnerability issues to minimise the opportunities for repeat victimisation.
- 4.3.3 The Triage team now review all the reports at an early stage and assess against the acceptance criteria for fraud investigations. This ensures we demonstrate a consistent approach. Firstly being able to identify fraud reports that require a proportionate investigation (public interest being a key consideration) and secondly, planned and supervised investigations, which means that they are more likely to result in a positive outcome for the victim.
- 4.3.4 Initially, the agreement is that the new team will run as a pilot and then for its effectiveness to be mapped against the forecasted business benefits, which may or may not influence any future staffing requirements.
- 4.3.5 As highlighted in earlier reports, Nottinghamshire Police's ECCU also has two dedicated Fraud and Cyber Protect Officers. Supervision of these officers falls to the Detective Sergeant who has 'day to day' line management for both the Cyber Protect and Prevent Officers and the Triage team. This arrangement ensures that the team's activities are coordinated and minimises duplication.
- 4.3.6 In the past year, more detectives within ECCU-Fraud have enrolled and completed the Associate Programme for Cyber Digital Investigation, part of the sustained commitment to the development of an Omni-competent workforce.

4.4 **Performance targets**

- 4.4.1 Team Cyber UK (TCUK) is the term used to describe the excellent working relationships between force Cybercrime Units, Regional Cybercrime Units (ROCU), NCA National Cybercrime Unit, National Cyber Security Centre and GCHQ.
- 4.4.2 Nottinghamshire Police's specialist Cybercrime Unit provides local delivery of the cybercrime response across PURSUE, PROTECT, PREPARE and PREVENT. The ROCU manage and coordinate the work of the team collating information on a quarterly basis against a number of strategic priorities and Key Performance Indicators, returning this information to the centre.
- 4.4.3 At present, the force has the capacity to meet the demand for Cybercrime dependent investigations tasked by the region. In the event that the national funding should cease Nottinghamshire Police will consider refocussing the team's efforts according to the wider cyber-related investigative demand.

4.5 **Key Achievements**

4.5.1 **Prevent**

Cyber Choices is a national initiative co-ordinated by the National Crime Agency and delivered by Cyber Choices teams within Regional Organised Crime Units and Local Police Force Cyber Teams. The Cyber Choices network was created to help young people make informed choices and to use their cyber skills in a legal way.

The main referrers to the cyber choices network are schools and therefore it has been a priority within the East Midlands region to increase awareness within schools. The strategy adopted to achieve this was to provide training, in partnership with the local safeguarding boards, to all designated safeguarding leads (DSLs) of schools within the different force areas. The trainings primary objectives were to increase awareness and understanding of cyber dependant crime and ensuring school policies include cybercrime, which would facilitate more referrals to cyber choices.

Nottinghamshire's Cyber Protect and Prevent Officers delivered training in Cyber Choices to both the city and county DSLs. This resulted in a significant increase in referrals made by Nottingham's schools, with 43% of all referrals made across the East Midlands coming from Nottingham.

Since October 2019, Nottinghamshire's Cyber Team have engaged with 12 'Prevent' candidates. This has included one from an NCA operation and the rest have been through Cyber Choices. The team work with referrals on a one to one basis to assess their capability and divert their skills into positive career paths, so they are not engaging in criminality. The team offer a mentoring scheme, educate around the Computer Misuse Act and if they are able to prove they are willing to work within the scope of the law, they can provide them with tools to increase their knowledge.

Before the Cyber team engage with any Cyber Choices/Prevent referral, they now conduct an in-depth protect visit with the young person's parent or guardian. This is to enable them to manage their child's online activity. Nottinghamshire Cyber Protect and Prevent Officers have contributed to the parent engagement process, creating a checklist/scoring process for officers to complete with parents to highlight any areas of cyber vulnerability in their home. The team have also produced an advisory document that mirrors all of the questions on the checklist to ensure that families have everything they need to improve their online safety. Where households score highly the team will conduct a revisit and re-assess to ensure a reduction in online vulnerability. Following a presentation by Nottinghamshire of the process to all the regional counter-parts, the checklist is now part of the standardised regional process with the intention of a national rollout.

Within the cyber choices referral process, the engagement officers are also required to offer where requested and complete an assembly on the Computer Misuse Act. The Cyber team have completed this in schools and

voluntary organisations, such as scout groups across Nottingham. Feedback was extremely positive regarding the engagement officers. The presentations had clear messaging for young people to assist them in keeping them safe online and to deter them from getting involved with cybercrime.

4.5.2 Protect

A recent review of the regional protect strategy has been completed, providing further clarity of roles and responsibilities of both local and regional officers. The structure of protect is going to be driven more by intelligence and evidence based policing.

Communication platforms have changed to assist in the sharing of current trends and Modus Operandi's (MO) of victims within local forces. The aim being to ensure a coordinated and targeted approach to our messaging and advice. Historically, the public have been overwhelmed with messages and these have become diluted as a result. The merits of this new approach were evident within the first week, when a Nottinghamshire Cyber Protect Officer highlighted a trend of using specific companies' brands to commit computer software fraud. This MO was agreed as similar to what was happening in Northamptonshire. The regional cybercrime team created a Computer Software Campaign for materials to provide support for consistent messaging, which was used on social media in force regions. Nottingham have also shared innovative ideas around concise messaging which will be supported by the region and will participate in targeted messaging on Webinars hosted by the region.

The Cyber Protect & Prevent Officers have been heavily involved in making improvements around Cyber Stalking and actively involved in approximately 55 cases since November 2019. This has included the design and production of a Cyber Stalking leaflet, which mirrors the other Domestic Abuse leaflets across Nottinghamshire; being distributed across Nottinghamshire by Equation, Women's Aid and Public Protection teams within force. The team have also created a PROTECT Cyber stalking checklist to support victims of Cyber Stalking and added this to the Nottinghamshire Police website.

Over the past year, the Fraud and Cyber Protect Officers have continued to carry out a number of engagement and awareness raising initiatives and events. With the advent of COVID-19, the team have utilised more innovative methods via partner agencies to distribute the key messages. For example in food parcel deliveries. The Protect Officers have maintained a high profile on social media with live weekly Instagram stories and quizzes. The stories on Facebook and Instagram reached between 2500-3000 people every time and the team also placed their posts/campaigns on social media which has collectively reached around 300,000 on Facebook with post engagements at 12k. On Cyber and Fraud Twitter accounts, the team reached 1 million.

4.5.3 Pursue

The Cyber Pursue officers, in addition to work allocated via the Action Fraud network, also conduct daily checks of crimes, which have been directly reported to Nottinghamshire Police. In some cases, this leads to specialist

advice being provided to officers, who are dealing with these crimes, and in other cases, the department take on the investigations. Some of these subsequently lead into Prevent referrals. This approach has led to numerous serious offences being investigated and has contributed to Nottinghamshire Police's high ranking in the positive disposals for cybercrime offences.

Two such examples are as follows: - A series of blackmails against vulnerable female university students, studying at local universities was identified, urgent enquiries were conducted and key evidence recovered from the scenes, further technical enquiries identified a suspect and linked into a national level investigation, providing key evidence. Joint working was conducted with another UK force and the result was that the suspect was charged with 65 offences. Another example is of a report of bullying between schoolchildren. This was identified as a Distributed Denial of Service (DDOS) attack and following the interview of the 14-year-old, evidence of numerous other DDOS attacks and research into much more serious cybercrime was identified. The suspect was given a Community Resolution and successfully referred into the Prevent Program.

4.5.4 Conclusions

Cybercrime is not a local issue and this is reflected in how Pursue operates. Numerous warrants have been undertaken, with officers from the Regional Cybercrime team and with officers from other Cybercrime units from around the country. In some cases, officers from different force teams will work in conjunction, on different elements of the same job. This is often coordinated from the Regional Team.

The Pursue team also undertake Protect work and, in addition to investigations often cover Protect elements. Sometimes this will be in relation to vulnerable victims and sometimes interacting with companies. Pursue officers are Associate Members of the Institute of Information Security Professionals (IISP) and hold the EC-Council Certified Network Defender qualification, in addition to digital forensic qualifications, which adds credibility to this advice. They work closely with the Protect teams and will often visit victims together, covering the different elements.

Work is also taken on through direct referrals from the Protect Team and through the Fraud Triage Team, where although not identified by Action Fraud for direct dissemination, it is felt that the Cyber Pursue team are best placed to provide the best service to the victims. Pursue officers also work closely with the Fraud and Financial Investigation teams and frauds linked to the original Cybercrime investigations are investigated.

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 There are no equality implications arising from this report

8. Risk Management

8.1 There are no associated risks regarding this report.

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

9.1 There are no policy implications arising from this report.

9.2 This area of business is linked to all of the Police and Crime Plan priorities but is particularly key to protecting people from harm.

10. Changes in Legislation or other Legal Considerations

10.1 There are no changes in legislation arising from this report.

11. Details of outcome of consultation

11.1 There has been no consultation on this report as it is for information only.

12. Appendices

12.1 None.

For Information	
Public	Yes
Report to:	Strategic Resources & Performance
Date of Meeting:	4th November 2020
Report of:	Chief Constable Guildford
Report Author:	CI Louise Clarke
E-mail:	Louise.clarke@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	6

Missing from Home Update

1. Purpose of the Report

- 1.1 To update the Police and Crime Commissioner in relation to the performance and situational context of the Missing From Home (MFH) Team. This report covers: HMICFRS findings, recommendations and progress, the demand profile, risk assessment process, force and inter-agency response, and lessons learnt from other forces.

2. Recommendations

- 2.1 It is recommended that the contents of the report are noted.

3. Reasons for Recommendations

- 3.1 To inform the Police and Crime Commissioner of the Force activity and progress.

4. Summary of Key Points (this should include background information and options appraisal if applicable)

4.1 HMICFRS Recommendations and Improvement in Service:

The Missing From Home (MFH) team were last subject to an HMICFRS Inspection in 2015. At that time, a number of recommendations were made which related to:

- managing data,
- trigger plans for repeat missings
- improving our response to persistent and repeat missing children by integrated multi-agency responses.

Each of these recommendations have now been implemented (completed) and significant other progress has been made.

We continue to gather information from forces that have been subject to more recent inspections in order to develop this business area, identify best practice and promote organisational learning.

Each piece of information is assessed and where appropriate, is translated into an action and recorded in the '4P' action plan. The plan provides the basis for a monthly performance meeting which is chaired by the Chief Inspector who leads for MFH. This in turn is reviewed by the Force Strategic Lead (Superintendent) for MFH in a quarterly meeting.

One example of an area highlighted from another force, included the limited availability of regional mental health support provision. The team have successfully mitigated this by implementing an "access to support" approach which is either provided to missing people upon their return or by linking with the Street triage team for further input.

The team have embedded a daily multi-agency response at a tactical level through meetings which link vulnerable and repeat missings into social care services (Hotspot meetings) and other relevant partners.

Risks associated with CSE and County-lines are now mitigated by working closely with dedicated teams linked to Modern Slavery, County Lines, SEIU and Child Abuse. The teams have a deeply embedded approach to sharing information and identifying emerging trends that impact this area of business.

Further governance and oversight at a force level is provided under the Children and Adult Safeguarding Boards.

MFH work together in two teams, but with a clear delineation of responsibility: The locate team; who take primary responsibility for finding people when they are reported missing, and the safeguarding team; who focus on prevention, particularly for those who have repeat missing episodes, and intervention, to ensure the appropriate "joined up" safeguarding package is implemented when people are located.

This approach enables us to respond effectively to missing cases of all risks and also to focus on the continuing management of vulnerability and risk in a longer term problem solving approach.

The teams have shared responsibility for the safeguarding oversight of Missing no Apparent Risk (MISNAR). The team review Missing No Apparent Risk Incidents to ensure the information is shared with partners and policies are adhered to, ensuring any discrepancies are rectified, challenged or raised with the appropriate person or department, providing advice and guidance where required.

It is also worthy of note that some of our high risk and repeat missing persons have been quickly located and robustly safeguarded by Nottinghamshire police through the use of police protection and Child Abduction Warning Notices (CAWNs) displaying the pro-active approach the MFH team take in the use of police powers and tools in keeping people safe from harm.

A further key development undertaken this year is the harnessing of new technology (Terragence) to assist in tracing missing people through our ability to process phone data more effectively. This technology reduces the time spent searching and the resources required to do so, representing a cost saving and increase in performance putting us at the forefront nationally when searching for missing persons.

The value of this development is best demonstrated by the month on month improving picture relating to reduction in number of hours missing (see 4.3 below – September'19 vs September'20 as an example)

The success of the overall approach is reflected in demand reduction (year on year) MFH's – see below.

4.2 Missing no Apparent Risk (MISNAR) approach and performance:

Although the MFH team have responsibility for overseeing safeguarding in respect of Missing No Apparent Risk, MISNAR incidents are managed within the control room, who always assess any associated vulnerabilities before deciding on risk.

The control room review and risk assess these incidents at a maximum interval of every 6 hours. This process repeats up-to a maximum of 72 Hours, at which point the incident will be converted into a "police attend" incident and is dealt with from that point as a MFH.

However, the incident can be upgraded at any point for officer attendance. As such, MISNAR demand does not impact front-line resources unless the incident is re- classified ("up-risked") to a missing from home case.

MISNAR PERFORMANCE:

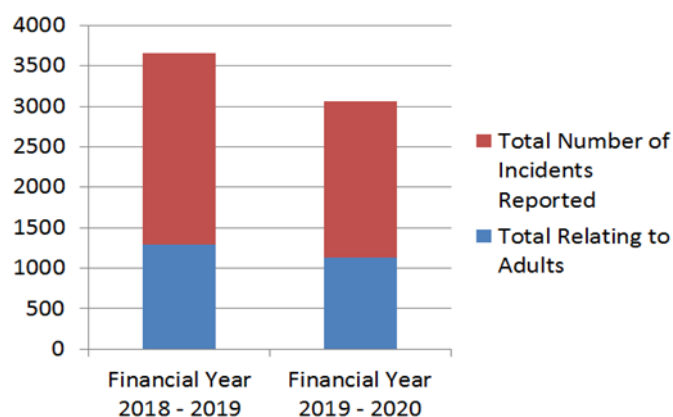
<i>Financial Year</i>	<i>Annual Total</i>	<i>Volume Change</i>	<i>Percentage change</i>
<i>2018/19</i>	2865	-276	-8%
<i>2019/20</i>	2944	+79	+2%

The demand in respect of MISNAR's is relatively static. Nottinghamshire experienced a decrease in '18/19 of 8% and then a very slight increase in the most recent year '19/20 of 2%.

The minimal growth reflects an appropriate approach to risk recording in the FCR.

4.3 Missing From Home performance:

DEMAND PROFILE – MISSINGS – LOW/MED/HIGH



The proportion of MFH's in the most recent performance year is split: 63% are children (red bar chart) and 37% are adults (blue bar chart).

This is generally reflective of a “normal” year and is based predominantly on the fact that we experience more “repeat” reports of missing children.

Comparing the two most recent financial years (in the bar chart above), the data demonstrates an overall demand reduction for both missing adults and children (separately and collectively.)

In '19/20 the number of missing Children episodes has reduced from to 2360 to 1933 (18% reduction.) In the same period the number of adult missing reports has reduced from 1291 to 1130 (12% reduction.)

The improved approach described at 4.1 has contributed to this reduction and this has been a consistent trajectory over recent years.

A set of figures that help to support this assertion are shown below (post pandemic lockdown period as an example):

SEPTEMBER 2020 vs SEPTEMBER 2019 PERFORMANCE FIGURES:

- Missing reports – 181 down by 21%
- Under 18 reports – 99 down by 32%
- Average time missing, 7.98 hours, down by 14%
- Reports from repeats – 35 down by 46%

- In care reports – 26 down by 60%
- Police return interview completion rate – 100%

The month of September is an accurate reflection of the improved performance month on month (i.e. when one compares any month this year vs the same month last year – the positive picture is consistent).

4.4 Demand during the Covid Lockdown period:

Like most other areas of business, MFH reports saw a steep reduction at the commencement of lockdown, with a gradual return to normality as the restrictions eased.

Comparing the data from April to August 2020 against the same period in 2019, we have experienced an overall reduction in Missing No Apparent risk reports (MISNAR's) of 39% and a reduction of MFH reports of 23%.

There has been no real change in the proportion of Children to Adult reports during this period.

The average length of time that a reported person remained missing reduced from 32 hours to 14.5 hours (54%).

5. Financial Implications and Budget Provision

- 5.1 Whilst it is difficult to attach a cost to the work undertaken by the MFH team and the costs associated with this type of demand, National statistics indicate the costing of an average investigation based on risk levels are that Low and Medium risk cases cost £2,500 and a High risk case costs £8,500.

Much of this cost can be attributed to the investment of police resources and time allocated to locate MFH's. As such, an initiative that can positively impact these factors is a benefit.

The cost of Terragence is still awaited, but the benefits in terms of reduction of the length of time of a missing episode and the number of staff required is predicted to deliver some substantial efficiencies.

The developments and improvement in approach to MFH investigations (based on time savings made in medium risk cases) is estimated to have delivered a £1.3 million saving across this area of business in the last 12 months, with a combined reduction of 1.75 million over the last 4 years.

This calculation is based on a reduction of 535 reports over a 12 month period, with case costing an average of £2.5K.

The use of new technology is likely to see further cost savings in front line officers search time and in the speed of locating persons, reducing the need to investigate the missing case yet further.

6. Human Resources Implications

6.1 None

7. Equality Implications

7.1 None

8. Risk Management

8.1 There are no risks highlighted in this report

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

9.1 There are no policy implications known or expected. The Force Missing Policy is in the final stages of being updated and we are at the sign off stage. This should be completed by the end of October 2019. The policy has been regularly reviewed or amended where required previously.

10. Changes in Legislation or other Legal Considerations

10.1 None

11. Details of outcome of consultation

11.1 None

12. Appendices

12.1 None

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

13.1 None

For Information	
Public/Non-public	Public
Report to:	Strategic Resources and Performance Board
Date of Meeting:	4th November 2020
Report of:	Chief Constable
Report Author:	Inspector Samantha Winter
E-mail:	samantha.winter@nottinghamshire.pnn.police.uk
Other Contacts:	Claire Salter, Head of People Services / Supt Verma – Uplift Lead
Agenda Item:	7

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

Equality, Diversity and Human Rights Update September 2020

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner (PCC) about the Force's Equality Act 2010 duties. This will include positive action, training, workforce profile and engagement and consultation with Black and Minority Ethnic communities.

2. Recommendations

- 2.1 It is recommended that the PCC notes the progress of Nottinghamshire Police in the areas of equality, diversity and human rights (EDHR).

3. Reasons for Recommendations

- 3.1 To ensure that the PCC is update on these matters and receives the appropriate assurance regarding Force compliance with the Equality Act 2010.

4. Summary of Key Points

- 4.1 As part of the PCC and Chief Constables' commitment to equality, diversity and inclusion, the Force has four key equality objectives. Although the work for all of objectives is integrated throughout the business, each Chief Officer is designated as a lead. The leads during the reporting period 2019/2020 for these objectives were:

Proportionality	ACC Kate Meynell
Engagement	ACC Kate Meynell
Culture	DCC Rachel Barber
Representation	Head of People Services

- 4.2 Progress against these objectives is monitored by the EDHR 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.
- 4.3 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.¹ Support Network Champions have 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.
- 4.4 Workforce representation

The tables below show the data for BME representation within the organisation for a year to the end of July 2020.

Table 1: Force BME

Employee Type	BME	White	Declined to state	Not Known	Grand Total
Police Officer	129	1962	4	20	2115
PCSO	8	166	0	0	174
Staff	84	1240	8	20	1352
Special	13	131	0	8	152
Grand Total	234	3499	12	48	3793

BME
6.17%

¹ 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).

Table 2: Gender representation within the organisation

Role	Identifying as Female	Total Workforce	Percentage Female
Police Officer	687	2115	32.48%
Police Staff	832	1317	63%
Total Workforce	1519	3432	44.25%

Table 3: LGBT Representation within the Organisation

Role	Identifying as LGBT	Total Workforce	Percentage LGBT (Inc Decline to State)
Police Officer	159	2115	7.51%
Police Staff	94	1317	7.13%
Total Workforce	253	3432	7.37%

Table 4: Disability within the Organisation

Role	Identifying as Disabled	Total Workforce	Percentage of Disabled staff
Police Officer	59	2115	2.79%
Police Staff	77	1317	5.84%
Total Workforce	136	3432	3.96%

- 4.5 Over the past year significant work has taken place towards the Equality and Diversity 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 disproportionality are tackled robustly. Although no individual concerns have been raised, the Scrutiny Board has questioned the proportionality of handcuffing during stop and search. More recently the force has seen a rise in the number of stop and searches being undertaken. This is linked to the number of proactive operations taking place (knife crime, Operation Relentless, Operation Scorpion surge monies and Operation Guardian) and positive messaging about the powers keeping communities safe and the encouraging of officers to use the powers when the grounds exist.

In the last Her Majesty's Inspectorate of Constabulary and Fire and Rescue (HMICFRS) Inspection the force passed 96% of the grounds audit – national comparative data is not yet available. The 2020 review was postponed due to COVID-19.

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 as well as more effective performance management by supervisors.

The Force continues to comply with the Best Use of Stop and Search Scheme (BUSSS). The Scrutiny Board meets on a regular basis and we continue to work with the Youth Commission who attends the Board. Regular dialogue continues between the force and the Independent advisory group (IAG) who act as a critical friend.

4.4.2 Hate Crime

Nottinghamshire Police re-invigorated the oversight and management of Hate incidents (including crimes) in 2018, whereby a strategic and tactical lead supported by two hate crime officers and a nominated City and County Inspector would manage all performance including victim satisfaction.

In 2019 the HMICFRS re-inspected the force after previously issuing a number of areas for improvement, and all outstanding areas for improvement were suitably addressed, resulting in a very positive inspection. This also came to the notice of the Home Office Race Disparity Unit, as Nottinghamshire were using positive community relationships to support the Operation Uplift recruitment programme.

Since the inception of the new operating model, victim satisfaction has remained high and positive outcomes amongst the highest of any investigated crime strand.

(Current Satisfaction levels are at 86.1% and the conviction rate for April 2020 was 100% for the hate offences progressed through the court system)

Nottinghamshire Police has a healthy partnership with the City and County Council in proactively dealing with hate related offences. This culminated in the hate crime shift champions programme, launched in 2018, to help improve knowledge and skills around this ongoing societal challenge as the Country moved towards Brexit, which was adversely impacting elements of our local diverse communities.

A streamlined hate crime risk assessment, which was informed by operational officers' experience together with consultation with key stakeholders, continues to be used within Nottinghamshire to positive effect.

Hate Crimes are finalised by the two area Inspector single points of contact (SPOCs), to ensure consistency and quality of investigative action. The work of the two hate crime officers ensures compliance with policy and supports the quality of service provided to victims, with victims being contacted regarding their experience and also referred or signposted to further support.

A Co-ordinated communications package has been created in response to community tensions surrounding COVID-19 with translated materials into Arabic and Cantonese sent to Neighbourhood teams and posted on different social media channels. There was also the Introduction of the first Hate Crime quiz on social media to reach out to communities in light of social distancing restrictions (the response was encouraging with approximately 550-600 respondents per question).

The "break the cycle" programme in partnership with the National Holocaust Centre, local authorities, youth justice service and Nottingham universities continues to be delivered. We will be commencing a review and updating our processes and the recording of hate crimes on our officers/staff. Hate Crime Champions will be used to enact the appropriate support processes and support with signposting of repeat victims to staff associations, mentoring and wellbeing initiatives in response to heightened current hostility towards Police Officers following the death of George Floyd.

Hate crime overall numbers remain stable in comparison to last year.

4.4.3 Mental Health

The continued use of the street triage cars led to a reduction in the use of police powers under section 136 of the Mental Health Act. Section 136 Mental Health Act force detentions for 2019/20 fell from 450 down to 400 despite demand pressure. Only 1 case went into custody for 2 hours before being removed to a

health based place of safety in 2019/20. This was down from 3 cases the previous year.

During the pandemic, all forces in the region have recorded significant rises in demand in this area. Our Street Triage Team have maintained full operational deployment during lockdown from a small team of 5 nurses / 5 officers, meaning that we were able to deploy to the demand, and although a small rise was seen in 136 detentions, this was kept to a minimum against the demand due to our processes and the hard work of the team.

Internally, the Force has a wellbeing strategy to promote positive wellbeing within Nottinghamshire Police and support staff when they need it. We are also look at opportunities to develop some experiential learning (scenario / role play) to new recruits on top of mental health training input, to further increase awareness.

4.4.4 Positive Action

Positive Action has been explored in depth by the Superintendent lead for Operation Uplift, together with the wider team. Nottinghamshire has expanded its approach, by working closely with local community groups including the IAG, Youth Commission as well as the College of Policing and local education establishments.

Nottinghamshire participates with the Positive Action Practitioner Alliance (PAPA) quarterly meetings, sharing best practice with colleagues from across the 43 Forces in England and Wales, Police Scotland and the British Transport Police.

The National Police Chief Council's (NPCC) Attraction, Recruitment, Retention and Progression toolkit and the College's BME action and evaluation plans for recruitment and progression form the foundation of the Force's positive action plans. The completion against this toolkit is monitored and reviewed during the EDHR board on a quarterly basis.

This area is a key priority with the intention to modernise the organisational approach to Positive Action, alongside the methods used to attract underrepresented groups into engagement and employment. There is work ongoing to understand barriers to engagement and how our culture and working practises can be evolved to improve retention and recruitment.

Positive action initiatives continue to be put in place to support the Police Officer, PCDA (Police Constable Degree Apprenticeship), police community support officer, specials and cadet recruitment. More recently, the organisation has launched a 2 year pre-join policing degree course with Derby University – the first of its kind nationally – and positive action has been utilised to develop a cohort of diverse individuals to support the police service of the future.

Traditional positive action initiatives including “Engage to recruit” and community events were hampered by COVID-19 restrictions, so alternative methods have been sort to entice and support diverse candidates. This has included –

- Recruitment Webinars
- Application support Webinars for underrepresented groups
- Virtual assessment centre
- Virtual force interviews
- Video recorded fitness tests
- Virtual Medical screenings
- Personal Protective Equipment upscaling for biometrics

Recruitment Campaign One began in April 2020 for PC and PCDA entry routes. Positive Action support was provided internally and supported by Blue-Light, to better prepare candidates for the external SEARCH assessment centre, as it has been shown that this delivers an adverse impact ratio for none-white candidates. The majority of this support was provided to BME, female, LGBT+ and Other White background (OWB) candidates.

The latest campaign has attracted a total of 814 applicants of which 237 applicants were from our positive action candidates. Of those, 100% of applicants from BME backgrounds passed the application stage, and 89% from our Eastern European communities and around 91% from our LGBT+ communities.

The PCDA campaign attracted 55 applicants of which 12.7% BME representation. Of these applicants, 86% were successful at application stage, along with 85% of female applicants.

The July 2020 and September 2020 new Police Constable cohorts (IPLDP) have been populated by almost 50% female and 25% BAME, representing a huge sea change from previous Nottinghamshire campaigns. This has helped moved the force positively towards the Macpherson recommended target of 7% BAME officers. It is worthy of note that within the 2011 census, Nottinghamshire shows at 11.2% BAME locally, and therefore whilst Nottinghamshire sits as the 8th most diverse force for BAME nationally; the difference between force representation and local population is actually far closer than in Leicestershire and Greater Manchester, for example.

The force has also recognised the risk for internal bias in such processes, and therefore the Chief Officer team are represented in all promotion processes, irrespective of the rank being advertised. 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.

Our force website is undergoing a redesign for the recruitment pages, to modernise and reflect the changes in the way we use the media and interact with social media. This will have a positive focus on talent support and positive action.

4.4.5 Equality, Diversity and Inclusion Training

Following an internal review of progress against the MacPherson Inquiry recommendations, the delivery of equality, diversity and inclusion (EDI) 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 “21st Century Policing for 21st Century Managers” focussed on working with and through communities. Community members actively participated in the above workshops for managers.

The force also run “new recruits meet the community”, which is chaired by the community cohesion co-ordinator for student officers. This input has been highly praised, resulting in other forces seeking to adopt a similar process. The HO Race Disparity Unit will be attending the next workshop in September 2020.

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
- Unconscious Bias Awareness

A new neurodiversity working group has been commissioned, and work is underway to screen and support all new employees into the organisation, to ensure best support. Alterations have also been made to force interviews in line with reasonable adjustments to best support candidates.

In addition to facilitating events across departments there was a joint Nottinghamshire Fire and Rescue Service (NFRS) and Nottinghamshire Police event on the importance of staff support networks. This was supported by ACC

Kate Meynell raising awareness and understanding of the importance of staff supporting each other in a time of change and the future collaboration of NFRS and Nottinghamshire Police.

4.4.6 Engagement

Due to COVID-19 restrictions we have changed our approach to community engagement making greater use of virtual options.

Community engagement has been carried out via phone calls, emails, community group leaders and utilising the internet and pre-existing expressions of interest lists. We have kept up with demands and the number of requests for recruitment information as well as running our recruitment information events via Webinar, at short notice, that has sparked interest from neighbouring Police Services wanting to know what and how we are keeping up with the demand.

Despite the restrictions from COVID, our youth engagement officers and Neighbourhood Policing Teams have still been able to run summer roadshows throughout the City and County, bringing sports and support to young people's alongside promotion of the cadet scheme. The force continues to work closely with the community on a number of public events.

The Black Lives Matter protest was supported, and then followed up with a key stakeholder meeting chaired by Superintendent Verma, with an offer of ongoing engagement and interaction with the movement leaders. At the time of writing, Nextgen have been formally invited to support elements of the recruitment programme for officers, and the police cadet scheme.

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.

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.

Health and wellbeing is one of the Force's priorities to promote weekly tips for all staff and officers and to sign-post what support is available if needed. A working families group has been established to look at the experiences of parents working within the organisation. A dedicated wellbeing officer has been employed to support the activities listed above, as well as monitoring and supporting officers and staff with complex issues.

4.4.7 Specials

The Special Constabulary has undergone a re-brand, and specialist teams have been streamlined in order to provide the best service to the public.

The rural crime team continue to support vast areas of the County, and have had very positive results over the last quarter.

The OS Specials team are now focused solely on roads policing matters; and plans are ongoing to develop the Specials Investigations team, as many experienced specials resigned to become full time officers through Operation Uplift.

We have a healthy number of experienced specials in both neighbourhoods and response, and the roll out of vehicle compliant stop training, has ensured greater operational proactivity.

The force continues to recruit Regular and University specials, both of whom provide phenomenal support.

During COVID-19, we saw the highest daily hours amassed by the special constabulary, often exceeding 200 hours per day.

Due to demand, an entire cohort of former specials undergoing initial police training we re-deployed to support the virtual courts and Operational Bion patrols, highlighting the high levels of training and flexibility they offer.

4.4.8 Emergency Services Employability Programme

Emergency Services Employability Programme (ESEP) is aimed at enabling learners within education to access the Police Service for up to seven hours per week with the intention of future talent spotting individuals into fulltime employment opportunities such as apprenticeship routes.

These individuals would have an enhanced understanding of the organisation through their work experience, which would benefit them and highlight an additional career pathway.

The concept of this programme was approved at the Force Executive Board (FEB) in June 2020 and its conception is continuing to evolve with our first candidates starting in early 2021.

4.4.9 Cadet Scheme

The cadet scheme positively targets young people, with the aim of creating greater engagement between the force and young people. Representation in terms of race and gender was low in 2018, therefore the force made the decision to expand base locations, and support vulnerable youth through the programme.

The force have invested in a vulnerable youth outreach worker and a careers officer, both of whom are invested in this programme.

The cadet programme has now over 20% BAME representation, and the launch of the Sherwood Five ways Mosque base, and the Lyrico Steed Bullwell Cadet base, have been the focus of positive local and national media attention. These are now actively encouraging youth from underrepresented backgrounds to consider a career within the police service.

Police 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.

The force anticipates launching a scholarship programme for outstanding cadets to support them through higher education including University.

5 Financial Implications and Budget Provision

5.1 There are no financial implications linked to this report.

6 Human Resources Implications

6.1 There have been a number of personnel changes affecting the way we deliver and support EDHR activities. Our Positive Action coordinator, Joanne Ratchford, Has left the organisation. Whilst we are thankful for all of the hard work and dedication Jo had given to the cause, we will be taking this opportunity to look at the role of a positive action coordinator and how they are utilised within the organisation, as positive action awareness and engagement is interwoven within all activities. We would therefore look to modernise the role and look to see how to engage and enthuse multiple generations into employment and engagement within the organisation.

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 The strategic governance over EDHR matters are designed to reassure the community and organisation that any issues arising will be resolved promptly and at an appropriate level. The various support networks and organisational development practioners are also constantly horizon scanning for likely risks and looking how to mitigate and prevent.

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

9.1 The work discussed and proposed in this report is linked to the priority, 'Transforming Services and Delivering Quality Policing.'

10 Changes in Legislation or other Legal Considerations

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

11 Details of outcome of consultation

11.1 There has been no other consultation in relation to this report, which is intended as an update report for the PCC.

12. Appendices

12.1 Appendix 1 - Equality & Diversity Information 2020

Equality and Diversity Information 2020



NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE



Introduction

Nottinghamshire Police's aim is 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.

Our vision

"Working with partners and the communities we serve to make Nottinghamshire a safe, secure place to live, work and visit."

Our priorities

- Engage our communities
- Create a service that works for local people
- Become an employer of choice

The Code of Ethics

The Police Conduct Regulations Code of Ethics are used by Nottinghamshire Police to affirm our commitment to delivering our services with the highest standards of integrity and professionalism.

- Honesty and Integrity
- Authority, Respect and Courtesy
- Equality and Diversity
- Use of Force
- Orders and Instructions
- Duties and Responsibilities
- Confidentiality
- Fitness for Work
- Conduct
- Challenging and reporting improper behaviour

Our PROUD values

Everyone who works and volunteers for the Force is united by a commitment to our shared PROUD values:

Professional

Being professional is about having pride in what we do and inspiring confidence by delivering clear standards of service.

Respect for all

Having respect for all is about valuing people as individuals and treating people as they want to be treated.

One team

One team is about working together, rather than in silos, and valuing the contributions others can make.

Utmost integrity, trust and honesty

Demonstrating utmost integrity, trust and honesty is about being accountable, and doing what we say we'll do.

Doing it differently

Doing it differently is about being prepared to challenge the status quo and never being afraid to try something new.

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 (BME¹) 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.

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

Our People and Culture

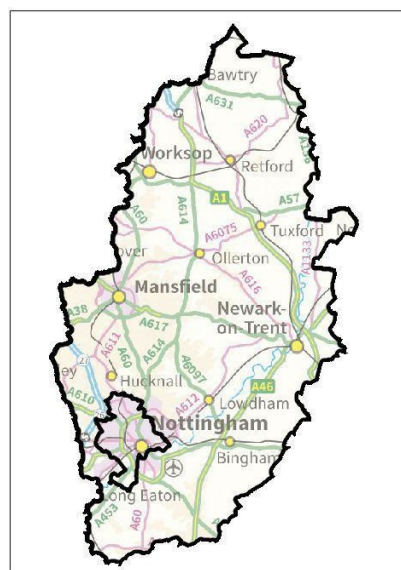
- At the end of March 2020, Nottinghamshire Police employed 2115 police officers, 181 Police Community Support Officers (PCSOs), 1317 police staff, and 157 Special Constables.
- 32.48% of police officers are women, which is slightly higher than the national average for the police service in England and Wales (30%). NB last year the figure given was all employees not just Officers hence this was previously higher.
- BME representation amongst police officers has increased slightly to 5.58%, with the aim being to have 11.2% representation - this means there is a representation gap with the local population of 5.62%. 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 Chief Inspector. Female Officer representation was reduced at Chief Inspector and Sergeant level but has improved at Inspector and Constable ranks.
- Those roles classified as “specialist posts” by the Home Office show higher representation for women (40.14%), however although there is an increased representation of BME officers (5.17%) compared with last year this figure is still lower than representation figures for all officers.

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
Nottingham UA	305,680
Nottinghamshire	785,802
Nottinghamshire Police area	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	%
0-15	55,576	18.2%	142,322	18.1%	197,898	18.1%
16-24	66,497	21.8%	82,850	10.5%	149,347	13.7%
25-44	87,751	28.7%	199,164	25.3%	286,915	26.3%
45-64	60,304	19.7%	219,019	27.9%	279,323	25.6%
65-74	17,520	5.7%	77,221	9.8%	94,741	8.7%
75+	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
Volume	56,551	179,949	236,500
%	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 2011², 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
Undergoing or have undergone transition	0.04%	122	314	436
May undergo transition	0.2%	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	
White	218,698	71.5%	750,803	95.5%	969,501	88.8%
Mixed / multiple ethnic	20,265	6.6%	10,716	1.4%	30,981	2.8%
Black / African / Caribbean	22,185	7.3%	5,102	0.6%	27,287	2.5%
Asian / Asian British	34,051	11.1%	14,197	1.8%	48,248	4.4%
Other	10,481	3.4%	4,984	0.6%	15,465	1.4%
BME total	86,982	28.5%	34,999	4.4%	121,981	11.2%

Source ONS Census 2011

² "Gender variance in the UK" GIRES 2009

	Nottingham UA		Nottinghamshire		Nottinghamshire Police area	
White: British	199,990	65.4%	727,938	92.6%	927,928	85.0%
White: Irish	2,819	0.9%	4,133	0.5%	6,952	0.6%
White: Gypsy or Irish Traveller	326	0.1%	456	0.1%	782	0.1%
White: Other White	15,563	5.1%	18,276	2.3%	33,839	3.1%
Mixed / Multiple ethnic group: White and Black Caribbean	12,166	4.0%	5,174	0.7%	17,340	1.6%
Mixed / Multiple ethnic group: White and Black African	2,004	0.7%	961	0.1%	2,965	0.3%
Mixed / Multiple ethnic group: White and Asian	3,304	1.1%	2,719	0.3%	6,023	0.6%
Mixed / Multiple ethnic group: Other Mixed	2,791	0.9%	1,862	0.2%	4,563	0.4%
Asian/Asian British: Indian	9,901	3.2%	7,204	0.9%	17,105	1.6%
Asian/Asian British: Pakistani	16,771	5.5%	3,470	0.4%	20,241	1.9%
Asian/Asian British: Bangladeshi	1,049	0.3%	600	0.1%	1,649	0.2%
Asian/Asian British: Chinese	5,988	2.0%	2,942	0.4%	8,930	0.8%
Asian/Asian British: Other Asian	6,330	2.1%	2,923	0.4%	9,253	0.9%
Black / African / Caribbean / Black British: African	9,877	3.2%	1,754	0.2%	11,631	1.1%
Black / African / Caribbean / Black British: Caribbean	9,382	3.1%	2,782	0.4%	12,164	1.1%
Black / African / Caribbean / Black British: Other Black	2,926	1.0%	566	0.1%	3,492	0.3%
Other ethnic group: Arab	2,372	0.8%	815	0.1%	3,187	0.3%
Other ethnic group: Any other ethnic group	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	
Buddhist	2,051	0.7%	1,860	0.2%	3,911	0.4%
Christian	135,216	44.2 %	481,994	61.3%	617,210	56.5%
Hindu	4,498	1.5%	3,480	0.4%	7,978	0.7%
Jewish	1,069	0.3%	717	0.1%	1,786	0.2%
Muslim	26,919	8.8%	6,963	0.9%	33,882	3.1%
Sikh	4,312	1.4%	3,132	0.4%	7,444	0.7%
Other religion	1,483	0.5%	2,689	0.3%	4,172	0.4%
No religion	106,954	35.0%	230,138	29.3%	337,092	30.9%
Not stated	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	
Female	151,903	49.7%	399,080	50.8%	550,983	50.5%
Male	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
LGB	6%	18,342	47,148	65,490
Heterosexual	94%	287,358	738,652	1,026,010

Source ONS Census 2011

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

Hate Category	Crime and Non-crime	Crime	Non-crime
Disability	183	91	92
Race	1640	1238	402
Religion/Faith	139	88	51
Sexual Orientation	332	228	104
Transgender	63	43	20
Alternative Sub-culture	13	9	4
Misogyny	94	62	32
Other	113	70	43
Number of Occurrences	2367	1678	689

City	1241	865	376
County	1089	788	301

Positive Outcome Rate		15.8%	
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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.

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.

All Domestic Abuse Recorded Incidents

Apr 19 - Mar 20			
Domestic Abuse	Crimes	Positive Outcomes	Positive Outcome Rate
City	5544	859	15.5%
County	9204	1188	12.9%
Force	14985	2051	13.7%

All Domestic Violence recorded Crimes

Apr 19 - Mar 20			
Domestic Violence	Crimes	Positive Outcomes	Positive Outcome Rate
City	4246	640	15.1%
County	7084	876	12.4%
Force	11536	1521	13.2%

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”.

The table below shows all of the recorded stop and search for the Nottinghamshire Police Area April 2019- March 20.

Ethnicity (2+1)	Number of Stops
BME	1089
Not Stated	1347
White	2821
Total	5257

Ethnicity 5+1	No. of stops
(1) White	2821
(2) Mixed Heritage	236
(3) Asian or Asian British	338
(4) Black or Black British	463
(5) Other Ethnic Group	52
Not Stated	1347
Total	5257

The below tables show the stop and search data in the City and County for April 2019- March 2020

City	
Ethnicity 5+1	No. of stops
(1) White	1918
(2) Mixed Heritage	199
(3) Asian or Asian British	302
(4) Black or Black British	378
(5) Other Ethnic Group	45
Not Stated	1000
Total	3842

County	
Ethnicity 5+1	No. of stops
(1) White	763
(2) Mixed Heritage	22
(3) Asian or Asian British	27
(4) Black or Black British	56
(5) Other Ethnic Group	5
Not Stated	230
Total	1103

Stop and Search Arrest Rate and Voluntary Attendance for 2019/20 Ethnicity 2+1	Arrest	Arrest rate	Voluntary Attendance
BME	157	14.4%	43
Not Stated	128	9.5%	61
White	289	10.2%	179
Grand Total	574		283



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.

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

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 2020

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 2020	
Police Officer	2115
PCSO	181
Staff	1317
Special	157
Total	3770

Overall workforce by protected characteristic groups

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

	All employees		Police officers		PCSOs		Special Constabulary	
Age Range	Total	%	Total	%	Total	%	Total	%
25 and under	427	11.33%	213	10.07%	17	9.39%	93	59.24%
Over 55	309	8.20%	25	1.51%	19	10.50%	4	2.55%
Total	736	19.53%	238	11.58%	36	19.89%	97	61.79%

Disability - Number of employees who recorded themselves as disabled

	All employees		Police officers		PCSOs		Special Constabulary	
Disability	Total	%	Total	%	Total	%	Total	%
Yes	150	3.98%	59	2.79%	7	3.87%	7	4.46%
No/Not Disclosed	3,620	96.02%	2056	97.21%	174	96.13%	150	95.54%
Undisclosed								

Cannot distinguish between No and Not disclosed so grouped together

Race and ethnicity - number of employees by ethnicity

	All employees		Police officers		PCSOs		Special Constabulary	
Ethnicity	Total	%	Total	%	Total	%	Total	%
White	3,482	92.36%	1,969	93.10%	171	94.48%	135	85.99%
Ethnic Minority	216	5.73%	118	5.58%	9	4.97%	12	7.64%
Not Stated	72	1.91%	28	1.32%	1	0.55%	10	6.37%

Gender - number of employees by gender

	All employees		Police officers		PCSOs		Special Constabulary	
Gender	Total	%	Total	%	Total	%	Total	%
Male	2106	55.86%	1,428	67.52%	85	46.96%	108	68.79%
Female	1,664	44.14%	687	32.48%	96	53.04%	49	31.21%

Sexual orientation - number of employees by sexual orientation

	All employees		Police officers		PCSOs		Special Constabulary	
Sexual Orientation	Total	%	Total	%	Total	%	Total	%
Heterosexual	1807	47.93%	922	43.59%	111	61.33%	77	49.04%
LGB	120	3.18%	76	3.59%	6	3.31%	7	4.46%
Prefer not to say	155	4.11%	83	3.92%	3	1.66%	6	3.82%
No % responded	2,082	55.22%	1,081	51.10%	120	66.30%	90	57.32%

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. N.B there is a problem with new starters their sexual orientation will be blank hence reduced numbers to previous year

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

	All employees		Police officers		PCSOs		Special Constabulary	
Religion	Total	%	Total	%	Total	%	Total	%
Christian	1,200	31.83%	638	30.17%	58	32.04%	44	28.03%
Muslim	45	1.19%	21	0.99%	1	0.55%	4	2.55%
Sikh	41	1.09%	22	1.04%	1	0.55%	2	1.27%
Hindu	12	0.32%	3	0.14%	0	0.00%	0	0%
Jewish	5	0.13%	3	0.14%	0	0.00%	1	0.64%
Buddhist	11	0.29%	4	0.19%	0	0.00%	1	0.64%
Any other religion	72	1.91%	44	2.08%	4	2.21%	2	1.27%
No religion	904	23.98%	459	21.70%	46	25.41%	58	36.94%
Undeclared	1,480	39.26%	921	43.55%	71	39.23%	45	28.66%

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 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 and ethnicity of police officers by rank

	Gender				Race and ethnicity					
	Female	%	Male	%	White	%	BME	%	Not Stated	%
Superintendent and above	4	0.19%	19	0.90%	20	0.95%	2	0.09%	1	0.05%
Chief Inspector/ Detective Chief Inspector	8	0.38%	20	0.95%	28	1.32%	0	0.00%	0	0.00%
Inspector/ Detective Inspector	30	1.42%	63	2.98%	84	3.97%	8	0.38%	1	0.05%
Sergeant / Detective Sergeant	65	3.07%	234	11.06%	284	13.43%	13	0.61%	2	0.09%
Constable / Detective Constable	580	27.42%	1,092	51.63%	1,553	73.43%	95	4.49%	24	1.13%
Total	687	32.48%	1,428	67.52%	1,849	93.10%	105	5.58%	27	1.32%

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 2020, there were 735 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 or Not Stated
Volume	10	8	440	295	691	38	6	23	717
Specialist %	1.36%	1.09%	59.86%	40.14%	94.01%	5.17%	0.82%	3.09%	96.37%
All Officers %	0.47%	0.38%	20.80%	13.95%	32.67%	1.80%	0.28%	1.16%	36.19%

Leavers

The following tables provide details of the protected characteristics of staff and officers who left Nottinghamshire Police between 1 April 2019 and 31 March 2020.

The percentages given in each case are as a proportion of all leavers in that group (officers/staff). During the specified period, 141 police officers and 174 police staff left the organisation.

	Age		Race and ethnicity		
Police Officer Leavers	25 and under	Over 55	White	Ethnic Minority	Not stated
Volume	33	20	127	12	2
%	23.40%	14.18%	90.07%	8.51%	1.42%

	Gender		Sexual Orientation			
Police Officer Leavers	Male	Female	LGB	Hetero sexual	Not stated	Prefer not to say
Volume	102	39	2	65	66	8
%	72.34%	27.66%	1.42%	46.10%	46.81%	5.67%

	Age		Race and ethnicity		
Police Staff Leavers	25 and under	Over 55	White	Ethnic Minority	Not stated
Volume	54	20	153	12	9
%	31.03%	11.49%	87.93%	6.90%	5.17%

	Gender		Sexual Orientation			
Police Staff Leavers	Male	Female	LGB	Hetero sexual	Not stated	Prefer not to say
Volume	74	100	7	87	77	3
%	42.53%	57.47%	4.02%	50.00%	44.25%	1.72%

For Consideration	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance
Date of Meeting:	4th November 2020
Report of:	Paddy Tipping Police Commissioner
Report Author:	Kevin Dennis
E-mail:	kevin.dennis@nottinghamshire.pnn.police.uk
Other Contacts:	Kevin Dennis
Agenda Item:	8

POLICE AND CRIME PLAN (2018-21) – THEME 1 (2020-21 Delivery Plan): PROTECTING PEOPLE FROM HARM

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to provide the Commissioner with a progress report on how the Chief Constable and partners are delivering his strategic activities in respect of **Theme 1** of his Police and Crime Plan for 2018-21 for year **2020-21**.
- 1.2 The report identifies an outline of the strategic activities that have been progressing across policing and community safety since **1st April 2020**.

2. RECOMMENDATIONS

- 2.1 Panel members to note the report and provide any feedback to the Commissioner.

3. REASONS FOR RECOMMENDATIONS

- 3.1 The Police and Crime Panel have requested an update on **Theme 1** in its work plan for **2020-21**. This report allows the Commissioner an opportunity to hold the Chief Constable to account on progress prior to the report being considered by the Panel on **23rd November 2020**.
- 3.2 This monitoring report provides an overview of the delivery of the activity and performance in respect of **Theme 1** of the Police and Crime Plan (2018-21) during and up to **quarter 1** of **2020-21**.

4. Summary of Key Points

- 4.1 On 7th February 2018, the Commissioner presented his new Police and Crime Plan (2018-21) for implementation commencing 1st April 2018. The new plan has four new themes:
 - T1. Protecting People from Harm

- T2. Helping and Supporting Victims
- T3. Tackling Crime and Antisocial Behaviour
- T4. Transforming Services and Delivering Quality Policing

4.2 **Appendix A** provides a table summarising the progress and achievements in respect of **Theme 1** of the plan. The activities have been graded in terms of completion/progress and it will be seen that all activity is graded Green.

5. Details of outcome of consultation

5.1 The Chief Constable has been sent a copy of this report.

6. Appendices

6.1 **Appendix A:** Table detailing the progress and achievements of the Commissioner's toward **Theme 1** of the Commissioner's Police and Crime Plan (2018-21).

7. Background Papers (relevant for Police and Crime Panel Only)

- [Police and Crime Plan 2018-2021 \(published\)](#)

For any enquiries about this report please contact:

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APPENDIX A



POLICE AND CRIME DELIVERY PLAN (2020-21)

Working with you for a safer Nottingham and Nottinghamshire

COMMISSIONER'S STRATEGIC THEMES UPDATE - UPDATE (Qrt 1)

V001

STATUS KEY and Results: The overall rating is therefore very good

Green	Achieved or Adequate Progress being Made	Amber	Started but Inadequate Progress or Risk that it won't be achieved	Red	Unachieved or strong likely that it won't be achieved	White (NS)	Not Started but Planned to take place during later Qrt
Number & %	16/16 (100%)	Number & %	0/16 (0%)	Number & %	0/16 (0%)		0/16 (0%)

THEME 1: PROTECTING PEOPLE FROM HARM

No.	Organisation	SPECIFIC DELIVERABLES OF COMMISSIONER, CHIEF CONSTABLE AND PARTNERS	RAG Status
1	KD	Review and consider fully implementing the recommendations from the independent Youth Diversion review	G
Update 9.10.20 KD: An independent youth diversion review was completed earlier this year by Nottingham Trent University. A key recommendation from this review was for the PCC to hold a conference with key partners and stakeholders to discuss developing a Youth Diversion Strategy. Due to Covid 19, it has not been possible to hold this large scale event. Instead, a series of smaller meetings have taken place with senior youth work managers for the City and County. Discussion is currently taking place with the National Youth Agency on how they can assist the PCC and the Violence Reduction Unit with the development of a coherent training and organisational development strategy for the third sector and a quality mark to accredit locally funded organisations providing high quality and safe youth work.			

2	NW/CG	Invest in initiatives to keep young people safe on-line, with a focus on preventing exploitation, bullying and technologically-assisted harmful sexual behaviour	G
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Update 29.9.20 CG:

This activity was a priority in the PCC's 2020-21 Community Safety and Violence Reduction Unit Fund. Grants were awarded to:

- Signpost to Polish Success (SPS) to work with the Polish/Eastern European community to tackle hate crime, cybercrime and other hidden crime such as slave labour, human trafficking and domestic violence; and
- Transform Training to provide those who are vulnerable to criminal and sexual exploitation, violence and abuse, with coping skills and the emotional resilience to make different life choices.

3	Force	Review the use of civil orders, concentrating on DVPN, stalking orders, sexual harm prevention order and violent offender orders	G
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Update 24.9.20 MS:

As of Aug 2020, we recruited a 'Civil Order Officer' whose focus initially will be on Domestic Violence Protection Notice (DVPN), then expanding to Sexual Harm Prevention Orders (SHPOs). The staff member is well qualified with previous employment experience in Women's Aid and Probation. She has been tasked with finding out good practice which she will use educate and encourage staff, then explore opportunities for auditing civil orders.

We already have a stalking officer who performs a similar role for stalking, with good number of Stalking Prevention Officers (SPOs).

4	Force	Provide guidance to staff and partners on harmful sexual behaviours	G
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Update 24.9.20 MS:

Nottinghamshire took part in the City's Harmful Sexual Behaviour (HSB) Partnership audit, conducted by the National Society for the Prevention of Cruelty to Children (NSPCC), as part of the Independent Inquiry into Child Sexual Abuse (IICSA) enquiry and recommendations. We have also written the first procedural guidance on HSB including the introduction of the Brooks traffic light tool, adopted across the Partnership in Nottinghamshire.

5	VRU	Continue to provide leadership and support for Nottinghamshire's 'Violence Reduction Unit' to prevent and stop violence at the earliest opportunity	G
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The Commissioner continues to Chair the Strategic Violence Reduction Board, which was established in August 2019. The core members of the Board, which includes Directors of Public Health, Children's

Services, the Chief Constable, Prison Governor, education leads, as well as a major trauma surgeon and an Associate Professor from Nottingham Trent University, has been instrumental in driving a multi-agency, public health approach to preventing and tackling serious violence countywide. The Board are currently focusing on a number of priority work streams which seek sustainable whole systems leadership approaches to increased data and intelligence, trauma informed working, contextual safeguarding, youth work and mentoring and community empowerment and capacity building.

The VRU Director has commissioned a number of interventions during 2020/21, which offer children and young people in Nottingham and Nottinghamshire support to either prevent them from becoming involved in serious violence in the first place or from re-offending. This has included the 'U Turn' custody intervention project, which offers holistic support to young people during a 'reachable moment' who have been detained following an offence. Significantly, none of the participants (aged 16-26) have re-offended within the 9 months' timeframe of this project. Other interventions have included targeted outreach in the City Centre and trauma informed approaches for children and young people who are growing up in a home impacted by weapon enabled domestic violence.

The Nottingham and Nottinghamshire VRU were held up as having best practice around community engagement in the national evaluation of all 18 VRUs conducted by IpSOS MoRI during 2019/20. To continue this positive work, the Commissioner has appointed eleven Community Ambassadors during Q2 of 2020/21, harnessing the skills, knowledge and established engagement pathways of those already working in communities to support the work of the VRU and wider partnership in engaging and problem solving. Additionally, 13 community led interventions have been funded by the VRU arm of the OPCC Small Grant fund, which is specifically focussed on delivering a public health approach to violence. These include; offender resettlement / mentoring, counselling for young people impacted by serious violence, educational interventions to promote healthy relationships, parenting programme and various other mentoring and diversionary programmes with sport and other activities included. A number of these interventions have shown extraordinary commitment to supporting children and young people during the period of lockdown and beyond.

The VRU have also been driving the expansion of the data, intelligence and evidence base to understand need and methods in tackling serious violence. The VRU is working with Emergency Departments and walk in centres to improve the quality of information collected as part of injury surveillance to improve data capture, enabling triangulation with police and ambulance data and mapping of hotspots to better support targeted activity. The VRU have also commissioned qualitative research which will focus on the experience of serious violence in communities in Nottingham City and Nottinghamshire County. The research study will inform how we can work better with partners, using a systems approach, to reduce serious violence and commission projects and services who could reduce violence.

6	HK	Continue to provide leadership and commitment to delivering against the ambitions of the mental health crisis care concordat	G
<p>7.10.20 HK: The Crisis Care Concordat meeting has not met due to the pressures on NHS staff related to Covid-19. However, links have been maintained with Mental Health colleagues. Crisis Teams continue to operate 24/7, as does the Mental Health helpline for people who are in crisis or need urgent mental health support, launched on 10.04.20.</p> <p>In addition, a new helpline has been launched to provide information, advice and signposting for anyone needing emotional support. It is available 9am- 11pm, 7 days per week and is provided by Turning Point.</p>			

7	VRU	Work with partners and stakeholders to become more trauma informed and to combat adverse childhood experiences	G
<p>Update 30.9.20 NB:</p> <p>A Trauma Informed Steering Group has been established to include subject matter experts from across City and County, led by the Violence Reduction Unit (VRU) Consultant in Public Health. A proposed trauma informed framework which sets out commitments and aspirations to becoming a trauma informed city and county will be presented to the Strategic Violence Reduction Board at the end of October 2020. As part of this work stream, the VRU are working with partners to establish an approach to workforce development across statutory and voluntary sectors.</p>			

8	VRU	Produce a serious violence strategic needs assessment to provide an evidence base to support future delivery and commissioning	G
<p>Update 30.9.20 NB:</p> <p>A Serious Violence Strategic Needs Assessment (SNA) was published by the VRU in April 2020. Findings have been shared with VRU stakeholders across the city and county to inform a whole systems leadership approach to tackling serious violence. The findings also informed a Serious Violence Response Strategy which has been approved by the Home Office and is accessible via the VRU website. A number of strategic priorities have been set out in the Response Strategy, including:</p> <ul style="list-style-type: none"> • Data, intelligence and evidence base • Trauma-informed approaches, personal resilience and contextual safeguarding • Community capacity building and empowerment • Mentoring, education, training and employment • Enforcement, rehabilitation and resettlement <p>The detailed actions which sit under each of these priorities are set out in the Response Strategy.</p> <p>The SNA will be reviewed and refreshed during Q3 in consultation with partners for submission to the Home Office in January 2020.</p>			

9	CG	Rollout the 'SERAC' model to improve response to exploitation and cuckooing subject to funding from partners	G
<p>Update 08.10.20 DH +CG:</p> <p>The SERAC work has been rolled out to cover the County with a Case Worker and Business Support Officer starting in July and working closely with the County modern slavery team. This year there has seen a marked increase in referrals, largely driven by referrals in relation to sexual exploitation and cuckooing¹. The SERAC has continued to hold successful monthly online meetings, including emergency meetings throughout the period of Covid-19 restrictions. The Anti-slavery Partnership and Community Safety Partnerships continue to monitor referral rates and outcomes across the city and county.</p>			

10	VRU	Identify and develop a response plan for high volume serious violence service users – police, hospital and ambulance	G
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¹ Cuckooing is a form of crime, termed by the police, in which drug dealers take over the home of a vulnerable person in order to use it as a base for county lines drug trafficking. The crime is named for the cuckoo's practice of taking over other birds' nests for its young.

Update 30.9.20 NB:

The VRU have established a strategic priority to improve sharing of data, intelligence and accumulation of evidence base to inform violence reduction activity across the partnership landscape, including policing and health.

The VRU team are working with emergency departments and walk in centres to improve the quality of information collected as part of injury surveillance to improve data capture, enable triangulation with police and ambulance data and mapping of hotspots to better support targeted activity.

A violence reduction focussed analytical group has also been established focussed on driving the development of joint analytical products that triangulate contextual and individual factors enabling focussed 'key lines of enquiry' as specific questions emerge.

11	Force	Continue to work in partnership to provide an effective response to missing children and persons from hospital, home and care settings	G
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Update 24.9.20 MS:

The Missing From Home (MFH) team continues to work in partnership to improve its response to the investigation of persons missing from home and to add to the safeguarding mechanisms put in place once they are located. Mechanisms such as the Herbert protocol and the provision of a leaflet to all missing persons or their family members includes a list of relevant partners and support agencies whom they can make contact to garner additional support and assist in the prevention of further missing reports.

The total number of missing reports in August 2020 fell by 2% in comparison to August 2019 to a total of 222 reports, of which 57% were children and 43% were adults.

The impacts of Covid-19 has seen a rise in reports from care facilities of some 40 incidents (15%) in August as the on-going distancing measures continue to impact on some establishments willingness to engage with missing children outside of the care setting together with a greater propensity for young people to ignore social distancing measures. Work is on-going to continue to engage and explain with those concerned to minimise the impact on police resources while maximising partnership working opportunities.

12	Force	Establish a dedicated county lines police team to safeguard children from exploitation and victimisation	G
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Update 24.9.20 MS:

The Modern Slavery Human Trafficking and County Lines (MSHT&CL) team moved from the Force Intelligence command to the Force Serious and Organised Crime Unit (SOCU) in January of this year. This was to align MSHT&CL with the vulnerability and commodity strands of the HMG SOC strategy, managed within the Force SOCU.

An immediate review was undertaken by the senior management team as demand was outstripping the capacity within the team. Due to some interdependencies between the two areas of business the MSHT&CL were conflated. Upon review a decision was taken to create two separate teams to provide a more focused response locally and align to the regional and national governance arrangements that are managed through two separate NPCC portfolios (Modern Slavery and Organised Immigration Crime Programme & National County Lines Coordination Centre). This allows the alignment of resources to effectively manage to separate areas of business, ensuring they focussed on priority issues.

A Terms of Reference has been agreed in terms of the Force approach to county line which is in line with national guidelines.

Through the governance of the Force Annual Department Assessment (ADA) process permission was given to conduct a review of demand inform future establishment growth from any evidence. There is an

acceptance that this is a growth area of business in terms of demand and there will need to be an uplift in resourcing to meet that demand.

Strong relationships, both internally and externally, continue to grow. There are strong governance structures and meetings in place covering both areas of business, particularly through the Slavery Exploitation Risk Assessment Conference (SERAC) within the city and currently in the process of being replicated in the County. Partners are gaining momentum through a number of and involved in delivering awareness and training events for both police and partners

The introduction of a County Lines Vulnerability Tracker (CLVT) as lead to identifying young people at risk of County Lines activity within Nottinghamshire and is shared with partners, assisting with robust management and intervention. This is recognised as best practice and other forces within the region are looking to adopt this process.

All County lines are subject to MORiLE scoring which will inform the new local, regional and national SOC systems tasking and ensure the allocation of resources against the greatest risks

13	CG	Support community led early help services and problem solving approaches for people with complex needs who are perpetrators of crime and ASB	G
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Update 29.9.20 CG:

This activity was a priority in the PCC's 2020-21 Community Safety and Violence Reduction Unit Fund. Grants were awarded to the following:

- Improving Lives to attend Complex Persons Panels and provide targeted 1-2-1 support in the community to people referred by the panels.
- Chayah Project to provide positive, meaningful activities for at risk young people and their families via the delivery of outreach work
- Breaking Barriers Building Bridges to support whole families where young people are most at risk of involvement in serious violence
- Inspire and Achieve to provide through the gate and intensive mentoring for young adult offenders in a community setting
- Al-Hurra to provide 1-2-1 and group mentoring for young people most at risk of involvement in serious violence
- Changing Lives to work with women offenders who have received a conditional caution.

14	Force	Work with partners to ensure agencies are meeting safeguarding responsibilities under the Care Act 2014 and new duties under the Homelessness Reduction Act 2017	G
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Update 24.9.20 MS:

Whilst homelessness is a duty of the local authority, within the City Centre Neighbourhood Policing Area (NPA), Operation Compass operates and their focus on partnership priorities including begging (with a detached Prostitute Task Force (PTF) at Radford Road Police Station). As begging is commonly associated with homelessness (but not in every case) an active ECINS case is registered allowing all partners to update and for the information to be shared appropriately.

Police officers understand the partnership landscape around homelessness and continue to work with partners ensuring any vulnerabilities they identify are addressed.

A weekly, Local Authority chaired, Street Offences Meeting which was attended by the City Centre Inspector where issues relative to homelessness and begging were discussed ended earlier in 2020. Currently,

the City Centre Op Compass Sergeant now co-chairs a Begging Case Conference focussing specifically on begging offences and their underlying factors including homelessness. The meeting is co-chaired by a manager from the Clean Slate Service (part of Framework Housing Charity addressing Substance Misuse). As well as begging and homelessness, the meeting also considers mental and physical health, wider offending behaviour and engagement with partner agencies. Representatives attend from Community Protection, an Outreach Nurse, Housing First, Recovery Nottingham, Framework, Opportunity Nottingham, The Big Issue, Emmanuelle House Day Centre and CJIT. This group also receives feedback from the Rough Sleepers' Tasking Group Meeting for their info and appropriate action setting.

Homelessness remains a Local Authority owned priority under the umbrella of the Care Act 2014 governed also by the City Safeguarding Adult Board (SAB), of which the Police are a statutory partner.

Nottingham City Council's Adult Social Care (ASC) is the lead agency on this theme and progress is monitored through the Business Management Group (BMG) and the SAB Subgroup. The Chair of the Safeguarding Board attends the Homelessness Exec Steering Group.

15	DH	Undertake research to improve our understanding and response to suicide	G
<p>Update 8.10.20 DH: Initial work as part of the 2020 Police and Crime Needs Assessment has highlighted increases in levels of recorded suicide in Nottinghamshire (+24%) over the last year, which exceed increase seen nationally (+5%). The OPCC is liaising with Public Health colleagues to identify what work is already underway in this area. This will include a focus on suicides where evidence of domestic violence and abuse has been identified. Key findings will be reported later in the year.</p>			

16	Force	Maximise the efficient and effective use of force resources in tackling and investigating online paedophilia	G
<p>Update 24.9.20 MS:</p> <p>The Force makes good use of sensitive technology in terms of investigating online paedophilia. We use two differing IT solutions which are triangulated to identify highest risk nominals. Our POLIT (paedophile on line investigation team) is a strong team with good proactive activity. We have recently recruited more police staff onto the team to increase efficiency and effectiveness, including an Intelligence officer and a digital investigating officer.</p>			

For Information	
Public	Public
Report to:	SR&P/OPCC
Date of Meeting:	4th November 2020
Report of:	Chief Constable Guilford
Report Author:	Suzanna Daykin Farr
E-mail:	Suzanna.daykin@nottinghamshire.pnn.police.uk
Other Contacts:	Christopher.harris12732@nottinghamshire.pnn.police.uk
Agenda Item:	9

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

Performance & Insight Report – update to September 2020

1. Purpose of the Report

- 1.1 The purpose of this report is to inform the Police & Crime Commissioner of the key performance headlines for Notts Police in the 12 months to September 2020.

2. Recommendations

- 2.1 It is recommended that the contents of this report are noted.

3. Reasons for Recommendations

- 3.1 To ensure that the Police & Crime Commissioner is aware of current performance in line with the Police and Crime Commissioner and Force priorities, as set out in the Police and Crime Plan.

4. Summary of Key Points

- 4.1 An Executive Summary in the attached report provides an overview of performance across the four Police and Crime Plan strategic themes. Trend information is represented as a percentage, and volume change is included where possible to give a representation of the monthly trend over the last two years; broken down by quarters. Additional narrative provides narrative where required, particularly in respect of performance exceptions.

5. Financial Implications and Budget Provision

- 5.1 Financial performance monitoring is highlighted under Theme 4; Transforming Services and Delivering Quality Policing.

6. Human Resources Implications

- 6.1 Human resources implications are evaluated against overall Force performance and demand. Any resource changes required as result are managed by the Force as appropriate. Further detail is provided in Theme 4B: Achieving Value for Money – Budget and Workforce.

7. Equality Implications

- 7.1 Equality, diversity and human resources are considered throughout each area of Force business. Any exceptions arising in this area of business will be discussed in the Performance 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 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: included at the end of the Performance and Insight Report to provide further insight and data sources, including any information supplied outside of the Nottinghamshire Police Management Information Team.



NOTTINGHAMSHIRE POLICE AND CRIME PLAN PERFORMANCE AND INSIGHT REPORT 2020/21



QUARTER 2: PERFORMANCE TO SEPTEMBER 2020

Guidance notes:

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2018-21. The information is structured according to the four strategic priority themes.
2. Wherever possible, performance information is provided for a 12 month rolling period compared to the equivalent 12 months of the previous year. This provides a more stable indication of trends over time. Where information provided is for an alternative period, this is stated.
3. Additional insight is included in the report in order to provide context in relation to performance exceptions only.
4. Data sources are specified at Appendix A, including details of any information supplied outside of the Nottinghamshire Police Management Information team.
5. Amendments and additions have been added to this edition of the P&I report, in line with the revised Police and Crime Plan Strategic Framework (2018-21)
6. Face-to-face fieldwork as part of the PCC's Police and Crime Survey was temporarily suspended during summer 2020 due to the Coronavirus Restrictions in place. Fieldwork resumed in September 2020 with work now underway to catch up on the April to September fieldwork programme. Results expected by the end of October 2020.

Performance exceptions:

Performance exceptions, both positive and negative, are indicated within the report by the following markers:-

-  Positive exception: Significant improvement in latest quarter, or improving trend over three successive quarters
-  Negative exception: Significant deterioration in latest quarter, or deteriorating trend over three successive quarters

Summary of Key Performance Headlines and Exceptions

Theme 1: Protecting Vulnerable People from Harm – Pages 3 to 4

- Safeguarding referrals continue to increase, largely attributed to improved training and better Partnership working in relation to CSE, PPNs and Knife crime.
- Missing Persons Reports have continued to reduce, reflective of force investment in dedicated teams, new technology and use of 'best practice' to gather information from forces that have been inspected. Social distancing has increased 'attendance' at online meeting and improved information sharing.
- Recorded Modern Slavery offences increased markedly over the last year (+93.2%) partly due to the dedicated team & on-going training & awareness raising
- Police recorded Child Sexual Exploitation (CSE) offences continue to reduce, with a 16.4% reduction seen over the latest 12 month period
- Online crime has increased in the latest quarter, reflective of more online activity during COVID restrictions and national increases in phishing / scam emails.

Theme 2: Helping and Supporting Victims – Pages 5 to 6

- Overall satisfaction among domestic abuse victims surveyed (April – July 2020) has seen a slight reduction.
- Adult Serious Sexual Assaults have seen sustained reductions over the last year, with Child Assaults also seeing a reduction the latest quarter. These trends are indicative of the lockdown measures in place.
- The positive outcome rate has increased again this quarter; attributable to the positive measures and more robust identification and charging procedures of the Public Protection unit.
- VCOP compliance has seen further improvement this quarter.

Theme 3: Tackling Crime and Anti-social Behaviour – Pages 7 to 10

- Victim-based crime in Urban areas decreased by a further 11,554 offences in the year ending September 2020.
- Crime in Urban areas has continued to decrease at a more notable rate than Rural areas of the force.
- Of the 23 Priority Areas, Basford and Arboretum once again recorded the highest severity scores in the 12 months to September 2020.
- Gun Crime saw noticeable decreases between March and May 2020 and then increases from June 2020 with a high rate of 22 offences in August 2020.
- Knife Crime positive outcomes reduced by 3.5% points over the 12 month comparison.
- Both Alcohol related Violence and ASB continued to see reductions in this period compared to the previous two years.

Theme 4: Transforming Services and Delivering Quality Policing – Pages 11 to 14

- PSD recorded timeliness for resolution of complaints has seen large increases in the past 12 months; this is seen as a positive, as new measures have been put in place and historical cases have been cleared.
- Police Officer establishment continues to increase with a further 132 officers.
- Sickness across all staff has seen reductions this 12 month period when compared to the previous 12 months.
- 101 calls have continued to decrease, while abandoned 101 rates have increased.
- NCRS compliance has improved again this quarter and stands at 97.2%

Theme 1: Protecting Vulnerable People from Harm

Theme 1A: More Vulnerable People Safeguarded and Protected

		Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
								%	Actual
1A.1	Adult and Child Safeguarding Referrals	Increase	6,401	6,739	7,056	7,450	7,804	+21.9%	+1,403
1A.2	Missing persons	Monitor	3,153	2,964	2,895	2,712	2,542	-19.4%	-611
1A.3	Missing: No apparent risk	Monitor	3,016	3,008	3,103	2,838	2,817	-6.6%	-199
1A.4	Mental health-related incidents	Monitor	18,456	18,416	18,818	19,249	18,722	+1.4%	+266

Safeguarding Referrals

Overall, safeguarding referrals continue to increase in Nottinghamshire during 2019-2020, and have continued the trend in the latest quarter. Overall, referrals increased by 21.9% during the year.

This positive trend provides the force and partner agencies with confidence that improvements are being made in the identification and recording of safeguarding concerns, enabling agencies to take appropriate safeguarding actions to minimise the risk of harm. Improved training and better Partnership working in relation to CSE, PPNs and Knife crime are believed to have impacted upon this positive trend.

Missing Person Reports

Missing Person reports have been falling since May 2018 following investment in a dedicated Missing Team to work collaboratively on safeguarding issues and investment in new technology in 2020 to assist in tracing missing people by processing telephone data more effectively. Saving time and resources in the search process, this represents a cost saving to the force while also increasing in performance.

The latest quarter has seen further reductions with average monthly reports falling from 262 to 211 in the last year. The MFH Team continue to gather information and learning from recently inspected forces, including for example, improving access to mental health support. Social distancing practices have also led to increased 'attendance' at (online) meetings and improved information sharing.

Reports of 'Missing with no apparent risk' increased sharply during February and March 2020 – reaching the highest monthly rate (302) since July 2018. The latest quarter, however, saw a reduction with the monthly average falling to 234.

Mental Health-Related Incidents

The last 12 months have seen a monthly average of 1,560 police recorded mental health reports, which is a slight increase on the previous year monthly average of 1,538. Police recorded mental health incidents had been in decline since Summer 2019, but saw a marked increase during the previous two quarters; most likely attributable to the emotional and mental impact of Covid-19 and lockdown measures. The latest quarter has seen a downturn in incidents, however, the yearly total to September 2020 1.4% higher than the previous 12 month period.

Theme 1: Protecting Vulnerable People from Harm

Theme 1B: Improved Response to Serious and Emerging Threats

		Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
								%	Actual
1B.1	Fraud Offences	Monitor	3,049	3,006	3,013	2,877	<div></div> 2,834	-7.1%	-215
1B.2	Online Crime	Monitor	3,504	3,556	3,641	3,813	<div></div> 4,053	+15.7%	+549
1B.3	Drug Trafficking and Supply Offences	Monitor	890	947	908	959	<div></div> 946	+6.3%	+56
1B.4	Police recorded Child Sexual Exploitation	Monitor	573	560	525	520	<div></div> 479	-16.4%	-94
1B.5	Police recorded Modern Slavery offences	Increase	73	102	116	132	<div></div> 141	+93.2%	+68

Drug Trafficking and Supply Offences

Recorded drug trafficking and supply offences have maintained an upward trend over the last year (+6.3%). Since July 2020, the Operation Reacher team has undertaken 17 individual drug seizures, conducted 9 warrants, made 27 arrests and seized over £200k of illegal money. Warrants executed in Calverton and Mapperley Plains yielded nearly 500 cannabis plants. October saw further Reacher teams launched across Nottinghamshire, with social media and TV exposure sending the clear message 'We're coming for you'.

Online crime

Online crime continues to represent a significant challenge to the force and a growing demand on resources. Recorded offences have increased by 15.7% over the last year, impacted in part by increased online activity during the period of Coronavirus Restrictions. There has also been a national increase in the number of Online phishing and scam emails relating to Covid-19, Track and Trace and HMRC etc.

Child Sexual Exploitation

The latest quarter has seen a further reduction in police recorded CSE, with a 16.4% decrease over the last year. There are no definitive factors that can be evidenced to explain this reduction, however, it should be noted that:-

- Increased public education and awareness raising of the risks relating to CSE is likely to have reduced opportunity and propensity to offend
- There has been a shift in priority focus from CSE to Child Criminal Exploitation (CCE) over recent months
- There remain opportunities to drive further increases in the identification of CSE via training and experience gained by our new recruits and further proactivity in the identification of hidden harm

Fraud offences

Recorded fraud offences saw a further reduction this quarter with a 7.1% reduction over the last 12 months.

Modern Slavery

The last financial year saw significant increases in recorded modern slavery offences. This has continued during the latest quarter, with reports showing a 93.2% increase on the previous year. This positive trend largely reflects on-going training and proactivity among officers and an increased awareness of the nature, risk, legislation and signs of slavery.

The force has a dedicated Modern Slavery and County Lines Team and continues to take a proactive approach to identifying and tackling modern slavery. This involves seeking out offences, ensuring survivors are protected and that offenders are brought to justice.

Theme 2: Helping and Supporting Victims

Theme 2A: Improved Reporting and Response to Domestic and Sexual Violence and Abuse

		Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
								%	Actual
2A.1	Police recorded domestic abuse crimes	Monitor	14,871	15,124	15,119	15,176	15,150	+2.1%	+305
2A.2	Domestic abuse repeat victimisation rate	Monitor	34.4%	34.5%	34.1%	33.8%	33.4%	-1.0% pts	n/a
2A.3	Domestic abuse: Positive Outcome Rate	Monitor	13.8%	13.4%	13.7%	13.2%	13.3%	-0.5% pts	n/a
2A.4	% Domestic abuse victims satisfied (overall)	Monitor	90.0%	88.0%	88.8%	87.5%*	87.5%*	-2.5% pts	n/a
2A.5	Serious sexual offences: Adult	Monitor	1,439	1,466	1,431	1,340	● 1,310	-9.0%	-129
2A.6	Serious sexual offences: Child	Monitor	1,404	1,387	1,408	1,233	1,144	-18.5%	-260
2A.7	Sexual Offences: Positive Outcome Rate	Monitor	7.2%	7.3%	7.8%	8.2%	● 8.4%	+1.2% pts	n/a

Domestic Abuse

The area has seen an increasing trend in reporting over the last two years due, in part, to improvements in recording and a likely increase in survivor confidence to come forward and seek support from the force and partner agencies.

Domestic abuse crimes increased by 2.1% in the year ending September 2020. Levels in the latest quarter remain higher than average and could be attributable to the social and economic impact of Coronavirus restrictions. The proportion of victims that are repeats has reduced marginally during the year while positive outcome rates remain consistent at around 13%.

Levels of satisfaction with the police among survivors of domestic abuse began to reduce between April 2018 and December 2019, largely driven by reductions in satisfaction among victims with being kept informed. The Force devised an audit to review numerous crimes for VCOP compliance in keeping victims informed. This deals with non-compliance through a series of emails and later personal interventions from managers.

*** NB: Due to Covid-19 restrictions, survey data is only current up to July 2020 based on April surveys. There have been 3 new starters on the survey team who are in the process of being inducted, it is hoped that survey data will catch up in the coming month.**

Sexual Abuse

Both Adult and Child Serious Sexual Offences saw decreases of 9.0% and 18.5% respectively in the year ending September 2020 when compared to the previous 12 months.

Both Adult and Child offences recorded by police dropped markedly between March and May 2020, potentially attributable to the Covid-19 lockdown / restriction measures.

The positive outcome rate has continued to increase this quarter reaching 8.4%. This is in part attributable to the positive measures in place in the Public Protection unit and more robust identification and charging of suspects.

Theme 2: Helping and Supporting Victims

Theme 2B: Victims Receive High Quality and Effective Support Services

		Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
								%	Actual
2B.1	Victims Code of Practice Compliance	Monitor	90.0%	90.0%	90.4%	91.4%	● 91.7%	+1.7% pts	n/a
2B.2	Victim Services: Closed Cases	Monitor	3,526	3,545	3,565	n/a	Pending	n/a	n/a
2B.3	Improved cope and recover outcomes (all)	Monitor	80.6%	79.5%	78.4%	n/a	Pending	n/a	n/a
2B.4	% crimes resolved via community resolution	Monitor	10.7%	10.4%	10.0%	9.5%	● 8.9%	-1.8% pts	n/a

Victims Code of Practice

The Victims Code Of Practice (VCOP) requires that a VCOP assessment is made and recorded for every victim of a crime, and that victim services are offered to victims as part of this assessment. In order to be VCOP compliant, every victim-based crime should have a completed VCOP recorded and the officer should record that victim services have been offered.

Improvements in compliance have been made over the past year (+1.7% points), which are likely to have been affected by continued robust screening of rape and serious sexual offence (RASSO) offences and VCOP compliance. For Adult and Child public protection compliance, stringent reviews have been put in place since June 2020. Overall, compliance in these two areas has improved as more teams have been included in the mandatory review process while maintaining high compliance.

Victim Services

Ministry of Justice data return is currently in preparation. Results will be available in early November 2020.

Community Resolution

The proportion of crimes resulting in community resolution has seen a steady downward trend in the past 12 months, with a further 1.8% point reduction in the 12 months to September 2020.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3A: People and communities are safer and feel safer

		Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
								%	Actual
3A.1	Victim-based crime: Total	Monitor	92,350	92,076	90,797	83,899	80,796	-12.5%	-11,554
3A.2	Victim-based crime: Rural areas	Monitor	10,983	11,388	11,406	10,718	10,458	-4.8%	-525
3A.3	Victim-based crime: Urban areas	Monitor	80,463	79,532	78,351	72,279	69,315	-13.9%	-11,148
3A.4	Average Crime Severity: Force-wide	Monitor	163.34	163.01	159.06	158.23	162.07	-0.8%	-1.27
3A.5	Average Crime Severity: Priority areas	Monitor	165.87	164.22	164.99	164.52	165.69	-0.11%	-0.18
3A.6	Residents reporting experience of crime	Monitor	18.1%	18.9%	18.0%	*n/a	n/a	n/a	n/a
3A.7	% residents feeling safe in area by day	Monitor	89.2%	88.7%	89.2%	*n/a	n/a	n/a	n/a
3A.8	% residents feeling safe in area after dark	Monitor	61.1%	61.0%	61.5%	*n/a	n/a	n/a	n/a
3A.9	% reporting drug use / dealing as an issue	Reduce	48.9%	43.3%	42.8%	*n/a	n/a	n/a	n/a

Police recorded crime

Police recorded crime, decreased by 11,554 offences in the year September 2020, largely impacted by decreases between April and June 2020 coinciding with the stringent Coronavirus restriction measures in place. Notable reductions were seen in robbery (-20.5%) and theft offences (-23.3%) during this period. Reductions in police recorded crime have been more pronounced in the urban areas of the force.

** Self-reported experience of crime, as captured via the PCC's Police and Crime Survey, will be available by the end of October 2020. Summer fieldwork was affected by the impact of Coronavirus restrictions.*

Crime Severity

The average crime severity score of offences recorded by police (based on weightings via the ONS Crime Harm Index) has increased in the latest quarter. This is likely to have been impacted by reductions in the volume of lower level offending recorded during the period of Coronavirus restrictions. Trends in crime severity will be closely monitored over the coming months as rates of recorded crime return to their new norm.

The 23 Priority Areas have seen a slight decrease in overall crime severity over the last year, following a reducing trend seen throughout 2019. Arboretum and Basford continue to record the highest severity scores this quarter (220.21/200.96).

Resident concerns regarding drug use and dealing

** Resident perception data, as captured via the PCC's Police and Crime Survey, will be available by the end of October 2020. Summer fieldwork was affected by the impact of Coronavirus restrictions*

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate

		Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
								%	Actual
3B.1	Violent knife crime	Monitor	803	812	762	739	768	-4.4%	-35
3B.2	Violent knife crime: Positive outcomes	Monitor	29.8%	29.6%	27.3%	26.9%	<div><div></div></div> 26.3%	-3.5% pts	n/a
3B.3	Gun crime	Monitor	153	175	163	149	165	+7.8%	+12
3B.4	Possession of weapons offences	Monitor	1,214	1,263	1,205	1,112	1,084	-10.7%	-130
3B.5	Stop and Searches	Monitor	4,608	5,405	5,487	5,377	5,103	+10.7%	+495
3B.6	Stop and Search: Positive outcomes	Monitor	42.4%	42.5%	40.4%	39.8%	39.6%	-2.8% pts	n/a
3B.7	Alcohol-related violence	Monitor	16.9%	16.4%	16.0%	15.4%	15.6%	-1.5% pts	n/a
3B.8	Alcohol-related ASB	Monitor	9.5%	9.4%	8.9%	7.8%	<div><div></div></div> 7.5%	-2.0% pts	n/a

Violent Knife Crime

There has been a steady reduction in the number of violent Knife Crimes recorded since 2018, with a further 4.4% reduction recorded in the last 12 months compared to the previous 12 months. However, levels in July and August 2020 were considerably higher than previous months (80 and 77 respectively). The proportion of offences resulting in a positive outcome, however, has also reduced by 3.5% pts over the last year – although a lag in the finalisation of unresolved crimes should be taken into consideration.

Gun Crime (see Appendix A for further detail)

Police recorded gun crime has decreased by more than 7% over the last year, with large monthly decreases being observed between January and May 2020. It should be noted, however, that August 2020 saw a marked increase (22 offences).

Stop Searches

There has been a significant increase in the number of stop searches conducted since January 2018, largely attributable to Operation Reacher. Levels have remained high throughout the year, with the trend likely to continue on account of new community teams being rolled out in September 2020.

Positive Outcomes improved steadily in 2019, although, small reductions have been seen in 2020. The consistent level of positive outcomes is primarily associated with targeted intelligence led operations which derive from local commanders identifying a specific crime issue in a given location that can be addressed through on-street proactive policing activity. The force continues to work with communities in our use of these powers.

Possession of Weapons

Police recorded Possession of Weapons offences decreased by 10.7% to September 2020 compared to the previous year; this reflects the continued positive proactive work of Op Reacher and the neighbourhood community teams in taking more weapons taken off the streets. For example, the City South Team recovered 12 weapons in a two-week period.

Alcohol-related violence and ASB

The force is working to develop an accurate picture of alcohol-related crime via use of an alcohol marker on the Niche crime recording system. The monthly rate has remained stable with alcohol-related violence continuing to see steady reductions over the previous two years. Alcohol-related ASB has also seen a steady downward trend over the previous two years.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3B: Fewer People Commit Crime and offenders are supported to rehabilitate

		Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
								%	Actual
3B.9	IOM: Offenders subject to monitoring	Monitor	281	302	317	385	269	-4.3%	-12
3B.10	IOM: Offenders successfully removed	Monitor	108	96	78	61	93	-13.9%	-15
3B.11	IOM: Reduction in average re-offending risk	Monitor	-44.9%	-45.1%	-45.3%	-46%	-56.3%	+11.4% pts	n/a
3B.12	Youth Justice First Time Entrants: City	Monitor	154	146	140	109	104*	-	-
3B.13	Youth Justice First Time Entrants: County	Monitor	141	129	123	115			
3B.14	Crimes with an identified suspect (average)	Monitor	2,829	2,882	3,039	3,095	3,120	+10.3%	+291
3B.15	Positive outcomes: All crime	Monitor	15.5%	15.4%	15.4%	15.6%	15.2%	-0.3% pts	n/a
3B.16	Positive outcomes: Victim-based crime	Monitor	11.9%	11.8%	11.7%	11.9%	11.8%	-0.1% pts	n/a

Integrated Offender Management (IOM)

The IOM scheme monitored reoffending risk among 93 offenders removed from the scheme during the previous year. Of these, the average reoffending risk scores (RRS) per offender fell 11.4% points giving a reduction rate of 56.3%.

A further 362 offenders have been actively engaging with the scheme over the last year.

DVIOM Scheme

A total of 152 offenders have been accepted onto the DVIOM programme since October 2017. They were identified using the Priority Perpetrator Identification Tool (PPIT) which requires key professionals to score each offender based on an assessment criteria. The highest risk score each offender can attain is 20.

Of the 93 offenders have been accepted onto DVIOM with a combined PPIT score of 1123, and were removed with a combined PPIT score of 570 equating to a 49.4% reduction. The Risk Re-offending Score of those offenders also reduced by 37.5% (from 15587 to 9909) following reductions in the frequency and severity of offending. IOM are further developing the IOM performance tool using Power BI to enable more interactive interrogation and extraction of data at individual cohort level.

Youth Justice – First Time Entrants

* The latest City FTE figure is valid up to 31/08/20. This is a continuing reduction on previous Quarters.

County update pending.

Identified Suspects

The number of Niche crime outcomes with a named suspect has been increasing steadily since April 2018, with a further 10.3% increase in the past year to September 2020.

Positive Outcomes: All Crime & Victim Based Crime

Positive outcome rates for both All Crime and Victim Based Crime remain relatively stable.

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3C: Build Stronger and More Cohesive Communities

		Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
								%	Actual
3C.1	Police recorded hate occurrences	Monitor	2,357	2,320	2,351	2,379	2,395	+1.6%	+38
3C.2	Hate crime repeat victimisation rate	Monitor	15.3%	14.7%	14.4%	14.3%	15.4%	+0.1% pts	n/a
3C.3	% Hate crime victims satisfied (overall)	Monitor	84.2%	85.4%	84.0%	84.7%	83.8%*	-	-
3C.4	% feeling there is a sense of community	Monitor	51.1%	52.6%	54.0%	*n/a	-	-	-
3C.5	% feeling different backgrounds get on well	Monitor	53.1%	53.4%	54.7%	*n/a	-	-	-
3C.6	Anti-social Behaviour Incidents	Monitor	31,647	31,455	32,137	39,019	41,947	+32.6%	+10,300
3C.7	Anti-social Behaviour Incidents: % Repeats	Monitor	28.4%	28.4%	28.4%	26.9%	27.6%	-0.8% pts	n/a
3C.8	Alcohol-related ASB	Monitor	9.5%	9.4%	8.9%	7.8%	<div></div> 7.5%	-2.0% pts	n/a

Hate Crime

Recorded Hate Crime has remained relatively stable over the previous two years. The proportion of hate crime victims that are repeat victims has increased during the latest quarter following reductions earlier in the year. Despite this, repeat victimisation rates remain comparable to levels seen in 2019. Victim Satisfaction rates have remained relatively stable (84%).

NB: Hate Crime survey results are 2-3 months behind real time. The latest data shown is up to May 2020 occurrences, reflected in August surveys. There have been 3 new starters on the survey team who are in the process of being inducted, it is hoped that survey data will catch up in the coming month.

Community Cohesion

* This measure cannot be updated this quarter as fieldwork has been delayed by the impact of Covid-19.

Anti-social Behaviour

ASB saw large increases from April to September 2020, marking a 32.6% increase on levels recorded during the previous year. This was largely impacted by concerns reported in the wake of Coronavirus restriction measures. The proportion of reports involving repeat victims remains broadly stable. Reports of alcohol related ASB have decreased over the previous year (-2%) mirroring trends in alcohol-related violence.

New questions introduced into the PCC's Police and Crime Survey in 2019 will continue to provide a consistent measure of self-reported experience of ASB and its impact in 2020, once Covid-19 restrictions have been lifted.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4A: Further Improve Public Confidence in Policing

		Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
								%	Actual
4A.1	Police are dealing with the issues that matter	Monitor	40.9%	42.0%	41.7%	*n/a	-	n/a	n/a
4A.2	Residents feeling the Police do a good job	Monitor	47.9%	49.3%	50.0%	*n/a	-	n/a	n/a
4A.3	Residence reporting confidence in the police	Monitor	53.6%	54.9%	55.4%	*n/a	-	n/a	n/a
4A.4	% residents satisfied with the police	Monitor	60.4%	59.2%	58.4%	*n/a	-	n/a	n/a
4A.5	PSD Recorded Complaints	Monitor	994	989	896	904	893	-10.2%	-101
4A.6	PSD Recorded Complaints: Timeliness (days)	Monitor	83.9	90.9	94.5	96.9	95.5	+13.8%	+11.6

Public Confidence in the Police

Indicators of public confidence in the police saw steady improvements during 2019/20.

*Police and Crime survey measures for the latest quarter have been delayed due to the impact of Covid-19.

PSD Recorded Complaints: Timeliness

The average timeliness for the resolution of PSD complaints has risen from 83.9 days to 95.5 days in the past 12-month period. The year-end columns by quarter have altered and increased since the last iteration of this report, due to revised practices in PSD, a sustained overhaul of the Centurion system and historical complaints now being finalised. The benefits of the overhaul saw a reduction this latest quarter of 1.4 days when compared to timeliness up to June 2020.

See Appendix A for further detail.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4B: Achieving Value for Money – Budget and Workforce

		Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Dec 2019	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
								%	Actual
4B.4	Staffing vs Establishment: Officers	Monitor	98.9% 1,939/1,960	98.2% 1,935/1,970	98.2% 1,935/1,970	98.66% 2,059.01/2,087	*99.32% 2,071.81/2,087	+0.42% pts	+132.81
4B.5	Staffing vs Establishment: Staff	Monitor	96.9% 1,157/1,123	97.0% 1,166/1,131	97.0% 1,166/1,131	99.84% 1,198.89/1,138.67	103.83% 1,186.41/1,142.67	+6.93% pts	+29
4B.6	Staffing vs Establishment: PCSOs	Monitor	87.7% 175/200	84.6% 169/200	84.6% 169/200	83.42% 166.83/200	80.85% 161.7/200	-6.85% pts	-13.3
4B.7	% Contracted days lost to Sickness: Officers	Monitor	5.33% 20,311	5.29% 20,733	5.24% 20,718	4.83% 19,628	4.21% 20,718	-1.12% pts	+407
4B.8	% Contracted days lost to Sickness: Staff & PCSOs	Monitor	5.11% 14,521	5.10% 14,225	5.13% 14,426	4.80% 13,741	4.50% 14,426	-0.61% pts	+95

Budget vs Spend: Revenue/Capital

In terms of budget vs actual spend for the first quarter (Apr-Jun) 2020/21, the Force was predicting a £143k overspend for the full year outturn ending 2020/21 for our revenue budget. The total outturn expected was £221,802k versus a budget of £221,659k.

For capital spend for the first quarter 2020/21 we spent a total of £3,305k and the full year outturn position was £28,241k versus a full year budget of £35,845k which is a difference of £7,604k which is split as slippage of £7,068k and an underspend of £536k.

Staffing: Officers / Staff / PCSOs

As of 30 August 2020, officer establishment levels were showing an increase of 132 officers when compared to the previous year. The number of Police Staff has also increased over the same period (+29), while the number of PCSOs has reduced by 13.

Sickness: Officers / Staff & PCSOs

Overall officers and staff sickness rates have been reducing over the previous two years. The Force has followed government guidelines in response to the pandemic and implemented self-isolation, shielding and in some cases, authorised absences through the Personal Assessment process. These cases are recorded outside of the standard sickness absence process. Nevertheless, absence levels do not appear to have been adversely affected by the pandemic. This may be a result of: greater flexibility and processes encouraging people to stay at home; gyms and sporting activities being restricted – leading to fewer injuries; the arrival new officers increasing overall staffing numbers; changing work practices and workloads reducing leading to reductions in pressure/stress; an increased motivation and sense of duty during a time of crisis.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4C: Achieving Value for Money – Demand Management

		Aim	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	12 months to Sep 2020	Change over last year	
								%	Actual
4C.1	Calls for Service: 999	Monitor	189,325	190,968	195,050	188,570	184,039	-2.8%	-5,286
4C.2	Abandoned Call rate: 999	Monitor	0.057%	0.111%	0.515%	0.70%	0.86%	+0.8% pts	n/a
4C.3	Calls for Service: 101	Monitor	406,989	400,047	388,671	372,991	358,777	-11.9%	-48,212
4C.4	Abandoned Call rate: 101	Monitor	2.0%	2.1%	5.1%	7.4%	10.9%	+8.9% pts	n/a
4C.5	Response times: Grade 1 Urban	Monitor	78.7%	79.3%	-	-	-	-	-
4C.6	Response times: Grade 1 Rural	Monitor	74.6%	74.2%	-	-	-	-	-
4C.7	Response times: Grade 2	Monitor	52.1%	52.5%	-	-	-	-	-
4C.8	Compliance with NCRS	Monitor	94.0%	94.0%	94%-96%*	96.1%	97.2%	+3.2% pts	-

Calls for Service: 999 and 101

999 calls saw successive increases over the last two years, however, the latest year to September 2020 has seen a reduction of over 5,000 calls compared to the previous 12 months. Abandoned call rates for 999 remain extremely low.

Calls to the 101 non-emergency service have also fallen markedly during the year (-12%) and appear to have been unaffected by removal of the nominal call charge. Abandoned call rates for the 101 service, however, have been increasing steadily, following marked decreases since 2018. The recent rise in abandoned call rates is largely attributable to the COVID-19 pandemic, turnover of staff and the impact of training new starters.

Response Times within Target

Response times for the latest full year to June 2020 continue to be affected by the introduction of SAFE and are not available at this time.

Compliance with NCRS

Force NCRS compliance remains strong at 97.2% overall. Priority incident types of Burglary, Robbery, Sexual Offences including Rape, Violence, Knife, Stalking/Harassment and Vehicle, have compliance in excess of 95%.

APPENDIX A

Gun Crime

A Force problem profile for Gun Crime was completed in July 2020; covering the date parameters of 1st January 2018 to 30th March 2020.

Key Insight and Inferences:-

- Recent gun crime increases in Nottinghamshire are attributed to non-lethal weapons and possession offences, assault with injury and criminal damage to dwellings.
- The increase in August 2020 primarily involved the use of air weapons/BB guns by under 18's in open spaces and has been flagged in the Firearms Control Strategy.
- The increase in possession offences is linked to improved proactive policing and intelligence.
- While lethal barrel discharges, namely shotguns, have increased over the past 3 years, organised crime group activity is linked to the majority of them, with a quarter of discharges on 2019/20 being linked to one series.
- While Ashfield saw the highest number of gun crime offences, the City had a greater ratio of serious offences.
- Nottinghamshire noiminals appear to primarily source firearms from contacts in larger UK cities.
- There is a growing trend of using vulnerable people to store firearms.

PSD Timeliness

After the implementation of the new Schedule 3 complaints process in February 2020, it was decided that as the new reporting process was being imbedded it would be an opportunity to look at the outstanding complaints still on the Centurion system.

In June 2020 there were 14 complaint cases that were recorded prior to January 2019. By the end of September 2020, only 1 case remains recorded before January 2020. The knock on effect of these cases being cleared, is that the average number of days to complete a complaint case has been inflated significantly (for example in July 2020 a complaint was finalised that was recorded in December 2018 (completed after 411 working days). However, as most of these cases have now been cleared and a robust system to follow up outstanding complaint cases has been implemented, the average number of days to finalise a complaint case should now be stabilised and an improvement in the average number of days to complete is anticipated.

Further developments within PSD in the 6 months to September 2020 compared to the same 6 month period last year, saw significant improvement in the average number of working days to complete a conduct case; reducing from 214 days to 122 days.

The restructure also saw two local resolution Sergeants moved from the City and County into the PSD umbrella, meaning stronger supervision and more stringent scrutiny of historical complaints. As a result, local investigations have shown a large improvement in turnaround time from 199 days to 153 days in the 6 months to September 2020 when compared to the 6 months to September 2019.

For Information	
Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4th November 2020
Report of:	Mark Kimberley
Report Author:	Tracey Morris
E-mail:	Tracey.morris@nottinghamshire.pnn.police.uk
Other Contacts:	Mark Kimberley
Agenda Item:	10

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

Quarter 2 2020/21 Capital Year to Date Position.

1. Purpose of the Report

- 1.1 The purpose of this report is to provide the forecast financial outturn position for capital for the financial year 2020/21.

2. Recommendations

- 2.1 That the Force Executive Board and the Office of the Police and Crime Commissioner notes the outturn position as detailed in the report.

3. Reasons for Recommendations

- 3.1 To update the Office of the PCC on the Force's forecast outturn position for 2020/21 as at the end of quarter 2 and also to comply with good financial management and Financial Regulations.

4. Summary of Key Points (this should include background information and options appraisal if applicable)

- 4.1 Summary
The Capital Programme for 2020/21 to 2024/25 was presented and approved at the Police and Crime Panel meeting on 6th February 2020.
- 4.2 The total gross expenditure budget approved by the OPCC for 2020/21 was set at £34,589k; this has increased by £87k for CED (Conducted Energy Devices) purchase (decision record 2020.022). A decision was made to reduce the Information Technology budget by £500k and increase the Estates budget by £500k to enable car park extension works (decision record 2020.050) Slippage of £1,169k from 2019/20 has also been added. The programme is summarised in the table below:

	New Budget 2020/21 £'000	Slippage From 2019/20 £'000	In Year Approvals £'000	Revised Budget £'000
Estates	28,770	838	0	29,608
Information Technology	4,712	331	0	5,043
Other Projects	1,107	0	87	1,194
Total	34,589	1,169	87	35,845

- 4.3 The review of capital expenditure shows a forecasted outturn position of £25,678k. This represents an underspend of (£1,076k) and anticipated slippage of (£9,091k). A breakdown of all the projects can be found in Appendix A.
- 4.4 Within the Estates projects are the three new build projects for Nottingham Custody Suite, new Joint HQ Build and the SARC (Sexual Adult Referral Centre). These three areas alone amount to a combined budget of £25,159k and also amount to the majority of the slippage figure currently being forecast of (£6,133k).
- The custody project is a multiyear project to deliver a new Nottingham Custody Suite at a new location within the City, work is now ahead of schedule, and we are therefore at this point in time predicting that the budget allocated to this financial year is at risk of overspending. A request will be made that identifies budget allocated to 2021/22 and recommends that this be brought forward to the current financial year. It is expected that the project will be delivered on budget in totality, but the phasing maybe a little out of line with costs being incurred. For a multi-million pound project, over multi years this is not unusual.
 - The new Joint FHQ build is a multiyear project to deliver a new headquarters supporting the needs of Nottinghamshire Police and Nottinghamshire Fire and Rescue. The build is taking place on existing land, currently owned by Nottinghamshire Police; as such the difficulties experienced with the new custody suite have been avoided with this project. The project is well underway and the build contract has recently been let to Henry Brothers. It is expected that the project will generate a reasonable underspend, the full amount of this needs to be assessed in detail.
 - The current Topaz Centre (SARC) is deemed as unsuitable; there is no scope for extending the building, and no opportunity for co-locating and integrating support services to provide a seamless support package for victims. In addition, the Topaz Centre is in need of reparation and improvement from a forensic perspective and requires urgent mitigation work to bring the building up to United Kingdom Accreditation Standards (UKAS) forensic standards. As a result of this assessment a new build is being undertaken close to the existing Centre. During this financial year it is expected that design and planning fees will be incurred with a view to the build starting April 2021. The capital budget is therefore slightly out of alignment with the planned works, hence the potential for slippage into 2020/21.

- Other projects within the Estates area consist of building improvement, renovation & conversion works, this is an annual programme and reflects the risks identified within the building condition survey. The survey assessed each building in terms of mechanical, electric and fabric works that is required to keep buildings in top condition, the works have been prioritised and these form the basis for this element of the capital programme. Within the plans for this financial year are replacement windows and roof for Radford Road and Oxclose Lane police stations, this work needs to be completed during summer months and due to covid this work is now delayed and will be undertaken next financial year. This is reflected in the slippage figure above.
- Custody improvement project. With the new building being undertaken for the city it became apparent that the facilities at Mansfield may need to be improved to ensure both suites operate to a similar standard wherever possible, this project is intended to upgrade and deliver essential works to Mansfield Custody suite. Estates have commissioned some feasibility works, but no commitments have been entered into. It is expected that Estates will develop a business case to further this project with a view to completing next financial year.
- In July it was decided to increase the number of car parking spaces at a number of stations to accommodate the increase in officer numbers, this budget was achieved by way of a virement from Information Technology Uplift project to create an Estates uplift project, the value approved was £500k.

4.5 The Information Technology host of projects includes refreshing and upgrading the existing IT suite of equipment, continuation of the roll out of ANPR (Automatic Number Plate Recognition), an uplift in equipment representing the increase in officer numbers and ESN (Essential Services Network) which is a National project to replace the current airwave system and devices.

- Technology refresh is a recurring project that has been developed to provide the financial support to refresh and upgrade existing equipment that has reached end of life. The plans for this financial year include the ongoing procurement of BWV (Body Worn Video) devices, replacement laptops, tough books and workstations, DIR (Digital Interview Recording) suites & laptops, nimble storage, Hyper V server hardware refresh, replacement multi-functional devices (printers) and archive storage expansion. Orders have now been placed with contractors to refresh a number of mobile devices within the organisation.
- Operation Uplift includes the increase in BWV and airwave devices.
- ESN is a national programme to replace the current airwave service. The project started some years ago and has seen several setbacks, progress is still fragmented and types of devices have yet to be established. It is expected that the only cost this financial year will be to improve our firewall capability in preparation. It is expected that this project will slip again, with a

further £800k already allocated to 2021/22, it is expected that this budget will slip into 2022/23. The overall budget is likely to increase considerably and discussions at a national level are being held as to how the project will progress.

- Replacement of static ANPR cameras around the County is the focus of this project. Existing cameras are old and the failure rate is high, a number of cameras were replaced last financial year, with the last instalment delayed due to manufacturing issues in relation to Covid-19. There is scope and plans for further cameras to be replaced this financial year.

4.6 Other projects include vehicle replacement, increase in the fleet and more recently an increase in CED devices.

- Operation Uplift represents the impact on the force in relation to vehicles tied in with the increase in officers, costs currently attributed to this area are 11 Skoda Octavia's for operation Reacher, 3 Skoda Octavia's for additional capacity across the force. The running costs for the vehicles have been reflected in the revenue element of the Transport budget.
- Vehicle replacement is an annually recurring project that has been developed to provide the financial support to replace non-Venson vehicles that have reached end of life. There is a plan on which vehicles this will provide and progress is being made in delivering the plan which is expected to be on budget at the end of the year.

5. Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within item 4.

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 Monitoring of the accounts is problematic and errors in the data continue to be reported.

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 monthly basis.

12. Appendices

- 12.1 Appendix A – Capital Projects

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

13. There are no background papers relevant to this report.

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

APPENDIX A

Capital Projects

	Revised Budget	Out-turn	Under Spend	Slippage to 2021/22
	£'000	£'000	£'000	£'000
Estates				
Nottingham Custody Suite	12,400	13,003	0	603
New HQ Joint Build	11,959	5,229	(628)	(6,102)
Building Improvement, Renovation & Conversion Works	2,640	906	(66)	(1,668)
SARC New Build	800	166	0	(634)
Estate Improvements	582	186	(319)	(77)
Northern Control Room Conversion & Refurb.	362	2	0	(360)
Custody Improvements	166	101	0	(66)
West Bridgford Relocation	183	183	0	0
Hucknall EMAS	17	17	0	0
Operation Uplift - Estates	500	500	0	0
	29,608	20,292	(1,013)	(8,303)
Information Services				
Technology Services Refresh & Upgrades	2,573	2,573	0	0
Operation Uplift - IS	1,426	1,426	0	0
ESN	800	12	0	(788)
ANPR Camera Project	244	244	0	0
Command & Control	0	(2)	(2)	0
	5,043	4,253	(2)	(788)
Other Projects				
Operation Uplift - Fleet	572	572	0	0
Vehicle & Equipment Replacement	435	374	(61)	0
Operation Uplift - Other	100	100	0	0
Taser	87	87	0	0
	1,194	1,133	(61)	0
Total	35,845	25,678	(1,076)	(9,091)

For Information	
Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4th November 2020
Report of:	Mark Kimberley
Report Author:	Tracey Morris
E-mail:	Tracey.morris@nottinghamshire.pnn.police.uk
Other Contacts:	Mark Kimberley
Agenda Item:	11

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

Quarter 2 2020/21 Revenue Year to Date Position.

1. Purpose of the Report

- 1.1 The purpose of this report is to provide the forecast financial outturn position for revenue for the financial year 2020/21.

2. Recommendations

- 2.1 That the Force Executive Board and the Office of the Police and Crime Commissioner notes the outturn position as detailed in the report.

3. Reasons for Recommendations

- 3.1 To update the Office of the PCC on the Force's forecast outturn position for 2020/21 as at the end of quarter 2 and also to comply with good financial management and Financial Regulations.

4. Summary of Key Points (this should include background information and options appraisal if applicable)

4.1 Summary

As reported in the 2020/21 budget £3m ring fenced Performance Grant in relation to the uplift of an extra 20,000 officers nationally was reported. The grant has been approved and the income is being received monthly this is to alleviate any cash flow issues that may have been caused through Covid-19.

At the end of Q2 the force has incurred additional costs/loss of income of £622k in relation to Covid-19 as well as £300k in relation to orders that have been delayed, the cost of which should have been incurred during 2019/20. These costs along with additional overtime spends would have resulted in a larger overspend position than that being reported, however the considerable savings on vacant staff posts have off-set much of those costs.

- 4.2 The total net expenditure budget approved by the OPCC for 2020/21 was set at £221.6m, this is split between Police and OPCC as per the table below.

Net expenditure budget	Police £m	PCC £m	Total Base £m
Employee	142.9	0.9	143.7
Premises	6.1	0.0	6.1
Transport	6.1	0.0	6.2
Comms & Computing	8.9	0.0	8.9
Supplies & Services	9.8	-	9.8
Agency & Contract Services	12.9	5.6	18.4
Pension	34.5	0.1	34.6
Capital Financing	8.5	-	8.5
Income	(13.1)	(1.5)	(14.6)
Grand Total	216.5	5.1	221.6

4.3 Detail

The review of revenue expenditure shows a forecasted outturn position of £209k overspend for Police and an on budget position within the OPCC. This report will review each of the expenditure areas relating to the Police element of the budget.

Expenditure Type	Total Base £'000	Virements £'000	Revised Budget £'000	Q2 Outturn £'000	Variance Over/(Under) £'000
Employee	142,858	1,594	144,452	143,563	(889)
Pension	34,460	366	34,825	35,012	187
Agency & Contract Services	12,763	32	12,794	14,068	1,274
Supplies & Services	9,834	394	10,228	10,971	743
Comms & Computing	8,915	377	9,292	9,825	533
Capital Financing	8,482	1,000	9,482	9,171	(311)
Transport	6,144	2	6,146	6,310	164
Premises	6,118	(1)	6,117	6,495	378
Income	(13,054)	(3,729)	(16,784)	(18,653)	(1,870)
	216,519	35	216,554	216,762	209

Employee costs: includes pay, allowances and overtime but excludes pension contributions.

The current forecast shows an underspend position of (£889k); this relates to underspend on staff pay of (£480k) representing a high number of vacant posts; an underspend on officer pay of (£345k) reflecting an increase in retirees and an adjustment to the start date of IPLDP officers; and a slight overspend on PCSO pay of £8k. Overtime is currently predicted to overspend at around £99k; this is partly due to the 2 hours self-approval process not yet being removed from the system, this will take effect from 28th September. Within this section are other employee expenses, included in that area are external training course costs, this shows an underspend position of (£168k) and is due to courses being cancelled due to Covid-19 issues, much of this will therefore be an added pressure in the 2021/22 budget as accredited training requirements are caught up.

Pension costs include payments for employees along with pension's payrolls for ill health and injury pensions.

The forecast currently shows an overspend position of £187k. An accrual for £150k has been made in respect of pension remedy compensation claims, which is off-set by a saving on staff standard pension contributions reflecting the current vacant posts in the organisation. A review of pension injury payments shows an increase in costs of £100k.

Agency and Contracted Services costs; includes collaboration charges, partnership costs and mutual aid charges.

Current forecast is an overspend position of £1,272k. MFSS costs have reduced; £342k of this is a reduction in the GEN 2 costs with inflation and relative growth being £312k lower than expected.

A charge from the region for EMSOU collaboration charges of £1,696k has been received, this will in part be off-set by income, however there will be an overall shortfall of £211k representing officer in kind payments.

There is likely to be a reduction in income generated by EMSCU of £210k.

Supplies and Services costs; includes all non-pay operational costs.

Current forecast is an overspend position of £743k; the majority of this reflects an increase in insurance premiums of £310k. As a result of increase insurance premiums the contribution to the Insurance reserve will be reduced by £310k. A fee of £219k has been incurred in respect of Avon and Somerset Police opting out of the MFSS (Multi Force Shared Services) Collaboration. £250k efficiency saving allocated here will be incurred in other areas, it is anticipated that this will be achieved in full across the force.

The force will incur an additional £230k of professional fees and consultant's fees re EMSCU which is off-set in income.

Communications and Computing costs includes the costs of the information technology estate incorporating call charges, software licences, upgrades, networking, airwave and postage costs.

Current forecast is an overspend position of £533k and this relates to £320k increase of costs from the Home Office, a rise of 19% on previous years. £157k of orders that were delayed due to Covid-19 and now impact on the 2020/21 financial year; £355k of costs in relation to increase in airwave, Niche, licence and air time costs reflecting the growth in officer numbers. These costs have been off-set by income from the uplift performance grant and savings of (£116k) in relation to closing of systems and phone/data lines no longer required. The balance of £172k relates to various contract renewals being higher than anticipated.

Capital Financing includes the transfers in and out of reserves, contributions to capital financing, MRP (Minimum Revenue Provision) charges and interest costs.

Current outturn position is (£311k) underspend. The MRP has been increased by £332k to reflect the shorter lifetimes of assets that have been funded by borrowing, capital receipt contributions are also expected to be lower. This is off-set by (£456k) transfer from general reserves. A review and removal of property stored on force premises resulted in (£147k) funding from the Property Act Fund.

Transport costs, includes the cost of running the force fleet and other travel costs.

Current forecast is an overspend position of £164k. The position reflects rising prices per litre for fuel, and an increase in contract charges for higher specification vehicles. There has been a higher number of written off vehicles, some of the cost of these will be recouped through insurance claims in due course.

The increase in costs are off-set in part by (£240k) relating to a decision by the Speed Camera Partnership not to replace some of the existing fleet, an opposite entry to reserves is shown in Capital Financing.

Premises costs include the running and upkeep costs of the estate.

The current forecast shows an overspend position of £378k. The overspend is due to retaining buildings for longer than expected, Worksop and Holmes House being the main costs at £110k. An additional £36k relates to cleaning costs due to Covid-19.

The force is now incurring costs for regional buildings which sit within our County, these costs are being recharged back to the region £208k and show as additional income.

Income includes grants, partnership funding, fee income and seconded officers' recharges.

Currently forecast to increase by (£1,870k). (£733k) reflects the income due to off-set the EMSCU charges. (£1,684k) reflects the income from EMSOU CID for officers in kind contributions; (£179k) off-sets costs of regional buildings; (£161k) additional income generated from investment interest, this is off-set by £418k loss of income for sporting events as a result of Covid-19. A reduction of £901k income from the Speed Camera Partnership, due to a decision not to replace vehicles which are off-set by reduced contribution to capital financing and a reduction in income due to Covid-19.

5. Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within item 4.

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 Monitoring of the accounts is problematic and errors in the data continue to be reported.

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 monthly basis.

12. Appendices

- 12.1 None

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

13. There are no background papers relevant to this report.

NB

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

For Information	
Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	4th November 2020
Report of:	Chief Constable Craig Guildford
Report Author:	Laura Spinks
E-mail:	Laura.spinks@nottinghamshire.pnn.police.uk
Other Contacts:	Inspector Styles-Jones
Agenda Item:	12

Chief Constable's Update Report November 2020

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner of significant events and work that has taken place since the previous update in March 2020.

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 Office of the Police and Crime Commissioner (OPCC) is aware of significant and notable events since the previous update report in March 2020 and receives appropriate assurance regarding the work being undertaken by the Force.

4. Summary of Key Points

- 4.1 Please see Appendix 1 for the full report.

5. Financial Implications and Budget Provision

- 5.1 Any financial implications and/or budget provision for the work outlined in the attached appendix have been accounted for through the Force financial governance process, led by the Head of Finance.

6. Human Resources Implications

- 6.1 Any staffing implications relating to the areas outlined in the main report will have been considered by the People Services Department.

7. Equality Implications

- 7.1 Nottinghamshire Police is working hard to become even more representative of the communities we serve and with our staff to ensure they have the

opportunity to progress and develop to make sure that this representation is reflected at all levels within the organisation.

- 7.2 Our equality objectives are engrained throughout all areas of our policing whether that be operational policing, engaging with local and diverse communities, and working closely with our partners.

8. Risk Management

- 8.1 This is an opportunity to make the OPCC aware of the significant events for Nottinghamshire Police, the majority of which are already in the public domain.
- 8.2 Organisational risk management takes place as part of the Force's core business and is governed through the Chief Officer Team and senior managers using a robust and transparent process.

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

- 9.1 There are no policy implications arising from this report.
- 9.2 The attached appendix provides updates on areas of business set out against each of the four Police and Crime priorities.

10. Changes in Legislation or other Legal Considerations

- 10.1 There are no legal considerations relating to this report.

11. Details of outcome of consultation

- 11.1 There has been no consultation on this report as it is for information only.

12. Appendices

- 12.1 Appendix 1 – Chief Constable's Update Report November 2020.

Appendix 1



Chief Constable's Update Report

Strategic Resources and Performance Board

November 2020

Version 1

1.0 Introduction

- 1.1 I want to start by expressing my condolences to the family, friends, and colleagues of Sergeant Matt Ratana who was tragically shot and killed whilst on duty at a custody suite in Croydon in September. The investigation is ongoing and the incident brings home to everyone in the policing family the bravery and dedication shown by frontline staff, who serve the community to keep others safe.
- 1.2 Since my previous update report in July 2020 a significant amount of work has taken place within Force, which must be taken in context with the emergence of COVID-19 and the impact that this has had on daily business. We have successfully shifted our focus to allow us to maintain our highly professional approach and core business whilst also dealing with changing and increasing demands on the front line. Despite the challenges that COVID-19 has presented, our officers and staff have risen to the challenge. I want to take this opportunity to thank everyone for their continued dedication during such an uncertain time and for continuing to work hard to make the communities in Nottingham and Nottinghamshire feel safe and reassured.
- 1.3 I'm pleased to report that all crime performance continues with a downwards trajectory. We saw a decrease in recorded all crime of 8,778 offences in the 12 months to June 2020. It is likely that the impact of COVID-19 on social interaction and lockdown measures were responsible for some of this reduction however the positive trend provides members of the public and our partners with confidence that we are working hard to protect people from harm and to tackle crime and anti-social behaviour.
- 1.4 Our first virtual annual awards event will be held later this month to showcase the excellent work of our officers and staff. Having made the decision to cancel the usual ceremony due to the restrictions upon us all, we've opted to televise a documentary in collaboration with Notts TV. The show will focus on key events, incidents and people who have gone above and beyond the call of duty in the previous year and I'm excited to see the show, which is due to air at 9pm on Saturday 28th November.
- 1.5 We have had a number of excellent results from policing operations recently and I will go into more detail about some of these later in this report.
- 1.7 The information in these update reports should also be taken in the context of our heavily scrutinised budgets to ensure that we are continuing to spend public money wisely.
- 1.8 This update report provides information on just some of the work that has been taking place recently and is set out by each of the Police and Crime Commissioner's four strategic priority themes:
 - Protecting people from harm
 - Helping and supporting victims
 - Tackling crime and antisocial behaviour
 - Transforming services and delivering quality policing.

2.0 Strategic Theme 1: Protecting People from Harm

- 2.1 As I have outlined in my introduction, we have had to alter the way in which we carry out our business as a result of COVID-19 so that we can continue to protect people from harm. This remains a key objective for Nottinghamshire Police as well as our partners and we continue to work with our communities to ensure that neighbourhoods in the City and County remain safe places for people to live, work and visit.
- 2.2 Since the pandemic we have had increasingly difficult times in terms of policing and maintaining our core business. Officers and staff have had to police public compliance with the rules set by the Government and Public Health England as well as facing changes in standard policing practices for things such as taking telephone statements to ensure social distancing from a custody perspective, wearing of personal protective equipment and the wearing of face coverings. Policing does not stop. Our officers and staff have worked tirelessly to continue to protect people from harm as well as having additional responsibilities during lockdown to ensure that people were adhering to the 'stay at home' guidance and more recently, complying with social distancing measures.
- 2.3 In September, we issued a £10,000 fine to a resident in the Meadows who blatantly flouted the rules around Coronavirus and hosted a 50-guest house party in Lenton. Fines can and will be issued to those who break the rules and put other people's lives in danger. We are all aware of the risks presented by the pandemic and everyone has a personal responsibility to know the rules about social gatherings and social distancing. Wherever possible Nottinghamshire Police will try to engage with people, explain what the legislation is and encourage them not to break the rules in the first instance. Where people don't comply with this the legislation is clear and is our job to help protect communities and slow the spread of the virus where possible through enforcement. We have received additional funding from Government and spending will include increasing our Op Bion patrols.
- 2.4 Moving on from COVID, I want to say how pleased I am with the recent announcement from the Government that they plan to bring forward legislation to double the maximum sentence for those convicted of assaults on frontline staff, including police officers, firefighters and paramedics. We not only need to protect our communities from harm, but we also need to protect our officers and staff. Everyone has a right to feel safe in their job but sadly, all too often, emergency workers continue to face abuse and assaults while carrying out their duties. The change in law is absolutely the right thing to do and I am pleased that the maximum jail sentences for assaults on emergency workers will be increased to two years. This sends out the right message that this kind of abuse to officers and staff will not be tolerated and I hope that it makes people feel more secure in carrying out their duties.
- 2.5 I mentioned in my previous update report that we were taking part in the national week of action for Operation Sceptre back in March, which is a national effort to tackle knife crime. All of the tactics used will be safely adapted to ensure compliance with COVID-19 for two further weeks of action later this month (9th – 15th November). This will involve working

with Border Force once again to increase intelligence shared with forces allowing further preventative action, test purchase operations, stop and search, weapon sweeps, educational input, community engagement events and raising awareness of knife retailers.

- 2.6 In Nottinghamshire, all knife crime is showing a year to date reduction of 2.7% with a 29.5% reduction in possession offences. There was a small anticipated increase in offences following the easing of the lockdown in June and July, but rates have returned to normal, with downward trajectory levels through August and September.

We are investing 900 hours of overtime monthly in specific knife-crime policing activity. This is shared between the Knife Crime Team, Operational Support, Integrated Offender Management as well as City and County Neighbourhoods. This is yielding good results in arrests, stop searches and weapons seizures, taking items off the streets and protecting people from harm.

As well as a knife amnesty and dedicated policing operations in support of the week of action, we are working with the Violence Reduction Unit (VRU) to engage the community to an even greater extent. City and County Youth Justice Services will also be engaged in promoting and supporting the national effort. A film is being made, promoting desistance messages with a local theme, being produced in Nottingham. This film will be released to coincide with the week of action and will be run on, the already successful, #NG social media site.

Some further positive work from a proactive point of view is the recent refresh to the knife crime guidance for officers, which emphasised the need to engage the Youth Justice System in disposal decisions for offenders 15 years and under. This will ensure that disposals are proportionate and appropriate and that diversion opportunities are maximised in the first instance.

- 2.7 Our Operational Support Department have had an uplift in the Tactical Support Group (TSG) unit from the beginning of September growing from 3 to 5 teams. This means that they can provide greater coverage for core TSG functions, such as Search, Police Search Adviser (PoSA) and Licenced Search Officer provision, VIP visits, public order policing and football policing. They will also be able to provide support to night-time economy (NTE) policing operations every Friday and Saturday evening and other key dates throughout the year. The team will continue to work with Operation Reacher staff and neighbourhood teams in support of local enforcement activity. The benefits of this is an even greater specialist support to regular policing duties making sure we go further in terms of keeping people safe and protecting them from harm.
- 2.8 Back in August we successfully facilitated a number of protests in the City Centre with regards to Black Lives Matter following the tragic death of Lloyd George in the US. The protests were largely peaceful and any issues were resolved very quickly by officers and event organisers. There were large groups of people gathering in one location to make their voices heard and our officers and frontline staff were able to engage with people

throughout the event to ensure it took place in the safest manner possible, protecting people from harm.

- 2.9 We have continued to welcome new police officers to the force despite the impact of COVID-19 as part of Operation Uplift. We recruited 282 officers during 2019/20 and are planning to take on a further 300 by March 2021. We are recruiting new officers from a diverse range of cultural backgrounds to ensure that Nottinghamshire Police is more representative of the communities we serve and on recent cohorts BAME representation has been as high as 30% which is particularly pleasing to see.
- 2.10 Protecting the public is at the heart of what we do. The Public Protection Department continue to use proactive and innovative approaches to manage those individuals who pose a risk to our local communities as well as undertaking effective investigations.
- 2.11 Our new Stalking Officer has increased awareness and performance in terms of the investigations of stalking including the obtaining of 13 Stalking Protection Orders since the introduction of the new legislation on 20th January this year. On the 3rd February 2020, Nottinghamshire Police was the first in the country in obtaining a non-domestic related Stalking Protection Order. There have been 6 breaches of these orders and the perpetrator became the first offender in Nottinghamshire to be sentenced for breaching a Stalking Protection Order in April 2020.
- 2.12 Our Modern Slavery Team also achieved the force's first Slavery and Trafficking Risk Order granted in October. The order was placed for a domestic servitude and labour exploitation case in which a female from Malaysia was recruited as a nanny to a home in Nottinghamshire but exploited once here. The Crown Prosecution Service deemed there was insufficient to proceed with a prosecution however the court granted the order, recognizing the risks and wanting to ensure the offender is unable to continue to act in this manner. The order is one of only 14 in the Country and Nottinghamshire will continue to tackle Modern Slavery and protect people from harm.
- 2.13 Nottinghamshire Police continue to react positively to online Child Activist Groups (otherwise known as paedophile hunters). The following are examples of online child sexual abuse activist group (OCAG) incidents resulting in jail sentences for three men:

Adnan Farzat was sentenced to two years six months in prison for attempting to engage in sexual communication with a child, attempting to incite a child to engage in sexual activity, attempting to cause a child to watch a sexual act and attempting to meet a child following grooming. Farzat thought that he was contacting an underage girl when in fact he was speaking to an adult male posing as a child. Evidence gathered was passed to Nottinghamshire Police who conducted an investigation that led to the arrest and charging of Farzat. He was sentenced at Nottingham Crown Court on Monday 13 January 2020. He was also placed on the sex offenders register indefinitely.

Kevin Hemming was jailed for 16 months for attempting to engage in sexual communication with a child and placed on the sex offenders register for 10

years. Hemming was also investigated after someone impersonating an underage girl gave evidence to Nottinghamshire Police.

Dean Rogers attempted to meet up with what he believed to be a 13 year old girl in Nottingham City Centre. The girl was in fact an adult, acting as a decoy for an OCAG. Prior to the meeting Rogers expressed on a number of occasions his desire to have sex with the 13 year old girl and sent multiple sexual images of himself. He was sentenced at Nottingham crown court where he received 4 and a half years imprisonment and a sexual harm prevention order for 5 years.

- 2.14 Operation Turquoise was the investigation into a stranger rape that occurred in early December 2019 off Carlton Road, Nottingham. The victim had been out with friends and upon leaving a city night club she became disorientated as she was heavily intoxicated. She began to make her way home, which was only a short distance away, but became lost. She had limited memory of the events that followed but recalled meeting a male who subsequently attacked and raped her. No suspect was identified initially but a lengthy investigation finally identified Paul Warrington through a car key left behind. The officers undertook a tireless investigation, which led to Warrington's only option to plead guilty and he was subsequently sentenced to 9 years imprisonment.
- 2.15 As an organisation we are aware of the importance of our mental health and wellbeing and that of the communities we serve. Our Mental Health Street Triage Team is made up of medical professionals from Nottinghamshire Healthcare working alongside front line officers, providing an integrated response to incidents where those affected present with mental health issues. Throughout lockdown, the team continued to support people, recognising the impact that the pandemic was having and continues to have, on people's lives. The team do a fantastic job delivering care to those with complex needs or in situations where traditional policing methods might not be appropriate. This provision is critical in protecting people from the harm that mental health can do and helping to keep our communities safe and secure.

3.0 Strategic Theme 2: Helping and Supporting Victims

- 3.1 Helping and supporting victims of crime remains central to our core aims and objectives. We work tirelessly to bring those responsible for criminal acts to justice and to provide appropriate support to victims and witnesses throughout our investigations.
- 3.2 The Criminal Justice system has seen a significant backlog of court cases as a result of the pandemic. The backlog of cases has now been listed in Nottinghamshire but the clearance date has been projected to be 16th February 2021, which is the latest in the region. Nevertheless, the backlog clearance trajectory date has been brought forward from 31st March 2021 due to CPS lawyer resource being temporarily switched across to Nottingham from Northampton and thereby facilitating a number of additional Not Guilty Anticipated Plea (NGAP) Courts. HMCTS and CPS are also looking at additional NGAP resource to further bring forward the trajectory date into December 2020. Reviews of low level, victimless cases already in the system are being undertaken in an attempt to discontinue cases that are no longer deemed in the public interest or to use an alternative out of court disposal to reduce the demand on the courts. However there remains a real risk to the volume of multi-defendant cases awaiting trial at the Crown Court due to HMCTS operational practices.

The pre-charge support function was extended to the Mansfield Prisoner Handling Team as of 9th October and the pre-charge Criminal Justice team was almost fully staffed by 5th October. This will enable the team to process far more pre-charge files on behalf of officers in order to provide the CPS with a better quality file resulting in obtaining quicker charging decisions for the victims and witnesses of crime.

The prosecutions section has gone through a robust 6 month review process whereby all functions have been process mapped in order to identify efficiencies and pinch points. This has resulted in many changes being proposed, including a cradle to grave approach so that file preparers have case ownership and to reduce duplication. The section will also benefit from an evidential review meaning that cases which have a realistic prospect of conviction should get a quicker court date. This increases the chance of obtaining a successful outcome for the victims and witnesses of crime.

- 3.3 The Police ICT company have developed the Cyber Tools app, which was initially designed by the Met. We have introduced this in Nottinghamshire to assist front line and operational staff with cyber and digital related matters. Cyber Crime continues to grow in both volume and threat and this app will help ensure that officers and staff have the knowledge and capability to deal with it. It provides users with the ability to respond to cyber crime consistently and competently across all parts of the Force area. It is essential that our staff and officers are able to adapt and respond to changing crime types in order to efficiently and effectively help and support victims of crime.
- 3.4 I regularly receive thank you letters from local groups and individuals who we have supported as victims and from members of the community.

My officers continue to conduct themselves with great assurance and professionalism whilst dealing with some shocking and emotionally challenging incidents. They continue to provide support to victims and their affected families.

- 3.5 As I reported previously, the Public Protection Department has engaged in collaborative provision of services with the co-location of specialist support services at both of our Public Protection hubs. Independent Sexual Violence Advocates (ISVAs) and the same service for children and young people (CHISVAs) work closely with officers to ensure service provision in relevant cases.
- 3.6 I am proud of our commitment to working in partnership to tackle stalking. In addition to the update around Stalking Protection Orders mentioned in the previous section our Public Protection staff continue to work in collaboration with partner agencies to deliver a monthly multi-agency stalking clinic, assessing and acting on the risks posed by perpetrators in order to improve the lives of victims.
- 3.7 Following some excellent partnership working in 2019/20, Nottinghamshire Police and both Local Authorities share information of children who are subject to Child Protection Plans (CPP). The new safeguarding arrangements for children are also now in place, both in the City and County, following the introduction of Working Together 2018. Now known as the Safeguarding Children Partnerships, we are fully embedded in these arrangements, both at a strategic and tactical level. These arrangements mean that we can provide additional help and support to child who are victims of abuse.
- 3.8 I am able to update on our response to the Independent Inquiry into Child Sexual Abuse (IICSA). An independent external evaluation of our practices concerning harmful sexual behaviour including responses, prevention, assessment, intervention and workforce development took place in November/December 2019, under commission to the NSPCC. The NSPCC has concluded its evaluation, presenting its findings in a joint event on 17th July 2020 and the delivery plan is being led by Nottingham City Council.
- 3.9 Supporting people who need our help and upholding the victim code of practice is at the heart of what we do and I always see examples where my staff and officers provide an excellent service to victims of crime. The following are just a couple of recent outcomes, which highlight this ongoing commitment.

PCSO Lucy Oram, recently received praise from a therapist in the City Council who deals with young people, regarding her involvement in a case and her professionalism, which undoubtedly helped her support a member of the community. The therapist said, "I am the allocated therapist supporting a family who live in the Radford area and I have been engaging with PCSO Lucy Oram throughout my time working with the family. Just wanted to pass on my feedback regarding her support so far as I have always found her to be outstanding. She has always been available to talk and offer advice, she met with myself and parent to discuss the situation and she was welcoming, supportive, well-informed, knowledgeable, non-judgmental, warm amongst many, many more. She really has been a great network of support for myself and for parents."

A Neighbourhood Policing Team recently dealt with an issue at Bulwell Forest. One of the residents there had been causing ASB and significant issues for one of his neighbours in particular. The beat team worked with Community Protection and Metropolitan Housing to problem solve the matter. However, during a recent visit to the address to discuss the breach of a Community Protection Warning Notice the resident became aggressive and assaulted the Housing Manager as well as making threats to harm another resident. Statements were collected from professionals and witnesses at the address and the subject was interviewed. Two charges were authorised for Public Order offence Fear or provocation of violence and Assault by Beating. The Community Protection Team have thanked the beat team for their decisive action in the matter and for taking robust steps to manage the suspect and his unacceptable behaviour.

4.0 Strategic Theme 3: Tackling Crime and Anti-Social Behaviour

4.1 In Nottinghamshire, police recorded crime decreased by 8,778 offences in the 12 months to June 2020. These figures can largely be attributed to the impact of restrictions due to COVID-19. However, in July the Office of National Statistics published the full year of crime figures for 2019/20. These statistics showed that all crime fell across Nottinghamshire with 457 fewer incidents report to police. Burglary fell from 7,866 to 7,660, knife crime dropped from 887 to 769 offences and crimes such as violence with injury, sexual offences, robbery, bike offences, shoplifting, and criminal damage and arson all fell when compared to the 12 months prior. This reduction in crime is hugely reassuring and is testament to the hard work taking place across the organisation to tackle crime and anti-social behaviour. The Force's neighbourhood policing model and increase in frontline staff have undoubtedly led to this reduction in crime along with specific policing operations, such as Operation Reacher, and dedicated knife crime, robbery and burglary teams in the City working with communities and our partners.

4.2 Since launching in April 2018, Operation Reacher has seen millions of pounds worth of drugs, hundreds of thousands of pounds worth of cash and hundreds of illegal vehicles taken off the county's streets, alongside securing a number of significant convictions as a result. In June we took delivery of the first of the new cars that are now being used to target local criminals and those involved in serious and organised crime across the county.

Dedicated Reacher teams were introduced in the remaining twelve neighbourhood policing areas across Nottinghamshire on Monday 5 October 2020. Their job is to proactively build links with their local communities, guide people away from a life of crime and to pursue and disrupt the people in those communities who cause most harm. As part of the expansion, each of the remaining neighbourhood teams were joined by a team of six new officers, each led by a sergeant and an Operation Reacher car. The new teams join the rest of the neighbourhood policing family and add additional pressure on those who routinely engage in serious criminality to tackle this crime and anti-social behaviour.

On the first day of the extended team drugs, cash and weapons were seized with a series of warrants across Nottinghamshire. A 25 year old man was arrested following the warrants in Burnside Road, Westerham Close, Darnhill Crescent and Chidlow Road. 2 illegal tasers were also seized during the search of a property. This was a fantastic result by the teams and I know that working with communities and partners, we will see more results like these over the months to come.

Another excellent yield in the first week of action saw a recovery of nearly two kilograms of cocaine from a property in Radford as officers from a Reacher Team worked with colleagues from Warwickshire Police in the execution of a warrant to find a local man that was wanted. The 45 year old man was also located and arrested in relation to the possession and supply of drugs.

4.3 Previously I outlined how our innovative policing tactic with regards to the use of a police drone, introduced in January, is helping us to tackle crime and anti-social behaviour. This excellent work has continued and at the beginning of September, officers attended

reports of a cross boarder case over in Newark following reports of theft of Asian gold jewellery. Following information passed to us by Lincolnshire Police, the Roads Policing Team, along with Armed Response Vehicles (ARVs), dogs and the drone were all in action pursuing suspects who rammed a Police vehicle and then made off on foot through gardens. The drone was able to follow over the gardens whilst passing communications to officers on the ground, which led to three arrests. The drone has now been directly involved in 47 arrests (data to September 2020).

A number of Special Constables have now also joined the Drone Team to support spontaneous and pre-planned operations. This will all help us to improve efficiencies and effectiveness regarding deployments meaning that we can provide this resource to officers on the ground around the force quickly and safely.

- 4.4 Operation Xylographer concluded in June with the sentencing of 11 offenders for conspiring to supply Class A and Class B drugs. Kane Price received a 12 year custodial term for his leading role within the group. Reece Hofton, also categorised as a leading defendant, was sentenced to 7 years and 4 months. Simon Beatson received 7 years and 9 months for his significant role and Donelle McDonald received 5 years for a lesser role. In addition to his involvement with the group for drugs supply, Alex Palmer also received a consecutive sentence for possessing an imitation firearm with intent to cause fear of violence totalling 4 years. The investigation team worked tenaciously for over a year, investigating this highly complex case, and ultimately removing the criminal gang from the streets. The result showcases the breadth of work undertaken by members of the Serious and Organised Crime Task Force, tasked from inception and culminating with the significant custodial sentences, tackling serious crime and protecting the community for a generation.
- 4.5 In August a 16 year old boy was found guilty and sentenced to 13 years in prison for the murder of Ezekiel Clarke. Ezekiel was just 17 years old when he was murdered in Radford in February after being stabbed twice. The offender was also found guilty of robbery and possession of a bladed article in a separate incident. In addition, 19 year old Jaheim Williams was also found guilty of manslaughter and sentenced to 7 and a half years in prison for Ezekiel's murder. Whilst the sentences given will never fill the void left by the loss of Ezekiel for his family and friends, they do give a clear message that Nottinghamshire Police will not tolerate people carrying knives. As highlighted in section 2.3 above, Nottinghamshire Police has a dedicated Knife Crime Team committed to tackling violent crime along with a range of tactics and operations that we use to prevent and reduce knife crime. We investigate all reports of knife crime thoroughly and we work with our partners to tackle violent crime through education and enforcement. We will not tolerate these crimes and invite anyone who knows of someone who carries a knife to report their concerns to us.
- 4.6 A burglar who confronted a frightened woman in her own home was tracked down and arrested minutes later thanks to the good thinking of a passing bus driver. Kelvin Briggs, 48, climbed over a garden fence in broad daylight before forcing his way through a set of patio doors and confronting the woman in her kitchen. A bus driver who was taking a

break spotted him scaling the fence. The driver saw Briggs outside the address in March and immediately called the police. Inside the property – and out of sight of the driver – Briggs demanded cash from his victim and the keys to her car. However, after hearing the approaching sirens he fled the scene with only five pounds in cash. As the driver began to follow Briggs he remained in contact with the Nottinghamshire Police control room and was later able to direct officers to a neighbour's garden where he was found hiding. Briggs, of London Road, Nottingham, appeared at Nottingham Crown Court on 10th September after admitting an offence of burglary. He was sentenced to four months in prison suspended for two years and ordered to complete 150 hours of unpaid work. This kind of intrusive burglary can have a lasting impact on victims and the calm actions of the bus driver brought the incident to an early conclusion.

4.7 Some good work by the previous Street Offences Team, which were a dedicated team to tackle street crime and violence in the Arboretum area, is very noteworthy. The team came together in June 2018 and were a team of 4 officers. Over the 27 months they made 418 arrests, conducted 560 stop and searches, reported 268 people for summons or other out of court disposal and seized 189 vehicles. The good work of this small team has impacted hugely on the quality of life and safety of residents and visitors to the Arboretum area. The team will naturally be succeeded by the new Operation Reacher team who will continue this good work.

4.8 I provided an update on how we are improving our understanding of hate crime and working with partners to tackle this in my previous update report. As we continue to monitor the impact of the pandemic on our communities, we have seen a shift in hate crime reporting with new hotspot areas that include smaller shops and neighbourhoods with a marked reduction in the city centre as a result of the slow in footfall in the night time economy. We have observed an increase in online reporting as people turn to technology to communicate and we have turned to the internet and social media ourselves to take part in online PRIDE and other events such as hate crime awareness week.

Together with partners we have changed our focus to new initiatives to better engage with our communities using new materials translated into Cantonese and Arabic improving our ability to deliver messages and respond to various communities. This also encourages reporting in a time when social cohesion has been affected by the impact of global events. We have sought to bring our collective response to areas that need it the most and have helped secure funding for 8 places of worship to assist with new security measures.

Overall reporting figures have seen a small increase in comparison to the same time last year with a 3.55% increase in crime and an overall increase of 1.13% inclusive of all incidents. We currently hold an 86% conviction rate and satisfaction rates remain stable at 84.5%.

4.10 We are continuing to further professionalise our approach to tackling serious and organised crime by adapting our approach and responding to changes. I can report that in relation to modern slavery and county lines, data around the increase in intelligence

reports shows that offending known to the force is increasing. Officers and partners have received training from the Modern Slavery Human Trafficking and County Lines teams equipping them with the tools to recognise the signs of these crimes at the earliest opportunity. In addition, a national report published recently by the National Police Chiefs Council (NPCC) showed that Nottinghamshire Police were the 5th highest in terms of the number of charges granted and non-charges directed (so cases referred to the prosecuting authority).

- 4.11 In September, a 35 year old man was charged with modern slavery offences. Elvis Scriparu, a 35 year old living in New Basford, was charged with arranging or facilitating travel of another person with a view to exploitation, requiring a person to perform forced labour and having possession of criminal property. The victim required specialist support by officers from Nottinghamshire Police and partner agencies. This was a good result and Scriparu will appear at Nottingham Crown Court on 21st October.
- 4.12 Finally for this section, I wanted to update on Operation Relentless, which was a plain clothes operation for the City Centre. It was designed to deal with drug issues, in particular around Mamba at its inception, however it has now developed in the City Centre with the proactive team dealing with all drugs and weapon crime. During the past 22 months, I can report that there have been 1,143 drug offences, predominantly finding drugs on people; 568 people arrested for various offences, including theft, weapons and criminal damage. 55 weapons were seized, including knives, knuckle dusters and metal poles. 632 intelligence submissions were made. 46 offenders were identified from images on the basis of the local knowledge gained by officers. This is excellent work by the team as they continue to tackle crime and the impact caused by the use of drugs. Operation Relentless was superseded by Operation Reacher in October.
- 4.13 I hear of many good news stories every day where officers and staff continue to tackle crime and anti-social behavior. I have outlined a number of these in section 6 below to give just a sample of some of the exceptionally good work that we are doing to reduce crime and continue to keep people safe.

5.0 Strategic Theme 4: Transforming Services and Delivering Quality Policing

- 5.1 As part of Operation Uplift we are continuing to recruit new officers to the force. As I updated in my previous report, we are recruiting 282 new officers throughout 2019-2020, including 24 transferees. This will take us to a total of 2,237 police officers at the year end and which will include 150 Operation Uplift officers for year 2 of the campaign. We have also welcomed new staff and officers into Learning and Development, to ensure we can support, educate and develop our new recruits effectively, and ensure that we achieve high levels of retention.

Despite the pandemic, we have continued to lead the way in respect of Operation Uplift and have welcomed further cohorts throughout the year. Many other forces have halted their recruitment and training programmes but Nottinghamshire Police has pushed on. We have adapted our attestation ceremonies, holding these outdoors as well as virtually and having them filmed so that the new officers' family and friends don't miss out on the occasion.

- 5.2 I provided an update in my previous report about the new joint Police and Fire HQ building at Sherwood Lodge. Since then, the construction work has commenced with the project running on schedule and under budget. At the time of writing this report, the steel structure is in place for the three storey building, which is being built on land behind the existing Nottinghamshire Police Headquarters at Sherwood Lodge.
- 5.3 Work continues to progress at a good pace on the new custody suite project in the City with the current stages on track to construct the interview rooms, consultation booths and other aspects of the custody suite.
- 5.4 Programme Regain is underway to bring the support services previously outsourced via Multi-Force Shared Services (MFSS) back to the force. An invitation to tender has been issued to suppliers and four supplier submissions had been received on 1st October. These are in respect of individual component systems with 1 bid for HR & Payroll, 1 bid for Finance and 2 bids for Learning and Development. Work on data cleansing has commenced by each of the key service areas. Other work on data extraction from MFSS is ongoing and a plan is being developed. Further areas such as extending the use of the Notts Information Services (IS) service desk software is being explored to replace the service module provided by MFSS for areas such as reporting estates related issues. I'm really pleased that progress with this programme will improve efficiency of some of the critical functions within force and allow usual business to continue.
- 5.5 As part of our collaboration with Nottinghamshire Fire and Rescue Service we have built a memorial garden at Police Headquarters with two obelisks with names engraved to remember officers and staff from both organisations. On Friday 16th October we held an opening event with the Police and Crime Commissioner, Chief Fire Officer, High Sheriff and the Police and Fire chaplains to pay tribute to those who have passed away whilst serving the Force or Fire and Rescue Service for Nottinghamshire. This was an opportunity to reflect on the service given by those who demonstrated clear dedication to

their role with the force or the fire service and I was immensely proud to pay tribute to them in this way. While we were unable to invite all families to the opening event it was filmed and shared with them to provide a memento of the occasion.

- 5.6 Our Citizens in Policing Department (CiPD) have continued with their youth engagement despite COVID-19 in a more socially distanced format. The 13 police cadet bases are now aligned with Operation Reacher to ensure that community policing teams are embedded firmly within the youth strategy. It is hoped that this will yield better relationships between police and youths, particularly in areas where this has historically been a challenge. New recruits through Operation Uplift have taken opportunities to also support the cadet process, thereby ensuring the importance of community relations from the beginning of their respective careers. Our cadet numbers stand at 215. Representation is also healthy, with over 20% of participants coming from BAME backgrounds.

The force's Mini Police programme goes from strength to strength, and 1,560 pupils are touched by the offering, up from 440 in the last financial year. Virtual technology is being used by the delivery team to support key messages and updates to participants. We have altered the structure and the Schools Officers now sit within CiPD, which ensures that this business owns the entirety of youth engagement for the force. The force has employed a schools careers officer, who has settled in nicely, and is working with local academies and Trusts, to build opportunities for local youths, not only for potential officer recruitment opportunities, but also for key staff and apprentice positions. This shows that Nottinghamshire is driven to become a local employer of choice.

- 5.7 The city centre continues to retain its Purple Flag status through effective working with the Nottingham Business Improvement District (BID) and local authority partners. Purple Flag is an Association of Town and City Management (ATCM) accreditation scheme that recognises excellence in the management of town and city centres at night.
- 5.8 I'm pleased to report that the development of the new Sexual Assault Referral Centre (SARC) is now in advanced stages. The unit is being built next to the current facility at Oxclose Lane. This updated capability will provide enhanced support and forensic examinations and has been designed in consultation with survivor groups and key partners. This will undoubtedly transform the service we are able to offer to victims of these horrendous crimes and provide them with enhanced support when they need it most. Completion of the unit is expected in April 2022.
- 5.9 One of our retired police inspectors has recently been appointed as an expert advisor to the government's High Street Task Force to help re-imagine and re-invent the traditional high street and design out crime. Mr Stones now works for Nottinghamshire Police as a civilian and his role will be to advise the local planning authorities and business groups on how to prevent crime by consulting on new and existing developments. This is about transforming services and delivering quality policing through advice provided by a member of Nottinghamshire Police staff to the national group.

5.10 In September we ran this year's process of the Force Annual Departmental Assessments (ADA). This is a critical part of the force's business cycle and allows the Chief Officer Team to assess, approve and prioritise proposals by Heads of Department allowing these to progress to project plans and business cases. We will use the business cases prepared by Departments to continue to transform services in each area and deliver quality policing across every area of the Force.

6. Some further key results

- 6.1 Officers from the Force's Foreign National Offender team recently arrested a man on suspicion drugs supply offences in Poland. Having received the European Arrest Warrant issued by the Polish authorities, the team detained a 40-year-old man at an address in Mansfield in the early hours of the morning on 24th September. He appeared at Westminster Magistrates' Court the same day for an extradition hearing.

This was the third European Arrest Warrant that Nottinghamshire's Foreign National Offender team has acted on in less than a week, having arrested a 64-year-old man on suspicion of a murder in Paris on Saturday (19 September) and a 51-year-old man on suspicion of a burglary in Poland on Sunday (20 September). The team worked hard to complete their investigations working alongside colleagues in Poland, resulting in a quick arrest.

- 6.2 Over the summer there were a spate of violent robbery and weapon offences that are continuing to be investigated by detectives. Logan Davies, 18 of Rose Close St Ann's and a 15 year old boy were charged with a total of 42 offences. In October another man, Kenneth Bromfield, 63 of Union Street, Beeston was charged with a total of 14 robbery weapons offences relating to 4 separate incidents. There have been a total of 56 charges as a result of the team's excellent investigation and enquiries are ongoing.
- 6.3 A high value burglary where tens of thousands of pounds of jewellery was stolen led to an arrest. Officers were called to the break-in at Goldsmiths Jewellers in Victoria Street on Saturday 23rd May with the incident believed to have occurred overnight on the 22nd. A 36 year old man was arrested in October on suspicion of burglary in connection with the incident. After the period of lockdown this was a real blow for the business and officers are continuing with their investigations to bring those responsible to justice.
- 6.4 Officers arrested and charged a 38 year old woman back in September after she was found with Mamba in her flat. Mary Ann KEANE of Tewkesbury Drive in Old Basford was charged with offering to supply Class C drugs and possession with intent to supply Mamba. Keane was recalled to prison for a separate blackmail offence which she was on license for. We take drugs offences very seriously and thoroughly investigate any reports made to us.
- 6.5 Work has been carried out in St Anns during September with regards to class A drug dealing and weapons carrying. Giovanni HODELIN-BLAIR resides in St Anns and has featured on the knife crime cohort on a number of occasions, has been arrested for possession of weapons and is heavily involved in the supply of controlled Class A drugs. He is also a person of interest within an Organised Crime Group. Complaints of anti-social behaviour and youths gathering around his address along with the threatening, taxing and intimidation of drug users were common place. He has been targeted by the

Neighbourhood Policing Team (NPT) and the Knife Crime Team over the last 12 months and has been arrested on a number of occasions for possession with intent to supply (PWITS) and weapons offences. The most recent offence was after he and a group of associates ran from a vehicle and were found in the rear garden of his home address. A number of bundles of Class A drugs were recovered and HODELIN-BLAIR and Tarnie SIMPSON were both arrested for PWITS Heroin and Crack Cocaine and subsequently bailed pending forensics. Intelligence continued to come in around both males, but given the fact they were released under investigation pending CPS charge decision, the intelligence was collated and warrants were applied for both home addresses. This enabled us to expedite the case and as soon as the charge authority was received the NPT assisted by Neighbourhood Support Unit serials executed the warrants and both males were further arrested. They have both been charged and remain on court bail pending trial.

- 6.6 In September officers from Ashfield neighbourhood policing team, supported by colleagues from the Police dog unit, carried out 3 nights of action in response to local concerns. Drugs, weapons and an uninsured car were taken off the streets during the targeted policing operation. Seven arrests were made for a range of offences including possession of weapons, possession with intent to supply drugs, driving whilst disqualified and violence offences. In addition to the arrests, several vehicles were stopped due to the manner in which they were being driven and words of advice were given along with one uninsured vehicle being seized. Nottinghamshire Police take all reports of dangerous driving seriously and will act to tackle these issues and remove dangerous drivers from our roads.

For Information	
Public/Non Public*	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4th November 2020
Report of:	Kevin Dennis
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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> Page 142 (recommendation 2)	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> Page 50 (para 67)	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> Page 51 (para 68)	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>

For Consideration	
Public/Non Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4th November 2020
Report of:	The Chief Executive
Report Author:	Noel McMenamin
E-mail:	noel.mcmenamin@nottsc.gov.uk
Other Contacts:	
Agenda Item:	15

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**

March 2021 w/c 08.03.21			
			(PCP 29.03.21 – T2)
ITEM	Report Focus	REPORT AUTHOR	
Police and Crime Plan Priority Theme 2 • <i>Helping and Supporting Victims</i>			
Victim Care Contract Annual Update (presentation)	Performance overview and main achievements	OPCC	
Victims Code Compliance	Performance and compliance with victims code.	Force/OPCC	
Domestic Homicide Review's Learning and Recommendations	High light main learning and progress against recommendations	Force	
Police Response to Hate Crime	Performance, support for victims and partnership response	Force	
Improving the Response to Domestic Violence	Progress against recommendations	OPCC	
Force and OPCC IICSA Response Plans	Progress Against Findings and Recommendations	Force/OPCC	
Strategic Items			
Police and Crime Plan Strategic Assessment	Main findings and recommendations	OPCC	
Police and Crime Plan Citizens Survey	Main findings and outcomes	OPCC	
Police and Crime Plan Revised Performance Framework and Delivery Plan	Delivery plan 21/22. Force, OPCC and partners actions	OPCC	
Police and Crime Plan –Delivery Plan Update	Theme 2 monitoring	OPCC	
Community Safety Small Grants	Approval of awards		
Standard Items			
Performance and Insight Report	Performance against police and crime plan	Force	
Capital Report	Monitoring against capital	Force	
Revenue Budget Outturn		Force	
Chief Constable's Update	Chief Constable's achievements and briefing	Force	
Regional Collaboration (Verbal Update)	Update on key developments and activity	Force	

May 2021 w/c 17.05.21

(PCP 07.06.21 – T3)

ITEM	Report Focus	REPORT AUTHOR
Police and Crime Plan Priority Theme 3 • Tackling Crime and Anti-Social Behaviour		
Neighbourhood Policing – Engaging Communities and Problem Solving	Impact of uplift, changes to Policing model, Officer numbers, public engagement findings and progress on problem solving and Operation 'Reacher'	Force
Rural Crime Strategy and Delivery plan	Performance and key achievements against action plan,	Force
Integrated Offender Management	Performance overview and changes to model. Specific focus on management of domestic abuse perpetrators cohorts	Force
Strategic Items		
Community Safety Funding: CDP, SNB and Community safety grants	Presentations from Safer Nottinghamshire Board and Nottingham Crime Reduction Partnership. Key achievements, delivery plan and resource requirements Outcome and key achievements of community safety grants	OPCC OPCC
Police and Crime Plan –Delivery Plan Update	Theme 3 monitoring	OPCC
Standard Items		
Performance and Insight Report	Performance against police and crime plan	Force
Capital Report	Monitoring against capital	Force
Revenue and Capital Outturn	End of year budget outturn	Force
Regional Collaboration (Verbal Update)	Update on key developments and activity	Force
Fees and Charges	Proposed fees and charges for 2021/22	Force

July 2021 w/c End of July			
			(PCP 06.09.21)
ITEM	Report Focus	REPORT AUTHOR	
Chairs Meeting <ul style="list-style-type: none"> <i>National Policing – Strategic</i> 			
Police Reform Transformation Programme – workforce modernisation specialist capabilities enabling digital policing business delivery. Emergency Services Network (ESN)	State of readiness, local implementation, service improvement and resource requirements.	Force	
Strategic Policing Requirement (SPR)	HMIC Inspection outcome. Local assessment against SPR	Force	
National Police Air Support (NPAS)	Future model of delivery and funding requirements.	Force	
Transforming Forensics	Regional performance and changes to business Case	Force	
Standard Items			
Chief Constable's Update	Chief Constable's achievements and briefing	Force	
Performance and Insight Report	Performance against police and crime plan	Force	
Capital Report	Monitoring against capital	Force	
Finance Revenue Budget Outturn		Force	
Regional Collaboration (Verbal Update)	Update on key developments and activity	Force	

September 2021 w/c 13.09.21

(PCP 22.11.21)

ITEM	FREQUENCY	REPORT AUTHOR
Police and Crime Plan Priority Theme 4 • <i>Transforming Services and Delivery Quality Policing</i>		
Estates Strategy and Rationalisation	Changes to estate. Progress against refurbishment, new build and joint headquarters (Fire and Police).	Force
Health and Safety	Governance oversight, overview of incidents and learning lessons	Force
Workforce Planning	Work Force numbers. Uplift, sickness absence, Learning and development, apprenticeship levy, discipline and grievance. BAME representation, retention and progression.	Force
Equality, Diversity and Human Rights	Equality Act 2010 duties, positive action, training, workforce profile and engagement and consultation with BAME communities	Force
Stop and Search	Performance overview, use, proportionality and outcome rate. Highlighting any changes to legislation or guidance	Force
Use of Force	Performance overview, use, proportionality and outcome rate. Highlighting any changes to legislation or guidance	Force
Health and Wellbeing	Work undertaken to improve health and wellbeing. Highlighting key achievements	Force
Environmental management	Action to address environmental management, focusing on carbon waste recycling, fuel consumption	Force
Strategic Items		
Police and Crime Commissioner's Annual Report	Publication of annual report. Legal requirement	OPCC
Force Management Statement	Briefing on Force Management Statement findings. Publication of Summary.	Force
Police and Crime Plan –Delivery Plan Update	Monitoring theme 4	
Standard Items		

	Performance and Insight Report	Performance against police and crime plan	Force
	Capital Report	Monitoring against capital	Force
	Finance Revenue Budget Outturn		Force
	Regional Collaboration (Verbal Update)	Update on key developments and activity	Force

November 2021 w/c 01.11.21

ITEM	Report Focus	REPORT AUTHOR
Police and Crime Plan Priority Theme 1 • <i>Protecting People from Harm</i>		
Children and Adult Safeguard	Legal requirements, progress against HMIC recommendations, performance and criminal justice outcomes, Public Protection Unit resourcing, IICSA response and progress against force improvement plan. Outcome of safeguarding and Section 11 self-assessment audits	Force
Modern Slavery –	Performance and response. Highlighting key achievements	Force
Cyber enabled Crime and Keeping People Safe Online	Performance and response. Highlighting key achievements.	Force
Missing Persons	Demand profile, risk assessment, force and inter-agency response, progress, HMIC findings and recommendations. Lessons learnt from other forces.	Force
County lines – Safeguarding Children from exploitation and Victimisation	Demand, understanding of need and performance and Force dedicated team.	Force
Violence Reduction Unit – Key Successes and Challenges	Performance update and review of key achievements	VRU
Strategic Items		
Police and Crime Plan –Delivery Plan Update	Monitoring theme 1	OPCC
Standard Items		
Performance and Insight Report	Performance against police and crime plan	Force
Capital Report	Monitoring against capital	Force
Finance Revenue Budget Outturn		Force
Chief Constable's Update	Chief Constable's achievements and briefing	Force
Regional Collaboration (Verbal Update)	Update on key developments and activity	Force