

STRATEGIC RESOURCES & PERFORMANCE MEETING

**Wednesday 4 September 2019 at 10.00 am
Chappell Room, Gedling Borough Council Civic Centre
Arnot Hill Park, Arnold
Nottingham NG5 6LU**

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 15th July 2019
- 3 Estates Strategy and Estates Rationalisation Update
- 4 Health and Safety Update
- 5 Workforce Planning
- 6 Equality, Diversity and Human Rights Performance Monitoring
- 7 Force Report on Stop and Search
- 8 Use of Force
- 9 Staff Health and Wellbeing
- 10 Environmental Management Performance
- 11 IICSA Investigation

- 12 Force Management Statement 2019
- 13 Performance and Insight Report – Update to July 2019
- 14 Capital report for Period 3 – Quarter 1 2019-2020
- 15 Revenue report for Period 3 – Quarter 1 2019-2020
- 16 Regional Collaboration Update (verbal)
- 17 Work Programme

NOTES

- Members of the **public are welcome to attend** to observe this meeting
- For **further information** on this agenda, please contact the Office of the Police and Crime Commissioner on 0115 8445998 or email nopcc@nottinghamshire.pnn.police.uk
- 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@nottscc.gov.uk for clarification or advice prior to the meeting.

NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER

Arnot Hill House, Arnot Hill Park, Arnold, Nottingham NG5 6LU

**MINUTES OF THE MEETING OF THE NOTTINGHAMSHIRE POLICE AND CRIME
COMMISSIONER STRATEGIC RESOURCES AND PERFORMANCE MEETING
HELD ON MONDAY 15TH JULY 2019**

COMMENCING AT 3.20 PM

MEMBERSHIP

(A – denotes absence)

- Paddy Tipping - Police and Crime Commissioner
- Kevin Dennis - Chief Executive, OPCC
- A Charlie Radford - Chief Finance Officer, OPCC
- A 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
Phil Gilbert – Nottinghamshire Police
Claire Good – Nottinghamshire Police
Dan Howitt – Nottinghamshire Police
Amanda Hanson – Nottingham Trent University
Loretta Trickett – Nottingham Trent University

**11 BUILDING A BETTER UNDERSTANDING OF COMMUNITIES – RESEARCH
UPDATE**

The meeting agreed that the order of items should be amended, in order that attendees for agenda item 11 could leave the meeting following their presentation and discussion.

Loretta Trickett and Amanda Hanson of Nottingham Trent University introduced the report, and provided a presentation outlining the key findings of research conducted in Nottinghamshire to improve partner agency understanding the experiences and perceptions of new and emerging communities. In particular, research explored challenges and barriers to accessing services, and how these might be overcome. A copy of the presentation is available at Appendix A.

During discussion, the following points were raised:

- Language and communications remained the biggest barriers to accessing services. Many within new and emerging communities got by with little English, and saw little incentive to become more fluent;
- Communities sometimes believed that they were adequately integrated into British society, which did not always tally with partner agencies' understanding of what integration looked like;

- There was a lack of trust in authorities within many communities, which arose in part from past experiences in their countries of origin, as well as an acceptance of the normalcy of certain issues, such as domestic violence;
- The Force was moving away from a single point of contact approach to having all officers trained in engaging with new and emerging communities;
- The Police and Crime Commissioner commended Ms Trickett and Ms Hanson for their presentation, and asked that Rob Mitchell and Richard Stapleton get involved with how best to take forward the report recommendations, once formally available.

RESOLVED 2019/021

To note the research recommendations at Appendix A to these minutes and use them to help inform local engagement and broader service delivery

10 2018-19 COMMUNITY SAFETY FUND (SMALL GRANTS) PROJECTS

The meeting agreed that the order of items should be amended in order that those presenting agenda item 10 could leave the meeting following their introduction and discussion.

Claire Good, Nottinghamshire Office of Police and Crime Commissioner, introduced the report, which provided an update on outputs and outcomes achieved by the 2018/19 successful Community Safety Fund (Small Grants) projects.

During discussion, the following points were made:

- Funding of almost £335,000 had been awarded to 22 community based organisations, with a further 3 community based organisations receiving over £50,000 in funding to deliver projects around knife crime. 1,000 individuals received support, and over 3,000 individuals attended training or other events. 11 projects covered both City and County, with a further 9 being City-only and 5 County-only;
- Most projects relied on ongoing PCC grant funding to continue their work. Alternative sources of direct funding, for example through local authorities, were increasingly unavailable;
- Projects would be subject to review to ensure that the focus remained on delivering against key priorities within the Police and Crime Plan. The point was made that it was difficult to provide a strong evidence base for the effectiveness of smaller grants.

RESOLVED 2019/22

To note the report.

1. APOLOGIES FOR ABSENCE

Apologies were received from CC Craig Guildford, Mark Kimberley and Charlie Radford.

2. MINUTES OF THE PREVIOUS MEETING HELD ON 10 MAY 2019

Agreed.

3. EMERGENCY SERVICES NETWORK UPDATE

The meeting considered the report and the update was noted without substantive discussion.

RESOLVED 2019/23

To note the report.

4. STRATEGIC POLICING REQUIREMENT COMPLIANCE UPDATE

The meeting considered the report and confirmed that it was reassured in respect of the effectiveness of Nottinghamshire Police's specialist capabilities against its Strategic Policing Requirement. No issues or concerns were raised.

.RESOLVED 2019/024

To note the report.

5. NATIONAL POLICE AIR SERVICE: FUTURE MODEL OF DELIVERY AND FUNDING REQUIREMENTS

The meeting considered the report, which provided an update on the National Police Air Service (NPAS) delivery model, performance and funding requirements.

During discussion the following points were raised:

- The service currently cost Nottinghamshire disproportionately, and with the exception of being used for vehicle pursuits, was being largely superseded by the use of drone technology;
- The view was expressed that the current NPAS delivery model was poor, and might not be sustainable in the longer term.

RESOLVED 2019/025

To note the report

6. TRANSFORMING FORENSICS

The meeting considered the report, which provided an update on the Transforming Forensics programme. During the brief discussion on the item, it was noted that the meeting noted that the East Midlands Forensic Collaboration was considered an exemplar for other Forces, and it was reported that Section 22 agreement had recently been signed off.

RESOLVED 2019/026

To note the update on the Transforming Forensics programme.

7. INFORMATION TECHNOLOGY TRANSFORMATION UPDATE JULY 2019

The meeting considered the report, which provided updates on 2 national Information technology programmes: the National Enabling programmes (NEP) and Digital Policing Portfolio.

The following points were made during discussion:

- While welcoming the significant progress made by Nottinghamshire Police with the NEP, the Police and Crime Commissioner expressed unease that both programmes were over-budget and behind schedule nationally;
- The Digital Evidence Transfer System (DETS) for transferring evidence within the criminal justice system was on pilot and the National Police Chiefs Council was to make a decision on its future imminently. An options papers for a Digital Evidence Management System, providing DETS capability but with additional functions, was currently being worked up;
- A collaboration agreement had recently been agreed and signed.

RESOLVED 2019/027

To note the report update.

8. PERFORMANCE AND INSIGHT REPORT –UPDATE TO MARCH 2019

The meeting considered the report, which provided an update on key performance headlines in the year to May 2019.

The following issues were raised during discussion;

- There was a need to be better at achieving consistent neighbourhood engagement and feedback. It was anticipated that a new Head of Communications would be in post by end August 2019, and this would be a key priority;
- Rural crime had reduced, which wasn't consistent with the national picture, and urban crime had increased;
- Positive progress had been made in respect of tackling knife crime;
- concern was expressed about the absence of capital and revenue monitoring information as a result of MFSS functionality issues. It was explained that 'workarounds' were being put in place to address gaps in payroll, health and safety and financial monitoring functions;

- The point was made that mechanisms needed to be in place to remedy the situation in good time for the September 2019 Police and Crime Panel meeting. DCC Barber provided reassurance that financial monitoring would be available in early September 2019 and that some information had already started to be received.

RESOLVED 2019/28

To note the update.

9. CHIEF CONSTABLE'S UPDATE REPORT

The meeting considered the report, which provided an update on significant events and work that had taken place since March 2019.

The Police and Crime Commissioner welcomed the open, honest nature of the report. No substantive issues or concerns were raised or discussed.

RESOLVED 2019/029

That the report be noted.

12. REGIONAL COLLABORATION UPDATE (VERBAL)

The Police and Crime Commissioner advised that he had not attended the most recent Regional Board meeting, but that Marc Jones, the Lincolnshire PCC, was seeking sign-up to a temporary extension of current EMSOU arrangements. He was minded to sign if requested to do so, but would seek legal advice in advance.

There was a divergence of views between regional Chief Constables as to whether they needed to sign up. The concern was that the implementation of changes needed to current arrangements could be further delayed by maintaining the status quo.

RESOLVED 2019/030

That the verbal update be noted.

13 WORK PROGRAMME

RESOLVED 2019/031

That the contents of the work programme be noted.

The meeting closed at 4.15pm

CHAIR



New and Emerging Communities

Loretta Trickett & Amanda Hanson



- To engage with a number of cultural groups within the Nottinghamshire area to improve understanding of:
- Integration into the UK
- 'lived' experiences
- Barriers to accessing public services
- Experiences of hate crime
- Perceptions around Brexit



Data Collection

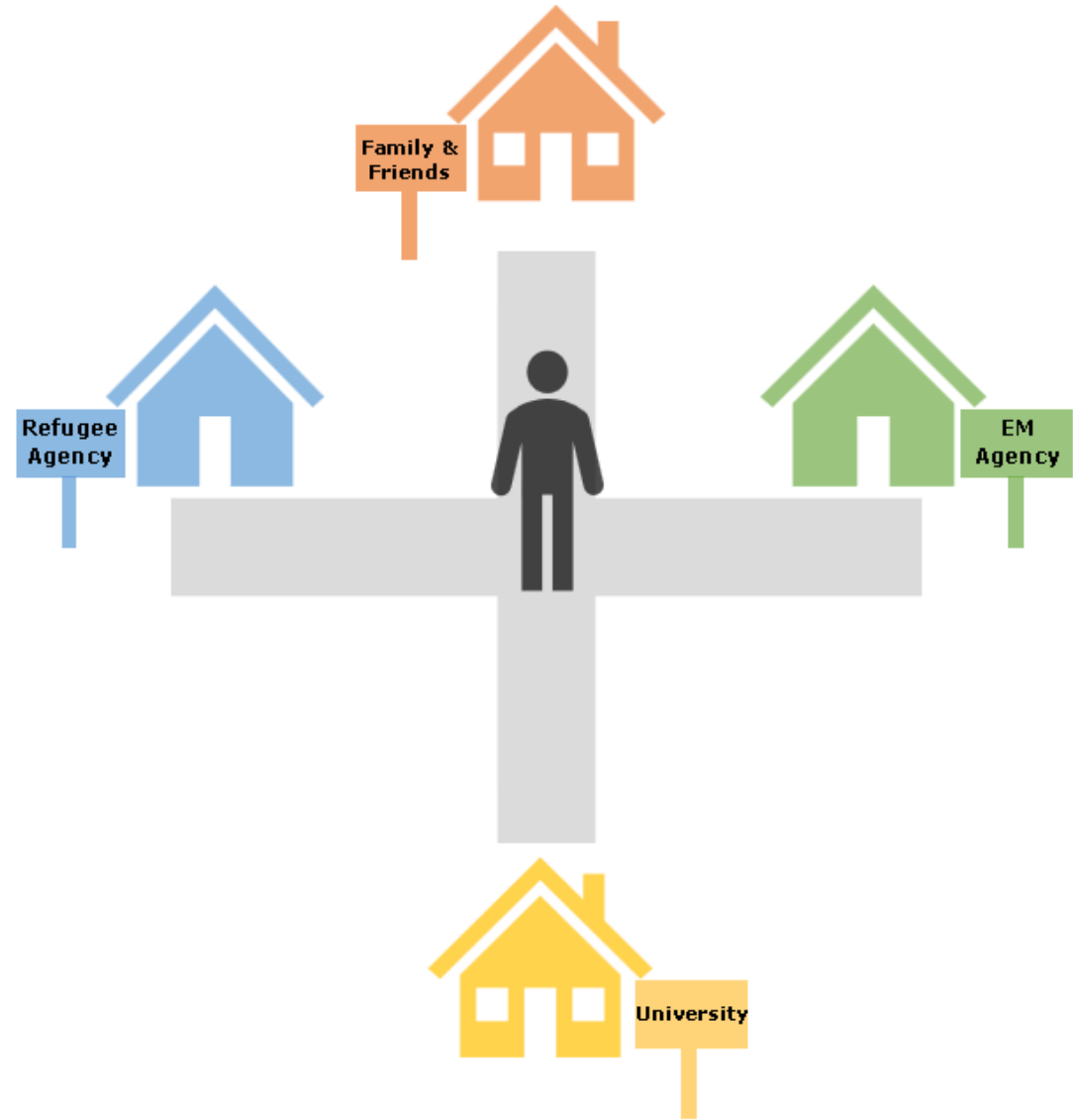
- A total of 11 focus groups were conducted with various communities.
- Along with 8 one-to-one interviews

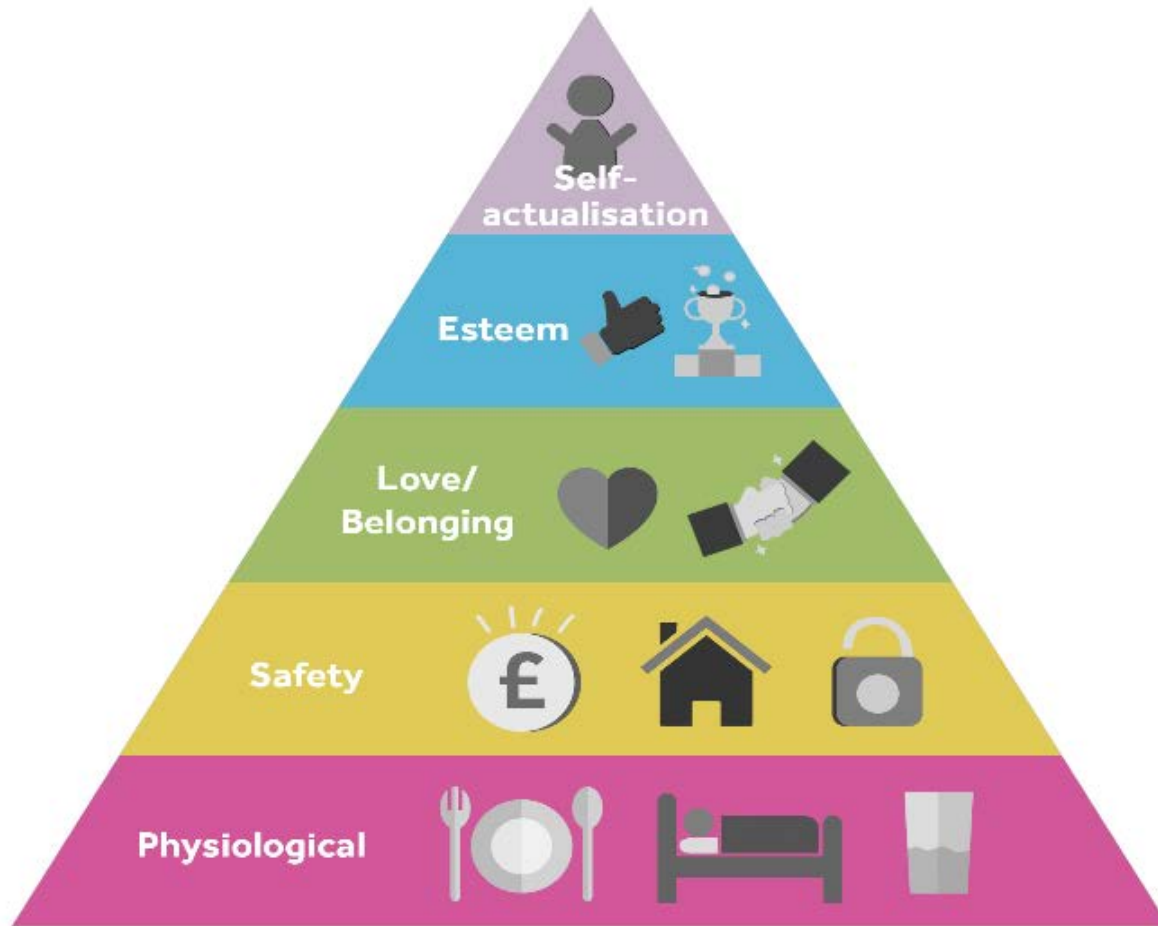


Key Findings
Identified

Four-Point Model of Migration

- Patterns of Migration to the UK included individual routes of entry that meant individuals could be classified as either economic migrants or refugees.
- Routes into the UK affected sources of knowledge pre and post arrival as well as expectations.





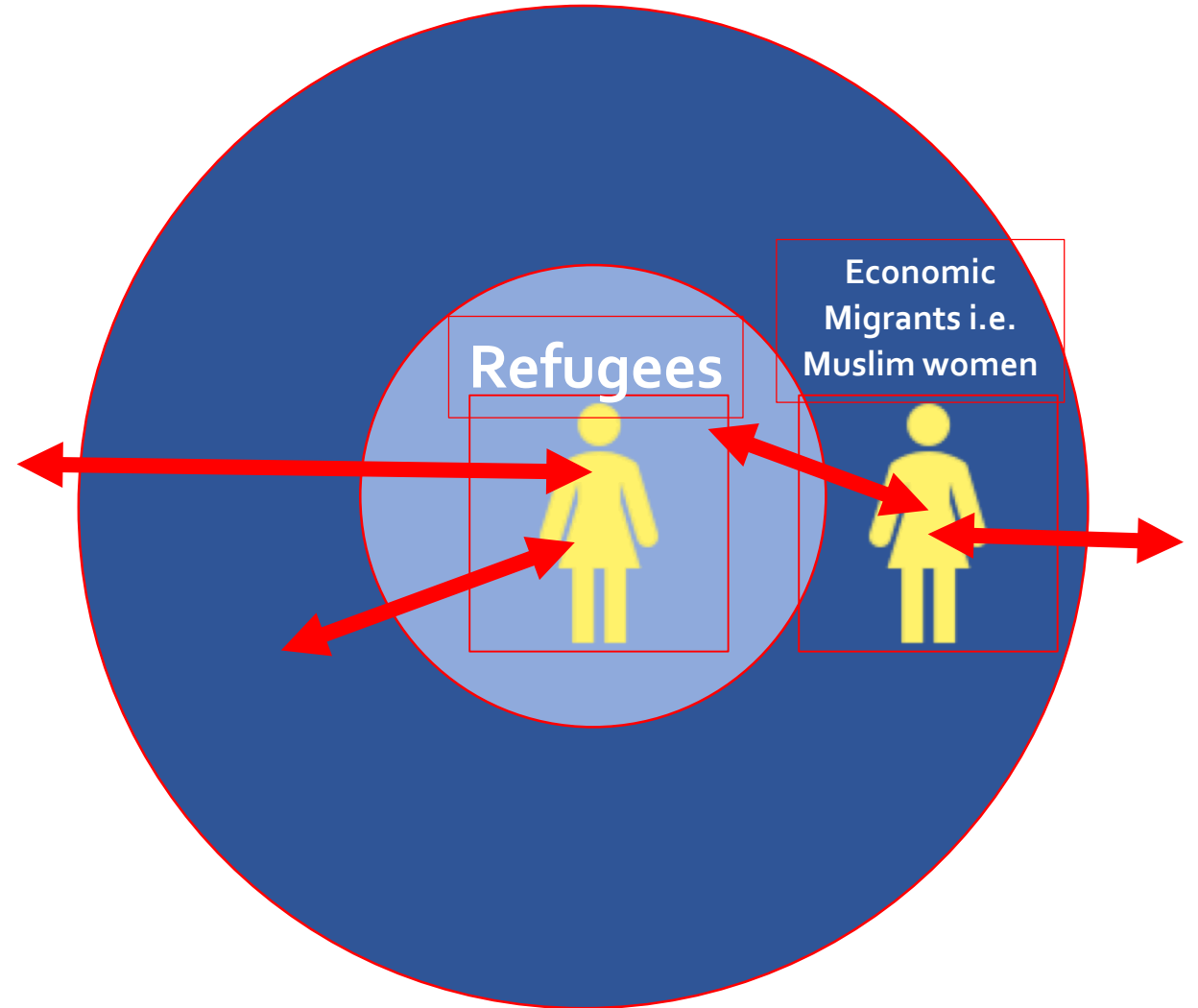
- Initial contacts were forged around needs and affected engagement with wider communities.

Needs



Barriers to Integration identified

Findings can be linked
to levels of



Multiple layers of vulnerability

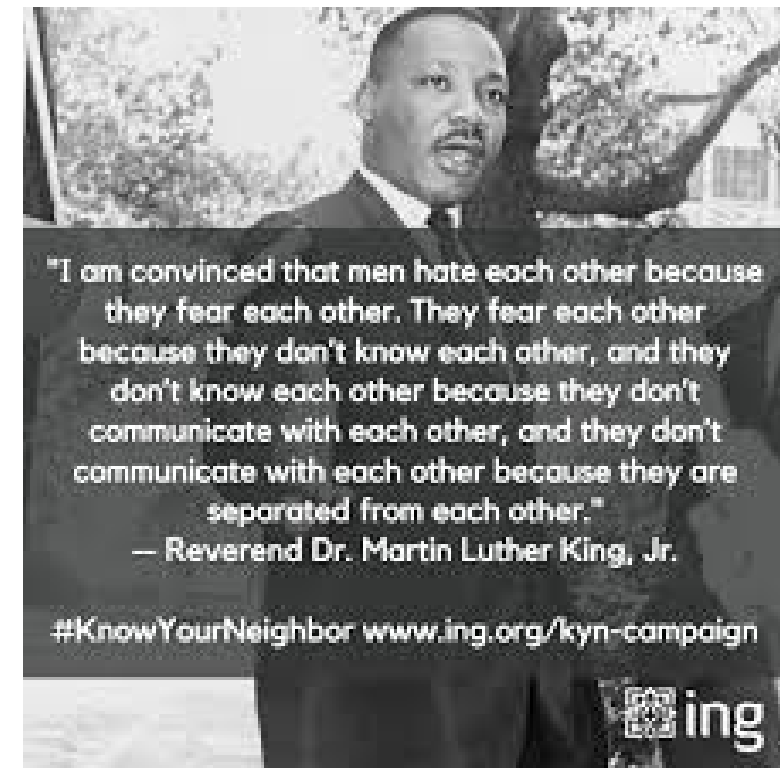
Rethinking 'integration' & 'community' and 'community cohesion'



Migrant patterns – Needs? Wider British Public?



Integration? Who is integrated? Incentives? Problems of lack of integration between and within groups?



Shrinking social networks



Barriers to
engagement with
service providers
identified

Language

Culture

Negative Experiences

Age

HATE CRIME

- A large proportion of respondents had experienced some form of hate crime, but there were differences in reporting.

BREXIT

- Mixed views with many respondents being worried about potential increases in hate crime and intolerance, generating a re-evaluation of whether they wanted to stay or concerns about whether they would be permitted to stay.
- These perceptions were affected by rumours.
- Other respondents including Europeans were unconcerned and still planned to stay.



To engage with hard to reach groups

- Snowball sampling coupled with KINS, made available via social media, through schools, health centres and libraries.
- Additional support, advice and education on British Laws & Rights to be provided via welcome packs. Also to include positive testimonies
- Economic migrant agencies and voluntary agencies to be utilised to disseminate information.
- Organisations to work more closely with schools and universities (Four-point model)
- Developing of a mapping model of groups NTU
- Community /Perpetrator research NTU



To reduce language barriers

- Information to be provided in a range of languages
- Increase the provision of interpreters
- More advertising and funding to be provided to small voluntary groups that play a key role in providing ESOL classes – i.e. conversation cafes



The importance of on-going communication

- The importance of community policing, PCSOs and recourse to key individuals .
- There needs to be regular engagement/attendance with communities – at least once a month – ‘Cascade’
- The importance of attending in non-uniform.
- Contact via email needs to be prompter.
- Follow up research to be carried out to ensure up-to-date data.



RECOMMENDATIONS

The importance of education

- To provide education in schools on the importance of cultural differences
- More focus needed on the histories of migration
- Graphical illustrations of individual migration narratives can be utilised to educate the next generation
- Within a context of a common denominator.

For Decision	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	4th September, 2019
Report of:	Tim Wendels, Head of Estates & Facilities Management
Report Author:	Tim Wendels, Head of Estates & Facilities Management
E-mail:	tim.wendels@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	3

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

Estates Strategy and Estates Rationalisation Update

1. Purpose of the Report

- 1.1 To provide a further update on the implementation of the ongoing estates strategy and rationalisation programme.

2. Recommendations

- 2.1 To note progress with the implementation of the ongoing estates strategy and rationalisation programme.

3. Reasons for Recommendations

- 3.1 The Report is for information.

4. Summary of Key Points

Estates Strategy

- 4.1 The Estates Strategy for 2017 – 2021 was reported to the Strategic Resources and Performance Meeting on 25th May, 2017. An update on progress with implementation of the proposals within the Strategy was presented to the Police and Crime Panel on 7th February and 26th November, 2018 and to the Strategic Resources and Performance Meeting on 24th May, 2018. The Strategy is attached as an Appendix to this Report.
- 4.2 The Strategy seeks to ensure an efficient, fit-for-purpose and sustainable estate that delivers value for money and facilitates flexible working. It supports the Police and Crime Plan, organisational objectives and the Force Priority Plan. The Strategy aims to deliver an estate which will be more efficient and of lower cost to run and which is flexible enough to respond to the developing service requirements.
- 4.3 The Strategy includes an Estate Delivery Plan and sets out a wide range of proposed schemes and projects to meet the requirements of the Strategy. A number of future investment plans are included and the Strategy also sets out

a wide range of achievements to date which have contributed towards the aims of the Strategy.

- 4.4 The Table below provides an update on progress with implementation of the proposals set out in the Strategy.

Proposal	Progress
Setting up a Partnership Hub with Mansfield District Council at Mansfield Civic Centre and the sale of Mansfield Woodhouse Police Station	Partnership Hub complete. Mansfield Woodhouse Police Station sold.
Setting up a Partnership Hub with Ashfield District Council at the Council Offices in Kirkby in Ashfield and the sale of Sutton in Ashfield Police Station	Partnership Hub complete. Sutton in Ashfield Police Station sold.
Setting up a Partnership Hub in Arnold with Gedling Borough Council and the sale of Arnold Police Station	Partnership Hub complete. Arnold Police Station sold.
Development of a public sector hub in Cotgrave Town Centre with Rushcliffe Borough Council, Nottinghamshire County Council, Cotgrave Town Council and health service partners	Public sector hub complete. Cotgrave Police Station sold to Rushcliffe Borough Council as part of deal.
Co-location with East Midlands Ambulance Service to establish a new Carlton Police Station and sale of the existing Carlton Police Station	New Carlton Police Station complete. Former Station sold.
Rationalisation of office buildings leading to the sale of Holmes House in Mansfield	Holmes House vacated and sale agreed.
New Eastwood Police Station co-located with Eastwood Town Council and sale of existing Eastwood Police Station	New Eastwood Police Station complete. Former Station sold.
Review of the future of the ageing and overly large Worksop Police Station with a view to providing appropriate facilities for operational policing at a reduced cost	Move to Partnership Hub at Queen's Buildings complete. Former Station sale agreed.
Review of the future of the ageing and overly large Ollerton Police Station with a view to providing appropriate facilities for operational policing at a reduced cost	Review completed. Station to remain in current location. Former semi-detached Police houses used for storage to be sold. Sale of former Police houses now completed.
Review of the future of the ageing and poor quality Hucknall Police Station and Training Centre with a view to providing appropriate facilities for operational policing and training	Plans developed and lease agreed with EMAS to co-locate the NPT and Response at the Hucknall Ambulance Station following the construction of an extension. Building works commenced – due for completion in January, 2020.

	Proposals developed for a new Training Centre on the Sherwood Lodge site and planning application submitted. Building works due to commence in April, 2020.
Consideration of options for greater collaboration with Nottinghamshire Fire and Rescue Service and East Midlands Ambulance Service.	Co-locations in place at Carlton (Fire and Ambulance Stations), East Leake and London Road Fire Stations and further co-location planned at Highfields Fire Station. Shared use of Fire Service training facilities at Ollerton. Co-location planned with EMAS at Hucknall. Further co-locations under active consideration. Fire Authority and PCC have approved the development of a joint HQ for Police and Fire on the Sherwood Lodge site. A planning application has been submitted and building works due to commence in April, 2020.
Review of the future of the Bridewell custody suite with a view to providing a more appropriate facility.	Full Business Case approved for a new 50 cell custody suite in Nottingham. Site acquired. Design works completed to RIBA Stage 3 and planning application submitted. Building works due to commence on site in January, 2020.
Review of the usage and future of Neighbourhood Offices	Initial review completed. Consultation has been undertaken and discussions taking place with landlords. Further report to be produced shortly.

Estates Rationalisation

4.5 In order to advance the estates strategy including the implementation of partnership working and to ensure that the Force has the right premises of the right size, in the right locations and offering value for money, the following premises have been vacated within approximately the last 2 years and details are also given of alternative provision that has been made:-

- Mansfield Woodhouse – relocated to Mansfield Civic Centre
- Selston – relocated to Hucknall with neighbourhood office at Selston Parish Council.
- Carlton – NPT relocated to Carlton Ambulance Station with Front Counter at Carlton Fire Station.
- Arnold – relocated to Council Offices, Jubilee House, Arnold.
- Eastwood – relocated to Eastwood Town Council Offices.
- East Leake – relocated to West Bridgford with neighbourhood office at East Leake Fire Station.
- Holmes House, Mansfield (office building) – staff relocated to Mansfield Police Station and other sites.

- Worksop – relocated to Council Offices ,Queen’s Buildings, Worksop.
- Cotgrave – relocated to new public sector hub in Cotgrave town centre.
- Former Police Houses, Ollerton – relocated to main Ollerton Police Station building.

- 4.6 With the exception of Selston and East Leake, the vacated premises are freehold and are to be sold. The sales of Arnold, Carlton, Eastwood, Mansfield Woodhouse, Sutton and Ollerton former Police houses have been completed. The sale of Holmes House and Worksop have been agreed but not yet completed.
- 4.7 The appropriate Notice was served to terminate the leases of Selston and East Leake.
- 4.8 Bingham and the Hill Top House site in Eastwood (acquired for a new Police Station project in Eastwood which did not proceed), have also been marketed. The sale of the Hill Top House site has been completed. Contracts have been exchanged on Bingham, conditional upon planning permission. Contracts were previously exchanged on the sale of Bingham, with completion conditional on planning permission for a care home. Unfortunately, the purchaser’s planning application was refused and subsequent appeal was also turned down leading to the purchaser pulling out and the contract being rescinded. A revised proposal and offer from an alternative purchaser was subsequently accepted leading to contracts being exchanged once again. The new purchaser submitted a revised planning application for a care home and planning permission has now been granted. However, the purchaser has concerns regarding the restrictive nature of a condition relating to deliveries to the facility and has made an application to vary the condition. It is anticipated that this matter will be resolved shortly which should lead to completion of this sale.
- 4.9 As set out in the Estates Strategy and at paragraph 4.4 above, a Review has been undertaken in respect of Neighbourhood Offices. The majority of Neighbourhood Offices are “drop in” facilities for Officers, providing IT and welfare facilities for Officers to use whilst in the local area. With the advancement of mobile data, the need for such Offices is reducing and the Review could lead to the release of a number of these premises in due course. Consultation has now been undertaken and discussions are taking place with landlords. A further report will be produced shortly enabling final decisions to be taken.
- 4.10 The estate is kept under constant review and consideration will be given to the ongoing suitability of sites as appropriate in order to meet the aims of the Estates Strategy. This includes West Bridgford Police Station which is much larger than required and plans are being made to move to co-locate with Nottinghamshire Fire and Rescue Service at West Bridgford Fire Station.
- 4.11 It is proposed to undertake an interim review of the Estates Strategy at the half way point in 2019 in order to ensure that it remains up to date and relevant for the full period covered by the existing Strategy ie up to 2021. This review is under way and will be completed within the current financial year.

5 Financial Implications and Budget Provision

- 5.1 Capital receipts from the sale of Arnold, Carlton, Eastwood, Mansfield Woodhouse and Sutton Police Stations, former Ollerton Police Houses and Hill Top House site at Eastwood, amounted to £2,874,000.

6 Human Resources Implications

- 6.1 Consultation is undertaken with affected staff.

7 Equality Implications

- 7.1 None.

8 Risk Management

- 8.1 Risks are considered in individual Business Cases.

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

- 9.1 The Estates Strategy supports and links to each of the Police and Crime Plan Priorities.

10 Changes in Legislation or other Legal Considerations

- 10.1 N/A.

11 Details of outcome of consultation

- 11.1 Proposals for consultation are set out in the Estates Strategy.

12 Appendices

- 12.1 Appendix 1 - Estates Strategy 2017 - 2021

Nottinghamshire Police

Estates Strategy

2017-2021



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Foreword



Paddy Tipping
Nottinghamshire Police and Crime
Commissioner



Craig Guildford
Nottinghamshire Police
Chief Constable

The fundamental principles of policing have remained unchanged for more than 150 years. Yet, the way policing is delivered has changed dramatically in the last five.

Much of that has been in response to reduced police budgets which have challenged forces to develop innovative ways to provide an efficient and effective service.

But many of these changes also reflect the nature of the times we live in. Twenty years ago a typical High Street would be made up of shops, a bank and a police station. Technology has altered the way we go about our daily lives.

We now shop online from home and no longer have to walk into a bank to talk money. And with the police it is no different.

Nottinghamshire Police no longer needs the number of stations and buildings it once had because the way the public interact with them has changed. This strategy sets out a vision to create an efficient, fit for purpose and sustainable estate that delivers value for money.

Finally, let's not forget that it's not buildings that keep our communities safe from harm, it is people - police officers and police staff.

Nottinghamshire Police continues to change in response to both local and national challenges which have an inevitable impact upon our partners and our estate.

The pace of such change, in particular technological and interactional change has only increased over recent years. Being more agile and maintaining visibility with a reduced headcount continues to be our drive as does the strategic sharing concept.

Agility, flexibility and sharing has the ability to reduce our non-pay budget and to focus upon core front-line deliverables in a changing world. By sharing more with local partners, we are able to contribute to collective efficiencies whilst offering those we serve more of a 'one stop' service.

Our estate has to be flexible and adaptive to such changing needs. Strategically we share more than ever and looking ahead this will continue as we seek to maximise our efficiency and effectiveness.

Ultimately, the strategy aims to deliver agile, safe, flexible and accessible buildings where they are needed and in a way which focuses upon the wider public service ethos.

Purpose



The purpose of the Estates Strategy is to set out the strategic direction of the Force estate so that it supports the Police and Crime Plan, organisational objectives and Force Priority Plan. An Estates Strategy is needed to plan ahead for the changing nature of policing, which is increasingly mobile, agile and delivered in partnership with partner agencies.

In particular, the Estates Strategy will:

- Set out how the Estates Department will work with the Commissioner and the Chief Constable to ensure fit for purpose facilities that are required to deliver effective operational policing;
- Support front line policing by providing fit for purpose buildings and facilities to support operational requirements in a cost effective way; and
- Support the delivery of the Police and Crime Plan and complement other plans and strategies such as IT Strategy, Priority Plan and Carbon Management Plan.

Underpinning the Estates Strategy is a detailed Plan concerning how the priorities for the estate identified in this Strategy will be implemented.

Context



Nottinghamshire Police's estate currently consists of 39 main sites (excluding 3 vacant sites which are in the process of being disposed of), together with 16 Neighbourhood Offices. The Neighbourhood Offices are generally held on simple licence agreements and they have no monetary value to the Force. They generally have relatively low running costs and the majority are used as "drop in" facilities for Officers providing IT and welfare facilities for Officers to use whilst in the local area. The main sites in the estate are a mix of high quality modern buildings, for example, Newark and St Ann's Police Stations and older local Police Stations such as Hucknall and Cotgrave.

The main sites currently total 59,425 square metres (excluding the 3 vacant sites), with the largest site being the multi-building campus style Force Headquarters (Sherwood Lodge), which extends to a total of 10,341 square metres. The police estate needs to accommodate many functions which are specific to the Force's requirements, which is more than just office accommodation. Some of our key functions include custody, control rooms, archive and exhibits storage, IT data centres, covert premises and police dog kennels.

The estate is a mixture of freehold and leasehold premises and increasingly is made up of partnership premises which are shared with local authority and other partners.

A number of these operational buildings are inefficiently used and expensive to run and maintain. The estate currently costs £5.85 million each year to run, but this has been steadily decreasing with the implementation of an estates rationalisation programme over the last 4 years and will decrease further if additional estates rationalisation and efficiency proposals contained within this Strategy are implemented.

A summary of the sites that make up the estate including tenure and floor area is attached as an Appendix to this Strategy.

Drivers for Estates Strategy

There are a number of key drivers for the Estates Strategy including:

- The Force Priority Plan which will implement significant changes to policing over the next five years, many of which have implications for the estate and will influence the number and location of police buildings;
- The workforce is becoming more mobile and agile through investment in IT. For example, with handheld devices, police officers do not need to routinely return to police buildings, meaning they are more productive and visible, working within communities. In addition, the Force is becoming more agile with officers and staff working from different locations, co-located with partners and where appropriate, from home. This not only improves productivity and makes financial savings, but it also means there is less need for a large estate;
- Public Sector services such as policing have received significant reductions in the budget as part of the Government's austerity measures and the need for savings to be made continues. After people, the estate is one of the largest costs to the Force and PCC. There is a need to continue to reduce the estate to contribute to the financial savings and optimise the number of police officers and staff;
- The number of officers and staff are reducing as a result of budget reductions and with a more agile and flexible workforce, estate rationalisation is appropriate as a large estate is no longer needed;
- The Police and Crime Plan supports partnership and collaboration for streamlined and integrated service delivery. Significant progress has been made with police working from partner buildings and vice versa and increasingly planning is being undertaken for further collaboration with Fire and Ambulance services. Tri-Force collaboration with Leicestershire and Northamptonshire Police in a number of areas is also moving forward to complement the range of existing collaborations in the East Midlands region. Increased collaboration and interoperability with other forces, partners or blue light agencies is essential in order to provide specialist policing capabilities (at a regional level) or addressing criminal/community safety issues where a partnership response is critical (e.g. adult and child safeguarding). The Estates Strategy must remain flexible enough to meet the changing demands on the estate;
- The Force has a responsibility to provide an energy efficient estate. The Estates Strategy therefore must complement our environmental objectives and Carbon Management Plan; and
- Delivering improved services to our communities.

Vision



The Estates Strategy aims to deliver an estate which will be more efficient and of lower cost to run and which is flexible enough to respond to the developing service requirements. It will allow the Force to maintain high quality services, to improve effectiveness and to ensure good value for money by the efficient use of a key resource. The Strategy seeks to deliver the right balance between operational delivery and affordability.

Our Vision is to:

- Create an efficient, fit for purpose and sustainable estate that delivers value for money and facilitates flexible working in line with the Police and Crime Plan;
- Deliver an estate which provides an appropriate level of security for officers and staff and information;
- Obtain views of the community and partners to inform our decision making process; and
- Provide a visible and accessible service which enables multi agency working and promotes visible policing.

How does the Estates Strategy support the Police and Crime Plan and the Priority Plan?

Police and Crime Plan:

The Commissioner will strive to deliver:-

Safer Communities

Enable co-location of partners within police or partner buildings and provide appropriate custody suites and facilities for people to report crime

Improved trust and confidence in policing

Provide local deployment bases and public contact facilities and support the agile/visibility programme

Value for money policing services

Implement the estate rationalisation programme to ensure an appropriate and fit for purpose estate for operational policing

Priority Plan



The Force Priority Plan will change the way the Force plans its business for 2018/19 and beyond as part of an ongoing programme of continuous improvement.

The Priority Plan will set a clear vision for the Force by focusing on a number of strategic priorities, with each internal department designing their own services to deliver those priorities.

As further detail of the Priority Plan emerges, it is anticipated that Business Cases will be developed to restructure a number of key operational departments. There is a need for the Estates Strategy to remain flexible to support changes which may arise from the Priority Plan Business Cases.

The implementation of the Priority Plan will influence the way that policing services are delivered affecting both physical buildings and the use of IT and information management.

The provision of a suitable estate and facilities will be kept under review whilst the Priority Plan is fully implemented and refined.

What has been Achieved to Date?



In supporting the Police and Crime Plan and Delivering the Future programme, a number of significant achievements have already been made:

- Opening of a new, modern Central Police Station in Nottingham at Byron House, in partnership with Nottingham City Council and in support of the Aurora II partnership programme. The old Central Police Station has been sold raising a significant capital receipt.
- The closure of a number of ageing Police Stations including Canning Circus, Meadows, Retford, Kirkby in Ashfield, East Leake, Harworth, Bingham, Calverton, Beeston, Stapleford and Kimberley. Where appropriate, alternative cost-effective facilities have been provided to support the local policing footprint often in partner premises, principally local authorities.
- Reviewing service contracts, for example maintenance and servicing of mechanical and electrical infrastructure to reduce revenue costs. Delivered a number of energy reduction initiatives including energy efficient lighting schemes and biomass boilers.
- A number of partnership collaborations have been delivered in conjunction with local authorities and increasingly with Fire and Rescue and Ambulance Services.

Estate Delivery Plan

There remains a significant amount of work to be undertaken to fully support the implementation of the Force Priority Plan and Police and Crime Plan, which is reflected in the priorities below:

Objective	Milestones
Provide an estate which meets the operational needs of policing, including custody, communications and IT infrastructure, local policing and specialist services.	<ul style="list-style-type: none"> Continued review of the estate to meet operational needs
Review the options for more cost effective premises where it has been identified that current facilities are underutilised. This may be through co-location, bringing partners into police buildings or police working from partner buildings	<ul style="list-style-type: none"> Reduction in floor area of the estate Reduction in running costs for the estate Building sales forecast achieved Reduction in building stock
Maximise the use of space within buildings by enabling better, modern, agile ways of working and working closely with partner agencies.	<ul style="list-style-type: none"> Improved utilisation of police premises Reduction of workstations in line with IT Strategy and occupational standards Implementation of agile working practices across the estate
Design and locate buildings that are fit for purpose and relevant to the support of operational policing.	<ul style="list-style-type: none"> Identification of required locations for police buildings and neighbourhood offices Agreement of buildings specification Production of options appraisal for delivery of appropriate facilities Co-location and new location opportunities reviewed Reduced operating costs
Ensure buildings meet all Health and Safety requirements and security standards.	<ul style="list-style-type: none"> Carry out and act upon health and safety inspections across the Force estate Carry out and act upon security audits across the Force estate
Reduce the operating cost of the estate.	<ul style="list-style-type: none"> Improved Display Energy Certificate scores Full profile of energy consumption for every building Reduced cost per m² for facilities management services Improved performance on national benchmarking reports
Self-generate funds to improve and enhance the estate.	<ul style="list-style-type: none"> Sale of buildings as per forecast Maximum sale value achieved

Future Estate Plans

In order to meet the Estate Delivery Plan objectives, the following specific developments and changes to the estate are planned. Further schemes will be developed over the life of this Strategy in accordance with the principles of this Strategy:-

- Setting up a Partnership Hub with Mansfield District Council at Mansfield Civic Centre and the sale of Mansfield Woodhouse Police Station
- Setting up a Partnership Hub with Ashfield District Council at the Council Offices in Kirkby in Ashfield and the sale of Sutton in Ashfield Police Station
- Setting up a Partnership Hub in Arnold with Gedling Borough Council and the sale of Arnold Police Station.
- Development of a public sector hub in Cotgrave Town Centre with Rushcliffe Borough Council, Nottinghamshire County Council, Cotgrave Town Council and health service partners.
- Co-location with East Midlands Ambulance Service to establish a new Carlton Police Station and sale of the existing Carlton Police Station.
- Rationalisation of office buildings leading to the sale of Holmes House in Mansfield
- New Eastwood Police Station co-located with Eastwood Town Council and sale of existing Eastwood Police Station
- Review of the future of the ageing and overly large Worksop Police Station with a view to providing appropriate facilities for operational policing at a reduced cost
- Review of the future of the ageing and overly large Ollerton Police Station with a view to providing appropriate facilities for operational policing at a reduced cost
- Review of the future of the ageing and poor quality Hucknall Police Station and Training Centre with a view to providing appropriate facilities for operational policing and training
- Consideration of options for greater collaboration with Nottinghamshire Fire and Rescue Service and East Midlands Ambulance Service. Proposals are currently being considered at Ollerton, Hucknall, Carlton, East Leake, Worksop and Newark.
- Review of the future of the Bridewell custody suite with a view to providing a more appropriate facility.
- Review of the usage and future of Neighbourhood Offices.

Future Investment Plans

In order to meet the objectives of this Strategy, it will be necessary to invest in the estate. This will be a combination of capital and revenue funding dependant upon the nature and cost of the work involved.

Full condition surveys of all buildings within the estate will be undertaken and these will inform a planned maintenance programme which will be implemented from revenue funding. Where significant building improvements are required, capital funding will be requested.

It is proposed to produce a 4 year capital programme for the life of this Strategy. Full details are currently being put together and will be fully evaluated and costed.

However, below is a list of schemes that have been identified so far as requiring capital funding in 2017/18 or beyond. Schemes currently funded within the 2016/17 capital programme and being undertaken within that year, have not been included.

Location	Project
Various	Automatic Gates & Barrier Replacements
Various	BMS - Boiler Controls
Various	Bunkered Fuel
Bridewell	Custody Project
Custody	Custody Improvements (Toilets; Sinks; Grilles)
Eastwood	Eastwood Police Station
FHQ	Conversion of part of Printing and Stores
FHQ	External Street Lighting (Retention)
FHQ	New Locker & Gym
FHQ	New perimeter fence
FHQ	New surfacing for drive to Printing and Stores and paths
Various	Fire Alarm panel replacements
Various	Fixed Electrical works
Hucknall EMAS	Extension for NPT
Mansfield	Lift Replacement
Mansfield	Replace Tea Points and Showers on all floors
Various	Generator and associated replacements
Ranby	Response Hub
W Bridgford	1st Floor Refurbishment
Worksop	New Tri Services Collaboration
Oxclose Lane	Oxclose Lane Top Floor Refurbishment
Oxclose Lane	Lift Replacement
Various	Mechanical Engineering and Boiler Replacements
Various	Energy Improvements
Various	Building Condition Investment
Various	Energy Improvements

Consultation

For all significant changes to the police estate, especially where a police station is proposed for closure or to be moved to an alternative location, consultation will be undertaken with internal and external stakeholders. A variety of consultation methods will be utilised dependent upon the change proposed and local circumstances. These could include consultation via letter, e-mail, website survey, social media, public meetings or focus groups.

The internal audience will include officers, police staff, Special Constables, volunteers and partnership staff directly affected. The external audience will include stakeholders such as local MPs, councillors, partner agencies, local businesses and charitable and community groups. Consultation will also take place with people living in the areas affected by the change and the wider public. The Police and Crime Commissioner will make the final decision in relation to any proposed changes, following consultation.

We will liaise fully with our staff, the public and our stakeholders and keep them informed of key developments and seek their views, at the earliest opportunity.

It is imperative that officers and staff are informed of the potential for change and are actively involved in the consultation process.

We will ensure that our stakeholders are reassured by the changes and any uncertainties are clarified.

Arrangements for public access at any new location will be widely communicated to avoid the potential for misunderstanding within the community.

Governance



As the estate is owned by the Police and Crime Commissioner, he has ultimate responsibility for agreeing the Estates Strategy and to approve individual Business Cases. To support the PCC in managing the estate, the following are the appropriate forums for decision making, prioritising workloads and monitoring progress against agreed plans:

- **Force Executive Board** — chaired by the Chief Constable and attended by the full Chief Officer Team and key senior representatives, with responsibility for agreeing the overall Estates Strategy and approving Business Cases to achieve the Strategy.
- **Force Management Board** — chaired by the Deputy Chief Constable and attended by Departmental Heads and other senior representatives of the Force together with the Chief Financial Officer to the OPCC, with responsibility for initial consideration of Business Cases and prioritising resources towards achievement of key Force objectives.
- **Estates Programme Board** — chaired by the Head of Estates and Facilities Management and attended by senior representatives of the Force, with the responsibility for determining the operational requirement, identifying priority works and managing risk. This Board also oversees progress with the implementation of the Estates Strategy and the development and monitoring of key performance indicators for the estate.



Appendix - Nottinghamshire Police Buildings

Name	Postcode	Area	Comments
Arnold	NG5 7DS	240m ²	Freehold
Arnot Hill House (OPCC)	NG5 6LU	350m ²	Leasehold
Arrow Centre	NG15 8AY	992m ²	Freehold
Beeston	NG9 1BA	380m ²	Leasehold
Bingham	NG13 8BW	828m ²	Freehold (vacant and being sold)
Bridewell	NG2 1EE	2,973m ²	Freehold
Broxtowe	NG8 6GN	322m ²	Freehold
Bulwell	NG6 8NA	471m ²	Freehold
Byron House	NG1 6HS	1,205m ²	Leasehold
Carlton	NG4 3DZ	3,035m ²	Freehold
Clifton	NG11 9DN	226m ²	Leasehold
Cotgrave	NG12 3JG	203m ²	Freehold
East Leake	LE12 6JG	166m ²	Leasehold
Eastwood	NG16 3GG	308m ²	Freehold
Firing Range	NG14 6AY	153m ²	Leasehold
Harworth	DN11 8JP	140m ²	Leasehold
Holmes House	NG18 2JW	2,177m ²	Freehold
Hucknall	NG15 7LE	2,565m ²	Freehold
Kirkby	NG17 8DA	133m ²	Leasehold
Lakeside	NG15 0DS	650m ²	Leasehold
Mansfield	NG18 2HQ	5,527m ²	Freehold

Name	Postcode	Area	Comments
Mansfield Partnership Hub	NG19 7BH	238m ²	Leasehold
Mansfield Woodhouse	NG19 8BA	692m ²	Freehold (vacant and being sold)
Meadows	NG2 1PW	555m ²	Freehold (vacant and being sold)
Newark	NG24 1LJ	2,171m ²	Freehold
Ollerton	NG22 9QZ	1,179m ²	Freehold
Oxclose Lane	NG5 6FZ	2,995m ²	Freehold
Phoenix House	NG18 2HZ	5,604m ²	Leasehold
Radcliffe on Trent	NG12 2FQ	60m ²	Leasehold
Radford Road	NG7 5GX	2,460m ²	Freehold
Newton	NG13 8HA	425m ²	Leasehold
Retford	DN22 6QD	142m ²	Leasehold
Riverside	NG2 1RZ	1,578m ²	Leasehold (PFI)
Sherwood	NG5 2FB	51m ²	Leasehold
Sherwood Lodge	NG5 8PP	10,341m ²	Freehold
St. Anne's	NG3 3HR	1,284m ²	Freehold
Sutton	NG17 1AE	925m ²	Freehold
Tom Ball Hall	NG5 6FZ	904m ²	Freehold
Topaz Centre	NG5 6FZ	186m ²	Freehold
Watnall Road	NG16 6DW	884m ²	Leasehold
West Bridgford	NG2 6BN	3,230m ²	Freehold
Worksop	S80 2AL	2,057m ²	Freehold

Neighbourhood Offices

The following buildings are generally held on simple licence agreements and they have no monetary value to the Force. They generally have relatively low running costs and the majority are used as “drop in” facilities for Officers providing IT and welfare facilities for Officers to use whilst in the local area.

Bingham Town Council

Carlton in Lindrick Village Hall

Crown House, Worksop

Farndon Village Hall

Nuthall Temple Centre

Kimberley Town Hall

Misterton Centre

Rainworth Village Hall

Ruddington, St. Peter's Rooms

Sneinton Library

Southwell Town Council

Stapleford, The Meeting Place

Trowell M1 Services

Tuxford, 2 Market Place

Warsop Town Hall

Wollaton Waitrose

Total Neighbourhood Offices - 16

For Information	
Public	
Report to:	Strategic Resources & Performance Meeting
Date of Meeting:	4 th September 2019
Report of:	Chief Constable Guildford
Report Author:	Adrian Greensill, Stephen Harrold
E-mail:	adrian.greensill14348@nottinghamshire.pnn.police.uk
Other Contacts:	Denise Hill, Clare Preston-Davies
Agenda Item:	4

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

Health and Safety Update

1. Purpose of the Report

- 1.1 To provide a full year update on health & safety performance and statistics for the period April 2018 to March 2019.
- 1.2 To inform the PCC and chief officer team of emerging issues relating to the health and safety performance of Nottinghamshire police and areas of collaborative working.

2. Recommendations

- 2.1 Replacement of the accident reporting process provided by MFSS (APEX) to ensure a more robust method of data capture and accident reporting.
- 2.2 A review and training need analysis of current health and safety training provision.
- 2.3 A comprehensive review of the management and audit process for health and safety

3. Reasons for Recommendations

- 3.1 Following the change to the APEX system of accident reporting at the end of the year the system, initially, was unavailable and on a number of occasions has failed. Although the Health and Safety team provided alternative methods of reporting Incidents, collected evidence suggests that there has been significant under reporting of incidents since this date. Data collected through the current and legacy systems does not provide clear manageable data to support accident reduction activity or accurate reporting of assaults. Investigation of accidents is limited and few recommendations are made to prevent reoccurrence.
- 3.2 There are significant gaps in mandatory training at all levels of the organisation as identified in the MAZARS audit report of February 2019 and as a result there is need for a more in depth training needs analysis. Additionally refresher training for basic mandatory training e.g. fire safety has no current reporting process.
- 3.3 There is no robust Management and Audit process across the organisation, although walk-rounds are completed by Facilities Management and Health and Safety. Ideally we should be following a process as recommended under Health and Safety Guidance (HSG 65, 2013 or ISO 450001). Future health and safety

committees have been reviewed and agreed to reflect the Gold Silver and Bronze command structure.

4. Summary of Key Points

4.1 Summary of reported injuries

Adverse Events

	2018/19	2017/18	2016/17
Police Officers	251	345	353
Police Staff	44	54	58
Special Constables	0	4	3
Cadets	0	0	2
PCSO	13	16	13
Agency	0	0	1
External	1	3	4
Volunteer	1	0	0
Total	310	422	434

Assaults

	2018/19	2017/18	2016/17
Police Officers	128	175	164
Police Staff	15	21	16
PCSO	9	6	8
Special Constables	2	2	2
External	0	2	4
Total	154	206	194

- 4.2 Over the period 2018/19 the health and safety department has lacked consistence due to personnel changes

5. Financial Implications and Budget Provision

- 5.1 Accidents, assaults and RTC's all have a financial implication on the Force. This can be as a result of absence following injury, backfilling posts, compensation claims, investigation costs and repairs to damaged equipment. The Health & Safety Executive estimates that every lost time accident will cost an organisation on average £2100.
- 5.2 Training requirements could have a significant impact on abstractions from duty and increase in training cost dependant on the findings of the training needs analysis. Some mandatory training and refresher training costs should be built into current working schedules however additional training may be involved.
- 5.3 Once trained there may be additional cost relating to the provision of work equipment, additional training which would be identified by a more effective risk assessment process.

6. Human Resources Implications

- 6.1 The issues mention may have some impact on Sickness Absence Management, Disputes and Tribunals

7. Equality Implications

- 7.1 Non-compliance to Health and Safety legislation may have implications relating to Personal Emergency Evacuation Plans (PEEP)'s which would have implications in terms of equality

8. Risk Management

- 8.1 Sections 2 and 3 refers to the risks and risk management

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

- 9.1 There are no policy implications arising as a result of this report.

10.Changes in Legislation or other Legal Considerations

- 10.1 There are no identified changes to legislation at this time.

11.Details of outcome of consultation

- 11.1 Nothing to report.

12. Appendices

- 12.1 Appendix 1 Year-end annual health and safety report.



NOTTINGHAMSHIRE POLICE PROUD TO SERVE

Annual Health & Safety Report

2018 – 2019

Report authors:
Stephen Harrold
Adrian Greensill

The Force Health & Safety Report is produced annually to inform the Chief Constable and the Chief Officer Team, Nottinghamshire Office of the Police and Crime Commissioner and Departmental Senior Management Teams about how Nottinghamshire Police has performed in relation to health & safety during the previous 12 months. Areas of concern are identified and action plans are produced by Departments to mitigate injury and ill health. The report contains factual information gathered from the Force Health & Safety reporting and recording system as well as analysis of the statistics by the Force Health & Safety Team.

1.0 Introduction

- 1.1 This report covers the financial year from 1st April 2018 to 31st March 2019. The aim is to provide statistical data and information on what Nottinghamshire Police is doing to protect its Police Officers, Police Staff, Specials, Volunteers, Contractors, service users and members of the general public.
- 1.2 Health & Safety focuses on reducing the risks of injury and ill health that arise from a wide range of policing and support activities. The Force recognises that good health & safety management supports the delivery of a first class policing service to the people of Nottinghamshire.

- 1.3 Nottinghamshire Police's policy in relation to health & safety is set out in the policy statement, signed by both the Chief Constable and the Police & Crime Commissioner (PCC). The principles set out therein provide the overarching framework for all subsidiary statements at Corporate and Departmental level.

Summary of reported injuries

Table 1

Incidents resulting in injury

	2018/19	+/- %	2017/18	+/- %	2016/17	+/- %	2015/16
Police Officers	251	-27	345	-2	353	-4	366
Police Staff	44	-19	54	-7	58	-47	110
Special Constables	0	-100	4	33	3	200	1
Cadets	0	0	0	-200	2	200	0
PCSO	13	-19	16	23	13	1200	1
Agency	0	0	0	-100	1	100	0
External	1	-67	3	-25	4	-64	11
Volunteer	1	100	0	0	0	0	0
Total	310	-27	422	-3	434	-11	489

Injury RTC's	2018/19	+/- %	2017/18	+/- %	2016/17	+/- %	2015/16
Police Officers/Staff	20	18	17	-35	26	44	18

During this reporting period injuries as a result of Road Traffic Collisions (RTC's), have increased by 15% (20 versus 17). All 20 RTC's involved Police Officers with 2 Officers receiving treatment at hospital, neither reported being seriously injured.

During the year, the biggest cause of injury through accident was 'resisting arrest', which accounted for 46 injuries. Second highest cause was 'restraining a prisoner' which accounted for 23 injuries.

Table 2

Assaults	2018/19	+/- %	2017/18	+/- %	2016/17	+/- %	2015/16
Police Officers	128	-38	175	3	164	-26	211
Police Staff	15	-50	21	29	16	-100	30
PCSO	9	44	6	-60	8	800	0
Special Constables	1	-100	2	0	2	200	0
External	1	-200	2	-100	4	50	2
Total	154	-36	206	5	194	-21	243

All 15 assaults to police staff occurred within a custody suite injuring Detention Officers.

Table 3

RIDDOR reportable Injuries	2018/19	+/- %	2017/18	+/- %	2016/17	+/- %	2015/16
Major Injuries	0	-100	1	-83	6	100	3
Over 7 day injuries	30	750	4	-20	5	-38	8
Total	30	600	5	-54	11	0	11

In 2018/149 information was collected for officers who have been off work due to a work related injury but it is not known if all of these have been reported to under RIDDOR. Adjustments have been made in the new accident reporting system to more accurately collect this data.

2.0 Health & Safety Committees

- 2.1 Health & Safety Committee meetings have been introduced by the new health and safety advisors. A new three tier structure has been agreed by the Deputy Chief Constable which includes a strategic Health and Safety committee (Gold), meeting twice per year and Health and Safety Committee (Silver) and local Health and Safety committees (Bronze) both meeting quarterly. This structure will be implemented immediately.
- 2.2 Regional Health and Safety meetings are held by East Midlands Special Operations Unit (EMSOU), East Midlands Operational Support Service (EMOpSS) and East Midlands Criminal Justice Service (EMCJS) and are attended by the Force Health and Safety Manager or Advisor who represents Nottinghamshire Police in terms of health & safety compliance.

3.0 Training

- 3.1 The Health and Safety team are planning to deliver display screen equipment (DSE) training to allow local DSE champions to support staff in the workplace. It has been agreed by the Deputy Chief Constable that there will be a 2hr 30min input on the senior leadership conference in relation to Health and Safety.
- 3.2 The Health and Safety team are assessing training needs for managers and supervisors so to insure they are able to meet their health and safety responsibilities.
- 3.3 Only 20% of new police staff starters have completed the basic health and safety Induction training (Fire Safety and DSE), the Health and Safety team are looking at these online packages to ensure they are fit for purpose and will encourage line managers to promote these with all new starters.
- 3.4 Fire warden training for custody suites has been reviewed and a new programme is being planned to enhance the quality of cover across both custody suite.
- 3.5 First Aid training is robust for officers and PCSO's however, there is no clear process to ensure that police staff are providing sufficient coverage across the force and here is an assumption in many locations that police officers will provide fulfil our legal requirement.

4.0 Accidents / Injuries

- 4.1 The Force Health & Safety team analyse all reported incidents and near misses in order to help prevent or reduce future accidents and injuries. The statistics are used to identify trends and inform local Health & Safety action plans.
- 4.2 There were no fatalities involving Police Officers or Police Staff.
- 4.3 Chart 1 (below) shows the causes of accidents/injuries. The top 3 causes of accidents/injuries for the year were resisting arrest, restraining a prisoner and falls.
- 4.4 58 Police Officers and 4 PCSO's were injured when they were faced with an individual resisting arrest or were restraining a prisoner. 6 Detention Officer was injured 'restraining prisoners'.

- 4.5 Chart 2 shows resulting injury types as reported. The top 3 injury types were dislocation, suspected fracture and burn.

Chart 1 – Causes of accident injuries (as reported)

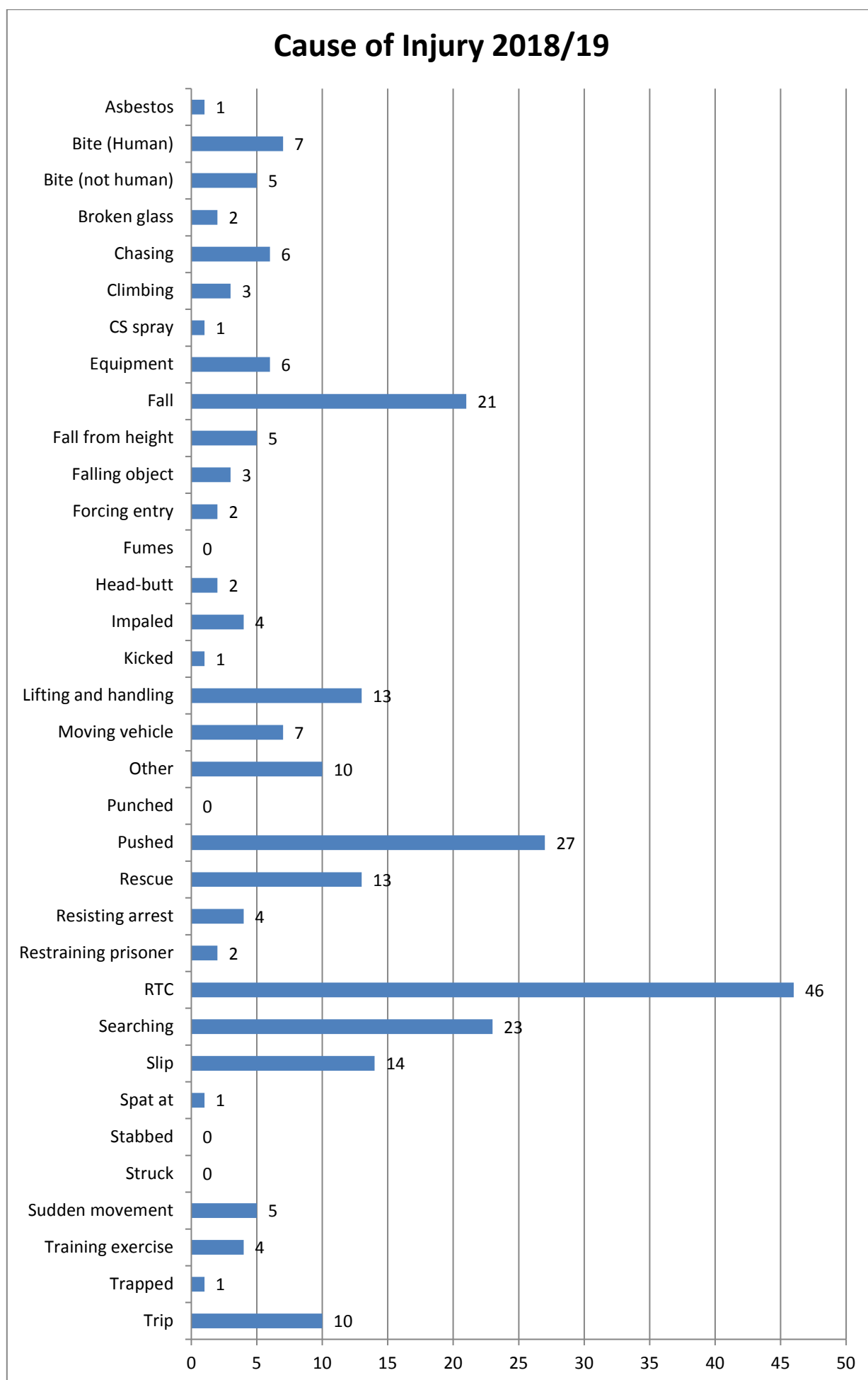
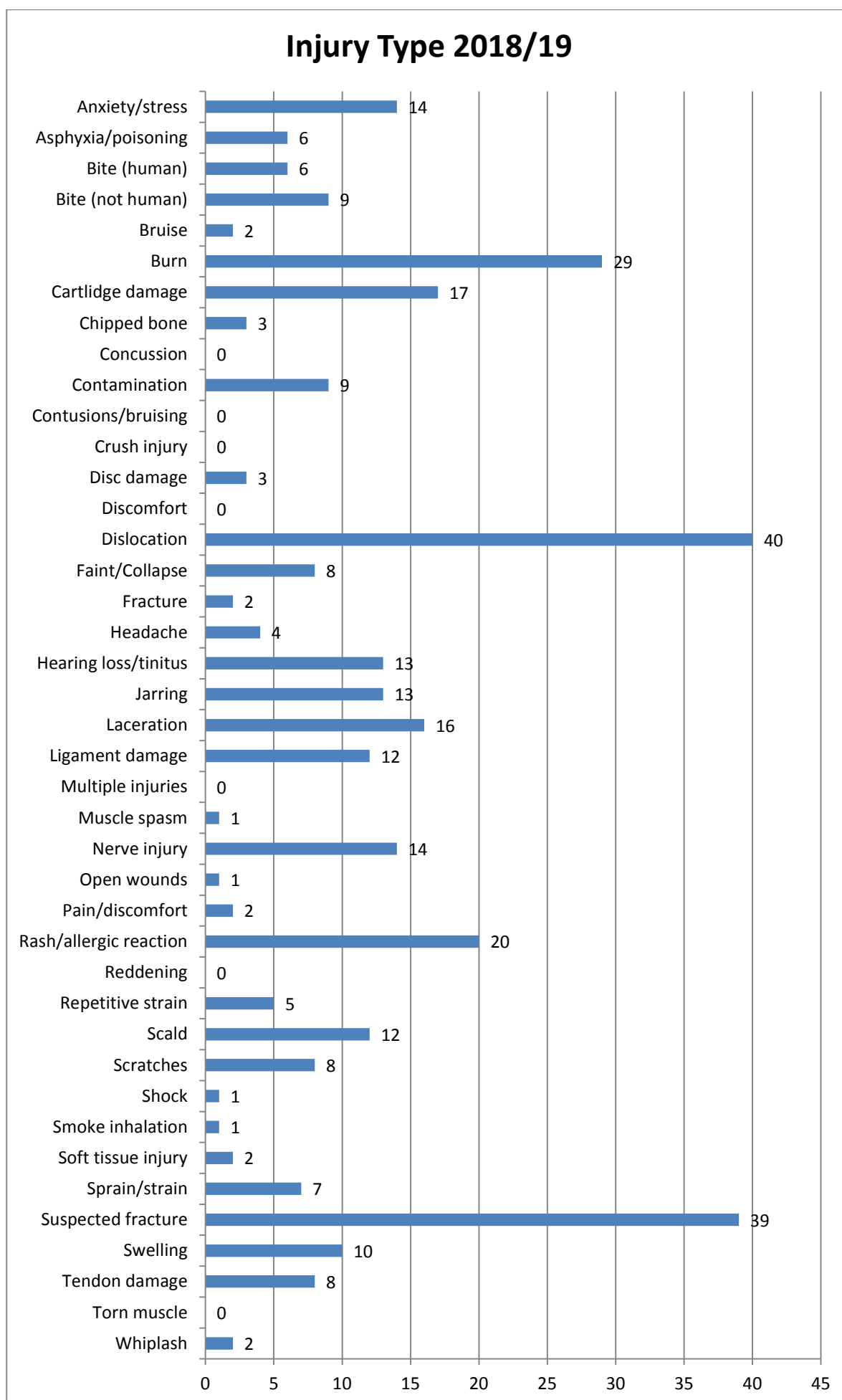


Chart 2 – Resulting injury types (as reported)



5.0 Assaults

5.1 There were a total of 156 injuries on duty as a result of an assault, an decrease of 36% on the previous year (see Table 2 Page 3). This was made up of the following mix of Police Officers/Special Constables/Police Staff:

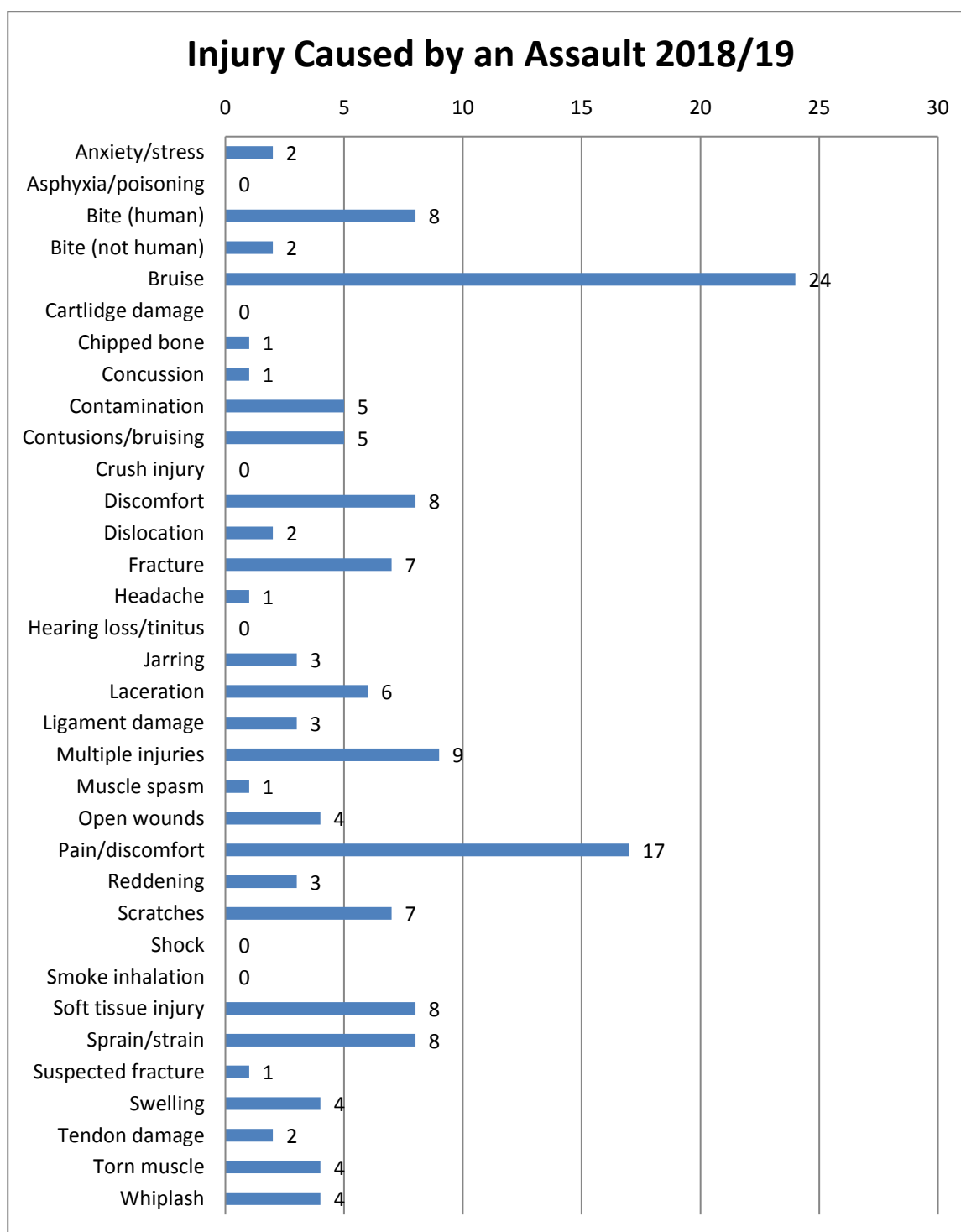
- 128 Police Officers.
- 15 Detention Officers.
- 9 PCSOs.
- 1 Special Constable.

5.2 Chart 3 illustrates the injuries resulting by assaults..

5.3 In order to reduce assaults the Health & Safety Team:

- Monitor and analyse assaults, compare across the Force, region and MSF's.
- Provide information; work with Divisions and Departments to identify issues/themes/hot spots.
- Identify trends, training issues, improvements.
- Provide advice to divisions and departments.

Chart 3 – Assault Cause (as reported)



6.0 Reporting of Injuries, Diseases & Dangerous Occurrence Regulations (RIDDOR)

- 6.1 RIDDOR requires employers to report to the Health & Safety Executive (HSE) certain workplace related injuries, diseases and dangerous occurrences.
- 6.2 During the year Nottinghamshire Police reported 30 incidents where the member of staff were absent from work for seven days or more. These incidents should be reported to the HSE but at this time these aren't captured under the current reporting process.
- 6.3 No enforcement action was taken by HSE in respect of the RIDDOR notifiable injuries.

7.0 Significant incidents

- 7.1 Unlike previous years there have been no significant incidents where a multiple number of officers have been injured.

8.0 Near Misses

- 8.1 A near miss is an unplanned event which had the potential to cause injury but did not. All employees of Nottinghamshire Police are actively encouraged to report near misses. Near misses are reviewed daily to enable swift action to be taken to prevent recurrences and to identify force wide trends.
- 8.2 During the year there were 88 reported near misses compared to 186 the previous year, a decrease of 111%.
- 8.3 Reporting of near misses is actively encouraged with messages sent out via local and force wide communications.
- 8.4 Data on 'near misses' is reported to Health & Safety committees throughout the force. When a trend is identified action is taken to resolve the highlighted issue.

9.0 Assurance/Compliance

- 9.1 The new structure will support the monitoring of compliance with the addition of new measures and Audits to ensure there is effective monitoring of health and safety performance

10.0 Actions planned for 2019-2020

- 10.1 Audit of the fire risk assessment process across the estate to ensure the outsourced contractor is fulfilling their contracted role and the Force continues to receive value for money.
- 10.2 Re-design of the management structure to reflect the (Gold, Silver Bronze command Model)
- 10.3 Review of the current health and safety policy
- 10.4 Review of training provision across all tiers of management across the force This will include basic induction of staff.
- 10.5 Review of the accident reporting process to produce useable records to monitor H&S compliance
- 10.6 Review of the accident reporting process with accompanying communication to ensure we have an accurate picture of accidents, assaults and near misses.

For Information only	
Public/Non Public:	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4th September 2019
Report of:	Denise Hill
Report Author:	Antony Watson –Resourcing Advisor
E-mail:	Antony.watson10071@nottinghamshire.pnn.police.uk
Other Contacts:	Clare Preston-Davies Inspector, People Development & Wellbeing
Agenda Item:	5

WORKFORCE PLANNING

1. Purpose of the Report

- 1.1 To provide an update on the Police Officer and Police Staff establishment versus budget as at 30th June 2019.

2. Recommendations

- 2.1 It is recommended that the Force Executive Board note the reported numbers and approve or adjust the forecasted recruitment plans accordingly.

3. Reasons for Recommendations

3.1 Police Officers

The target is to reach and maintain the establishment of 1,980 officers FTE by the end of March 2020.

Officer Numbers	Headcount	FTE
Total Number of Officers *	1,995	1,948.10
Officers funded by Nottinghamshire Police	1,939	1,894.24
<i>Partnership Funded</i>	15	14.07
<i>Collaboratively Funded</i>	24	23.80
<i>Seconded</i>	7	7
Total External Funded Officers	46	44.87
Career Break	10	8.99
Joiners	+19	+19
Leavers	-6	-6
Difference from last month	+13	+12.36
V's Budget FTE		-31.90
Current End of F/Year Projection V's Budget FTE		+9.10

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

There were 6 leavers (4 standard retirements, and 2 resignations). The overall number of leavers was -1 versus the projected leavers for the month.

For July 2019, the number of leavers is currently broadly in line with the projected leavers for the month (11 leavers projected, currently 9 leavers in the HR system). Final leaver numbers for July will be updated on the next report.

The workforce plan for 2019-2020 is to achieve a year end police officer number of 1,980 FTE officers. Recruitment plans are well under way to ensure that number is achieved.

The target number of officers for each of the planned cohorts is 18. There are 9 cohorts planned throughout the financial year, 6 IPLDP cohorts, 1 Fast Track to DC cohort and 2 PCDA cohorts. The balance of the total number of officers required will be made up by transferee officers.

Plans for the Forces first Fast Track to DC scheme, made up of current PIO's are now well under way with a start date of the 1st November 2019.

Plans continue to bring 10 transferee's into the force as soon as possible. Currently 4 / 10 are at the final offer stage and a start date has been agreed with them.

The second regular Police Officer cohort of the financial year started on the 7th June 2019, with a BME % of 11.11%. The third Police Officer cohort who started on the 12th July 2019 has a BME % of 5.56%. The overall BME % for the first 3 cohorts of 2019-2020 to date stands at 11.32%.

The financial year-end number of officers at the 30th June 2019 is currently projected to be +9.10 (last month was projected to be +9.73).

The police officer forecast at Appendix 1, gives a detailed breakdown.

Table 1 - Officers in Acting and Temporary Roles

Temporary & Acting Rank	Local	Collaborative Partnership Regional	Secondment	Total FTE	Variance to last month
Chief Supt.	0	0	1 *	1 *	0
Superintendent	2	0	1	3	0
Chief Inspector	3	0	1	4	0
Inspector **	12	0	0	12	+1.15
Sergeant **	47.79	0	0	47.79	+2
Grand Total	64.79	0	3	67.79	+3.15

* Secondment in from West Yorkshire Police for a 12 month secondment.

** In addition, there are 5 T/Inspectors and 6 T/Sergeants on work based assessment following promotion boards.

Table 2 – Breakdown of Acting and Temporary Roles broken down into areas.

Role	City	County	CM	Corporate Services	Organised Crime	Public Protection	OS	EMCJS	EMSOU	Region	Grand Total
Chief Superintendent				1 *							1 *
Superintendent				1	1					1	3
Ch Insp	1		1	1						1	4
Insp	1	5				3	1	2			12
Sgt	19	16.79	1		1	4	5		1		47.79
Grand Total	21	21.79	2	3	2	7	6	2	1	2	67.79

* Secondment in from West Yorkshire Police for a 12 month secondment.

** In addition, there are 5 T/Inspectors and 6 T/Sergeants on work based assessment following promotion boards.

Table 3 - Chief Inspector Boards Applicant Breakdown:

Applicant breakdown from recent Chief Inspector Boards detailed below;

Breakdown	Applications Received / Shortlisted for Interview	Successful at Interview
Total	12	8
Male	7	4
Male %	58.33%	50.00%
Female	5	4
Female %	41.67%	50.00%
BME Applicants	1	0
BME %	8.33%	0.00%

Table 4 - Inspector Boards Applicant Breakdown:

Breakdown	Applications Received	Shortlisted for Interview	Successful at Interview
Total	23	13	7
Male	19	9	5
Male %	82.61%	69.23%	71.43%
Female	4	4	2
Female %	17.39%	30.77%	28.57%
BME Applicants	0	0	0
BME %	0.00%	0.00%	0.00%

3.2 Police Staff

The force funded Police Staff numbers as at 30th June are as follows;

Staff excluding PCSOs *	Headcount	FTE
Total Staff	1,283	1,162.88
Staff funded by Nottinghamshire Police	1,195	1,089.14
Partnership Funded	76	63.19
Collaboratively Funded	2	1.81
Seconded	3	3
Career Break	7	5.74
* unable to capture all Staff joiners and leavers due to Staff moving between multiple roles and moving between person types		

3.3 PCSO's

PCSOs*	Headcount	FTE
Total PCSOs	180	172.42
PCSOs funded by Nottinghamshire Police **	179	171.42
Career Breaks	1	1
V's Last Month	-3	-2.92
* unable to capture all PCSO joiners and leavers due to Staff moving between multiple roles and moving between person types.		
** Total number less those on career break.		

As at 30th June 2019 the number of PCSO's was 172.42 FTE, a 2.92 FTE reduction from the previous month.

3.4 PIO's

PIO's	Headcount	FTE
Total PIO's	48	44.83
Total Graduate PIO's	7	7
Total Number	55	51.83
V's Last Month	-1	-0.99

At the end of June 2019, there were 48 (44.83 FTE) PIO's against an establishment of 53. There has been no change in FTE on the previous month, there has however been a reduction of 1 graduate leaving 7 PIO's remaining. The total figure including the graduate PIOs is 55 (51.83 FTE), a combined decrease of 0.99 FTE vs last month.

3.5 Abstractions

Sickness breakdown at the 30th June 2019 were:

Type	% Sickness	Variance on Previous Month (Prev Month Actual Brackets)
Police Officer Sickness Month	4.86%	(4.11) +0.75%
Police Officer Sickness Rolling 12-Month	5.13%	(5.12%) +0.01%
Police Staff Sickness Month	4.48%	(4.14%) +0.34%
Police Staff Sickness Rolling 12-Month	5.13%	(5.09%) +0.04%

The top three reasons in June 2019 were psychological disorders (982), hospital- investigation/treatment/operation (270) and minor illness (249) (number of working days lost for each).

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

- 4.1 Workforce planning is the process used to report on the workforce establishment and to approve or adjust plans to maintain the numbers in line with the medium term financial plan and budget provision.

5. Financial Implications and Budget Provision

- 5.1 The number of funded police officers/police staff (including PCSOs) has a direct impact on the budget and planned efficiency savings. It is requested that the Force Executive Board approve or adjust the planned recruitment to ensure budgetary control.

6. Human Resources Implications

- 6.1 Developing the detailed workforce plan and supporting the priority plan requires a dedicated people services resource.

7. Equality Implications

- 7.1 The force will continue to deliver positive action initiatives aimed at retention and progression and seek to encourage individuals from under-represented groups to consider opportunities to work with Nottinghamshire Police as police officers, police staff, special constables, cadets and volunteers.

Diversity picture for the Force at 30th June 2019: The male to female ratio being 55.67% male to 44.33% female (female ratio -0.25% on the previous month). BME representation for the force increased by 0.09% to 5.80%. The first regular Police Officer cohort of the financial year started on the 26th April 2019, with a BME % of 16.67%, the second cohort who started on the 7th June 2019 has a BME % of 11.11%, and the third cohort who started on the 12th July has a BME

% of 5.56%, The overall BME % for the first 3 cohorts of 2019-2020 to date stands at 11.32%. The percentage of the force with a self-declared disability has increased again slightly by 0.04% to 4.42%.

7.2 The majority of staff fall into the 26 to 40 and 41 to 55 age bands (40.35% and 40.84% respectively). 10.74% of the force are 25 and under and 8.07% of the force are in the 55+ age band.

7.3 The number of disputes received to date in the 2019-2020 financial year is 2 (1 Officer / 1 Staff). The rolling 12 month number of disputes (all cases received in the last 12 months, as well as any cases still open) is 7.

8. Risk Management

8.1 Current and forecasted changes to the establishment will be closely monitored by the Force Executive Board to ensure adequate recruitment planning is in place and adjusted or approved to ensure budgetary control.

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

9.1 The medium term financial plan (MTFP) workforce plan is developed to link in and compliment the police and crime plan priorities.

10. Changes in Legislation or other Legal Considerations

10.1 None.

11. Details of outcome of consultation

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

12. Appendices

12.1 Appendix 1 - 2019/2020 Police Officer Forecast

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

13.1 Not applicable

Head Count Officer Tracker - April 2019 to March 2020

	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Total
Starting Headcount Core Funded	1,929	1,933	1,924	1,939	1,946	1,936	1,928	1,941	1,948	1,954	1,961	1,970	
Planned Probationer Cohorts	18	0	18	17	0	0	18	18	18	18	18	18	161
Planned Transferees	0	2	1	1	5	4	1	0	0	0	0	1	15
Anticipated Natural Leavers	-1.0	-4.0	-2.0	-6.0	-6.0	-6.0	-6.0	-6.0	-6.0	-6.0	-6.0	-6.0	-61
Anticipated Retirements	-12.0	-7.0	-4.0	-5.0	-9.0	-6.0	0.0	-5.0	-6.0	-5.0	-3.0	-3.0	-65
Concluding Headcount Core Funded	1,933	1,924	1,939	1,946	1,936	1,928	1,941	1,948	1,954	1,961	1,970	1,980	
Partnership / Collaborative	42	41	39	39	39	39	39	39	39	39	39	39	
Seconded (Out Of Force)	5	6	7	7	7	7	7	7	7	7	7	7	
Career Breaks	11	11	10	10	10	10	10	10	10	10	10	10	
Total	1,991	1,982	1,995	2,002	1,992	1,984	1,997	2,004	2,010	2,017	2,026	2,036	

FTE Officer Tracker - April 2019 to March 2020

	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Total
Starting Core Funded	1886.92	1890.28	1880.28	1894.24	1901.24	1891.24	1883.24	1896.24	1903.24	1909.24	1916.24	1925.24	
Planned Probationer Cohorts	18	0	18	17	0	0	18	18	18	18	18	18	161
Planned Transferees	0	2	1	1	5	4	1	0	0	0	0	1	15
Anticipated Natural Leavers	-0.60	-4.00	-2.00	-6.00	-6.00	-6.00	-6.00	-6.00	-6.00	-6.00	-6.00	-6.00	-60.6
Anticipated Retirements	-12.00	-7.00	-4.00	-5.00	-9.00	-6.00	0.00	-5.00	-6.00	-5.00	-3.00	-3.00	-65
Concluding Core Funded	1890.28	1880.28	1894.24	1901.24	1891.24	1883.24	1896.24	1903.24	1909.24	1916.24	1925.24	1935.24	
Partnership / Collaborative	40.87	39.87	37.87	37.87	37.87	37.87	37.87	37.87	37.87	37.87	37.87	37.87	
Seconded (Out Of Force)	5.00	6.00	7.00	7.00	7.00	7.00	7.00	7.00	7.00	7.00	7.00	7.00	
Career Breaks	9.59	9.59	8.99	8.99	8.99	8.99	8.99	8.99	8.99	8.99	8.99	8.99	
Total	1,945.74	1,935.74	1,948.10	1,955.10	1,945.10	1,937.10	1,950.10	1,957.10	1,963.10	1,970.10	1,979.10	1,989.10	

Year End Target	1,980.00
Year End Variance	9.10

Actual Leavers and Joiners

April 2019: 13 Leavers (11 retirements, 1 medical retirement, 1 resignation)
May 2019: 11 Leavers (7 retirements, 1 transfer out of force, 3 resignations)

18 Officer Joiners (new cohort)
2 Officer Joiners (transferees)

For Information	
Public	
Report to:	Strategic Resources and Performance Board
Date of Meeting:	4th September 2019
Report of:	Chief Constable Guildford
Report Author:	Joanne Ratchford – Positive Action & Equality Coordinator
E-mail:	Joanne.ratchford11800@nottinghamshire.pnn.police.uk
Other Contacts:	Insp Clare Preston-Davies – People Services and Wellbeing Manager
Agenda Item:	6

Equality, Diversity and Human Rights Performance Monitoring

1. Purpose of the Report

1.1 To inform the Strategic Performance & Resources Board of the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

2. Recommendations

2.1 To note the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

3. Reasons for Recommendations

3.1 For information purposes

4. Summary of Key Points

4.1 Equality Objectives

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

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

Progress on these objectives is monitored by the Equality, Diversity and Human Rights strategy board which meets on a quarterly basis and is chaired by the Chief Constable. The Head of Strategy and Assurance attends these meetings on behalf of the Office of the Police and Crime Commissioner.

In addition to leading on Equality and Diversity, each member of the Chief Officer team also undertakes the role of 'Network Champion' for one or more of the Diversity Support Networks within Nottinghamshire police.¹ The introduction of Support Network Champions has been of benefit to all of our diversity support networks, helping to promote and empower the support network. Over the past year significant work has taken place towards these objectives the highlights of which include:

Stop and Search

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

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

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

The Force continues to comply with the Best Use of Stop and Search Scheme (BUSSS). The Scrutiny Board meets on a regular basis and we continue to work with the Youth Commission who attends the Scrutiny Board.

Hate Crime

Superintendent Matthew McFarlane is the force lead for this area and his work is supported by Chief Inspector Sukesh Verma and two hate crime officers.

The force has introduced an improved policy and processes for recording and responding to hate crime, with a simple flowchart for officers to follow and detailed

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).

advice and guidance on the force intranet. These include a streamlined hate crime risk assessment, which was informed by operational officers' experience and consultation with partner agencies. Hate crimes are finalised by the two area Insp 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.

Hate crime shift/team champions are currently being trained – to spread good practice further and provide local expertise and support for officers when dealing with these incidents.

The improvement plan has been delivered, incorporating recommendations from HMIC and Nottingham Citizens recommendations, national reports and from an internal audit of hate crime process and performance. In addition Nottinghamshire Police continues to work closely with partner agencies such as Mencap to address disability related hate crime and the LGBT Independent Advisory Group's (IAG) to increase under reporting.

The "break the cycle" programme in partnership with the National Holocaust Centre, local authorities, Youth Justice Service and Nottingham universities continues to be delivered.

Trends in hate crime are monitored to inform any problem solving activity required. Brexit is recognised as a factor, as it has been for some time now. Race continues to be by far the biggest identified issue in hate crimes.

Mental Health

The continued use of the triage cars has seen a reduction in the use of police powers under section 136 of the Mental Health Act. Partnership efforts to address mental health have also been increased following the introduction of the concordat action plan. Since April 2016 there have been further reductions in the use of cells for section 136 Mental Health Act patients and no children have been detained. So far in 2019/20 no one has been taken to custody under section 136.

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

In 2018 Nottinghamshire Police agreed in its ADA to expand Street Triage by one Police Constable to allow for expansion into the daytime, our second peak period. Nottinghamshire Healthcare NHS Foundation Trust have since agreed

² Reports include the Equality and Human Rights Commission's 'Hidden in Plain Sight', 'Out in the Open' reports into disability related harassment, Stonewall's Homophobic Hate Crime – The Gay Britain Crime Survey 2013 and the Parliamentary Enquiry Transgender Equality report published in 2015.

to recruit additional nursing resource to make this happen. Recruitment plans are in place to have the day car operational by 14/10/2019. On 19/09/2019 the Street Triage cars will be moving to Sherwood Lodge and will respond countywide from this central location whilst starting a blue light hub approach linking in greater with the control room and missing team.

Nottinghamshire Police have improved system wide daily working with Mental Health services called the OPEL system. Each day Nottinghamshire Police submit a current situation report to system partners and we work together to improve the system response to pressures such as a lack of beds. Liaison and Diversion services continue to operate effectively in police custody and the courts, dealing with mental health cases and attempting to reduce reoffending by effective diversion and sentences.

By October 2019 Nottinghamshire Police will be working with Project Nova by signposting veterans from custody or at risk of entering the criminal justice system to the organisation. Project Nova will then work with the veteran to solve often complex issues such as PTSD, housing, substance misuse, employment etc. In other areas Nova have helped to significantly reduce reoffending rates.

Internally, the Force has a new wellbeing strategy to promote positive wellbeing within Nottinghamshire Police but also support staff when they need it. A delivery plan will now sit below this strategy and will deliver a number of improvements. This will link in with the results of the staff survey completed with Durham University.

Some of the recent activity in relation to wellbeing includes delivery of mindfulness training across all uniform and non-uniformed areas such as response, neighbourhood policing and public protection. We have developed an application called back-up buddy for officers and staff to use to find out what support is available and helpful advice on mental health. Wellbeing has featured in the new proud to lead course for new sergeants, so the leaders of the future have a good awareness of positive wellbeing. Peer Support, TRiM and Counselling continue to be available to staff and form part of the strategy.

Positive Action

The Force has continued to work closely with the College of Policing. Positive Action representatives attend the Positive Action Practitioner Alliance (PAPA) quarterly meetings sharing best practice with fellow positive action colleagues from across the 43 Forces in England and Wales, Police Scotland and the British Transport Police. The National Police Chief Council's (NPCC) new 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. Positive action initiatives were put in place to support the police officer, PCDA (Police Constable Degree Apprenticeship), police community support officer, specials and cadet recruitment and also the FastTrack Programme. The police officer positive action initiative 'Operation Voice' was led by ACC Prior and encouraged officers and staff to support the recruitment of talented people from a black and minority ethnic

background, including our Eastern European and Chinese communities and people from the lesbian, gay, bisexual and trans+ communities who are currently under represented within Nottinghamshire Police.

The positive action included community engagement, recruitment events in community locations, BME and LGBT+ role models, mentoring/buddying, use of social and specialist media. Neighbourhood policing teams were also involved in promoting opportunities to join Nottinghamshire Police. The police officer recruitment during 2018 held 1 campaign which attracted a total of 814 applicants with 7.25% from our BME communities and 3.32% from our Eastern European communities and around 9.58% from our LGBT+ communities. The PCDA campaign attracted 135 applicants of which 24.8 % BME representation, which if you include our Eastern European candidates accounted for 37.6% of applications from non-White British groups. The age profile was an average age of 23.4 years. However 47.7% of our applicants were under 19 years. 14.6% were in the 20 - 21yr age group, 21.5% in the 22 - 30yr age group and 16.1 % of applicants were over 30.

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

We have introduced a formal coaching programme and continue working to increase the profile of the formal mentoring framework and programme via the Diversity Support Networks. We have reviewed a range of options to support the personal and career development of our under represented officers and staff. Following information gathering via confidential discussions with BME and LGBT+ officers and police staff, a development programme was launched aimed at enabling officers to pursue their own professional development and assist them to fulfil their career aspirations and potential. This initial programme consists of some modules provided by senior officers in force and further skilled modules delivered by Julia Regis, People and Business Growth Solutions. This programme was successful at encouraging officers to consider promotion. It is hoped that a further programme will be delivered 2019/20 to further support officers from underrepresented groups.

EDI Training

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

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

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

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.

Engagement

As part of an on-going programme of public engagement the Corporate Communication department and Positive Action & Equality Coordinator organised Nottinghamshire Police and the Office of the Police & Crime Commissioner's successful presence at a number of community events during the year. These included events such as the Newark County Show, Nottinghamshire Pride, and Nottingham Carnival. Colleague's also attended Worksop Pride, the Nottingham Mela, and Vaisakhi to engage with members of the community and where appropriate completed hate crime surveys.

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

The force continues to work closely with the community on a number of public events. The events organised by Volunteer Police Cadet Engagement Officer, have already included Stephen Lawrence Day and half-term activities working with local partners, as well as activities on Black History Day.

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.

Also internally, 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.

Corporate Communication is now supporting an engagement review of the local policing teams which will aim to better understand our communities at a local level and ensure that our policing and communications priorities are better-aligned to local communities and their needs/concerns

Specials

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

Cadet Scheme

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

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

4.2 Exploring and Improving BME Policing Experiences

In February 2013 a research project, which analysed relations between Nottinghamshire Police and the county's black and ethnic minority community, was

commissioned by the Police and Crime Commissioner as part of his pre-election pledge to give BME communities a bigger voice within policing.

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

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

4.3 Equality and Diversity Information Report 2019

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

The report contains performance data and statistical information in three areas; demographic information for Nottinghamshire, performance data in relation to service delivery and information regarding the make-up and culture of Nottinghamshire Police. The information covers the period from 1st April 2018 to 31st March 2019.

Highlights from the report include:

- The reporting of hate crimes has continued to improve slightly with 0.4% more crimes recorded while the number of incidents has increased by 19.4% during 2018 2019. Detection rates for hate crime, at 5.9%, remain higher than the average for all other types of crime. Racially and religious aggravated offences have increased by 13.9%.
- The force has introduced new practices, mobile data solutions and additional training for the use of stop and search powers. The number of searches per 1000 population is reducing significantly as officers are tasked more effectively.
- Satisfaction rates from victim of crime surveys showed more than 89% of all respondents were satisfied with the service they received. BME victims showed a lower satisfaction rate when compared with White victims. Male victims had a slightly lower satisfaction rate when compared with female victims.
- Reporting of domestic abuse incidents has increased by 36.7% with detection rates continuing to remain higher than the average for all other types of crime. Domestic violence incidents have decreased with detections

- rates (14.02%) slightly lower than for all crime (14.94%).
- Translators were required for 70 different languages during 2018/19, with Polish, Romanian and Lithuanian being the most commonly requested languages. Overall the number of translation requests increased by 6.25% from the previous year.
- The Pegasus system, which is designed to make contacting and communicating with the police easier for disabled people, now has more than 400 members and is used by both Nottinghamshire Fire and Rescue Service and East Midlands Ambulance Service. At the end of March 2019, Nottinghamshire Police employed 1981 police officers, 185 Police Community Support Officers (PCSOs), 1277 police staff, and 199 Special Constables.
- 44.25% of police officers are women, which is slightly higher than the national average for the police service in England and Wales (30%).
- BME representation amongst police officers has increased slightly to 5.30%, with the aim being to have 11.2% representation - this means there is a representation gap with the local population of 5.90%. This is slightly better than the representation gap for all police services in England and Wales, which is 7%.
- BME Officer representation is lowest at the rank of Superintendent. Female Officer representation was reduced at Inspector level but has improved at Sergeant and Chief Inspector ranks.
- Those roles classified as "specialist posts" by the Home Office show higher representation for women (39.52%) and increased representation of BME officers (4.97%) compared with representation figures for all officers.
- Around 15% of the workforce is working part-time.

4.4 Stonewall 2019

Nottinghamshire Police is a Stonewall Diversity Champion. It has been decided that, participation in the Stonewall Workplace Equality Index (WEI) will be withdrawn at this time as the force feels whilst it has learned from participation in the index it wants to explore wider benchmarking tools to develop further and the significant time taken to complete this could reap greater benefits elsewhere. However, Nottinghamshire Police will continue to use The Stonewall WEI as a benchmarking tool to enable us to benchmark our work on LGBT+ equality against best practice.

With rankings over the last 3 years improving from 196th in 2014 to 167th in 2015. In 2016 we made incredible progress and increased our ranking to 64th and 35th out of 439 in 2017, our best ranking to date. In 2018 our ranking decreased very slightly by 4 points to 39th out of 434 employers. This was due to the changes in the assessment cycle and the additional criteria included within the index to promote trans+ inclusion. This ranking made us the 2nd highest ranking force within the index for 2018.

Activity to improve LGBT+ equality has included the following:

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

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

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

We promote trans+ inclusion & equality, career development workshops for colleagues who identify as LGBT+ and other underrepresented groups, supporting a range of activities which foster inclusion.

5. Financial Implications and Budget Provision

5.1 Not applicable - update report only

6. Human Resources Implications

6.1 Not applicable - update report only

7. Equality Implications

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

8. Risk Management

8.1 Not applicable - update report only

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

9.1 Not applicable - update report only

10. Changes in Legislation or other Legal Considerations

10.1 Not applicable - update report only

11. Details of outcome of consultation

11.1 Not applicable - update report only

12. Appendices

12.1 Appendix 1 – Equality & Diversity Information 2019

Equality and Diversity Information 2019



NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE



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Introduction

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

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

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

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

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

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

Equality Objectives

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

Equality objective 1 – proportionality

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

Equality objective 2 – engagement

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

Equality objective 3 – culture

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

Equality objective 4 – representation

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

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

Equality Information

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

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

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

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

Summary (Census Data)

The people of Nottinghamshire

- The 2011 census data shows the population of the Nottinghamshire area as 1,091,482 of which 11.2% are from a Black and Minority Ethnic (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 service delivery

- The reporting of hate crimes has continued to improve slightly with 0.4% more crimes recorded while the number of incidents has increased by 19.4% during 2018 / 2019. Detection rates for hate crime, at 5.9%, remain higher than the average for all other types of crime. Racially and religiously aggravated offences have increased by 13.9%.
- The force has introduced new practices, mobile data solutions and additional training for the use of stop and search powers. The number of searches per 1000 population is reducing significantly as officers are tasked more effectively.
- Satisfaction rates from victim of crime surveys showed more than 89% of all respondents were satisfied with the service they received. BME victims showed a lower satisfaction rate when compared with White victims. Male victims had a slightly lower satisfaction rate when compared with female victims.
- Reporting of domestic abuse incidents has increased by 36.7% with detection rates continuing to remain higher than the average for all other types of crime. Domestic violence incidents have decreased with detection rates (14.02%) slightly lower than for all crime (14.94%).
- Translators were required for 70 different languages during 2018 / 19, with Polish, Romanian and Lithuanian being the most commonly requested languages. Overall the number of translation requests increased by 6.25% from the previous year.
- The Pegasus system, which is designed to make contacting and communicating with the police easier for disabled people, now has more than 400 members and is used by both Nottinghamshire Fire and Rescue Service and East Midlands Ambulance Service.

Our People and Culture

- At the end of March 2019, Nottinghamshire Police employed 1981 police officers, 185 Police Community Support Officers (PCSOs), 1277 police staff, and 199 Special Constables.
- 44.25% of police officers are women, which is slightly higher than the national average for the police service in England and Wales (30%).
- BME representation amongst police officers has increased slightly to 5.30%, with the aim being to have 11.2% representation - this means there is a representation gap with the local population of 5.90%. This is slightly better than the representation gap for all police services in England and Wales, which is 7%.
- BME Officer representation is lowest at the rank of Superintendent. Female Officer representation was reduced at Inspector level but has improved at Sergeant and Chief Inspector ranks.
- Those roles classified as “specialist posts” by the Home Office show higher representation for women (39.52%) and increased representation of BME officers (4.97%) compared with representation figures for all officers.
- Around 15% of the workforce is working part-time.

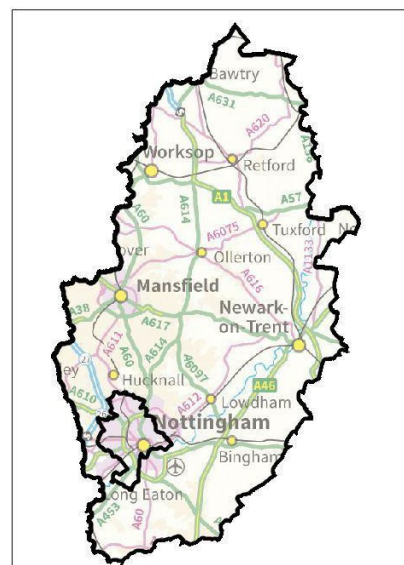


The people of Nottinghamshire

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

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

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



Total population figures

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

	2011 population
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

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Our service delivery

Our service delivery

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

It includes:

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

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

Equality objective 1 – proportionality

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

Equality objective 2 – engagement

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

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

Hate crime

Nottinghamshire Police uses the following definition for hate crime:

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

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

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

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

All hate crime and hate incidents

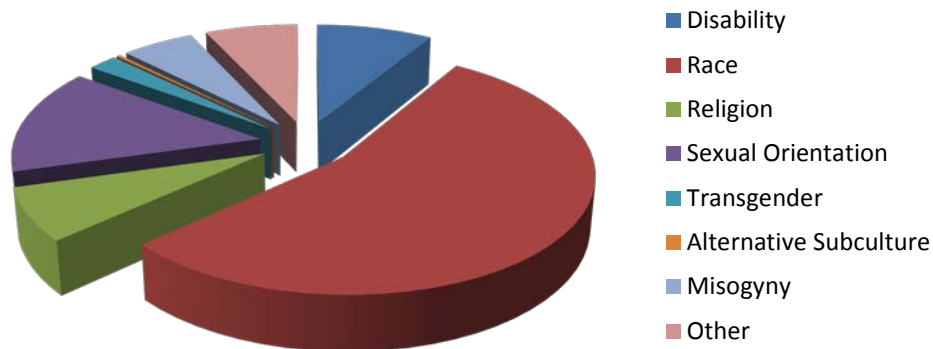
Hate Crime/Incidents by Division				
Division	2017/18	2018/19	Vol. Change	% Change
City	1,180	1,312	132	11.2%
County	1,029	1,016	-13	-1.3%
Undetermined	25	36	11	44.0%
Force	2,233	2,364	131	5.9%

Number of hate crimes and incidents by hate category

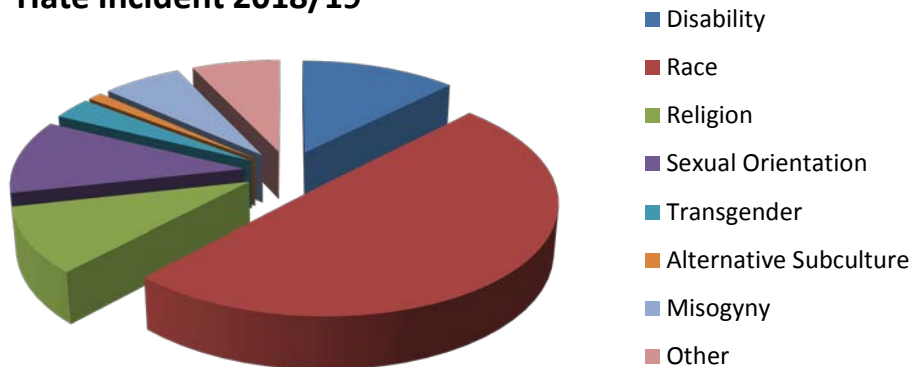
Note:- Some crimes may involve more than one hate element and therefore subtotals for the different hate elements may not add up to the overall total.

Hate Incident by category				
Category	2017/18	2018/19	Vol. Change	% Change
Disability	59	106	47	79.7%
Race	369	423	54	14.6%
Religion	49	81	32	65.3%
Sexual Orientation	98	92	-6	-6.1%
Transgender	15	27	12	80.0%
Alternative Subculture	2	10	8	400.0%
Misogyny	37	54	17	45.9%
Other	47	60	13	27.7%
Total	645	770	125	19.4%

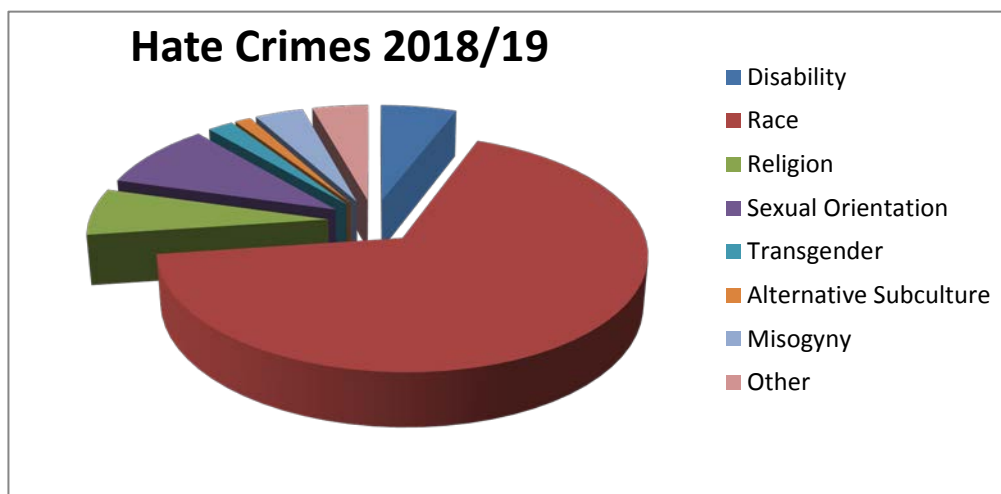
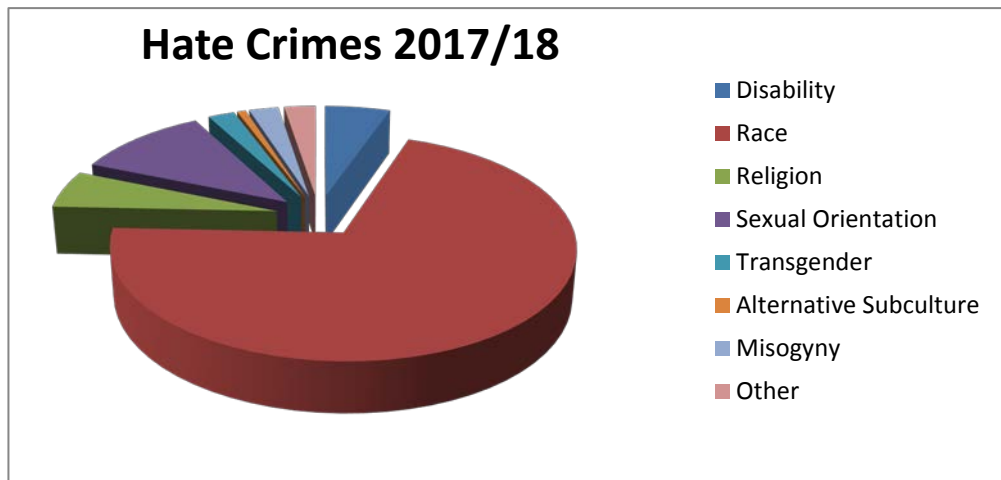
Hate Incident 2017/18



Hate Incident 2018/19

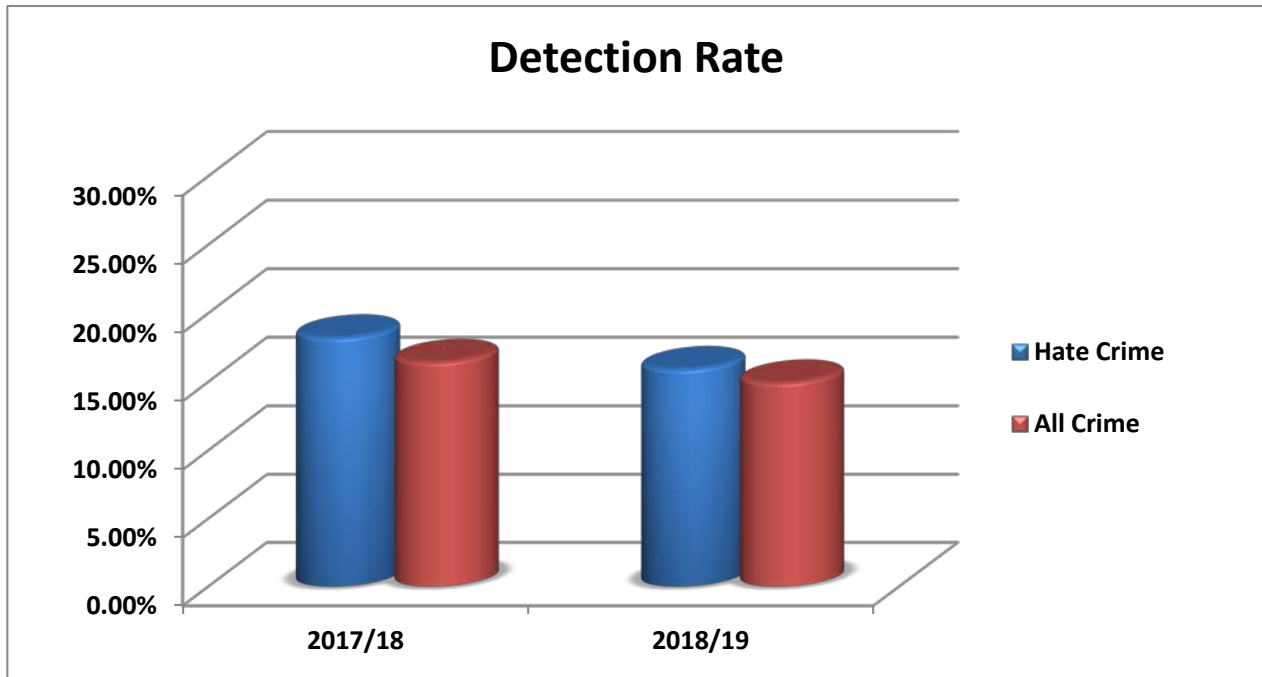


Hate Crimes by category				
Category	2017/18	2018/19	Vol. Change	% Change
Disability	89	103	14	15.7%
Race	1,174	1,179	5	0.4%
Religion	93	116	23	24.7%
Sexual Orientation	182	163	-19	-10.4%
Transgender	36	35	-1	-2.8%
Alternative Subculture	12	22	10	83.3%
Misogyny	40	66	26	65.0%
Other	43	76	33	76.7%
Total	1,588	1,594	6	0.4%



Hate crime detections

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



Racially and religiously aggravated offences

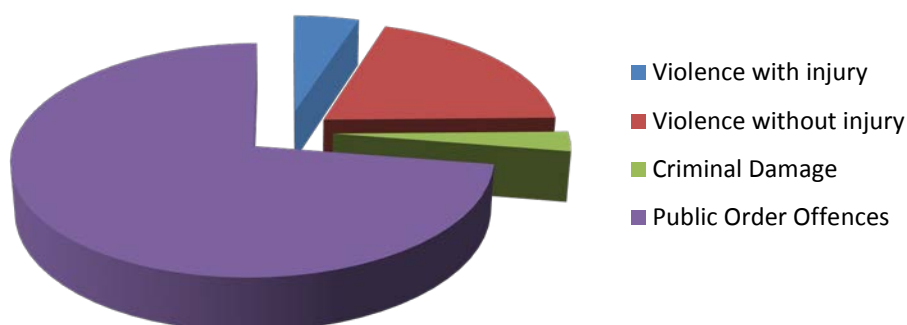
Racially and religiously aggravated offences are specific offences created within the Crime and Disorder Act (as amended) where the offender is motivated by hostility or hatred towards the victim's race or religious beliefs. These offences carry higher maximum penalties than the basic offence equivalents.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

Racially & Religiously Aggravated Offences by Division				
Division	2017/18	2018/19	Vol. Change	% Change
City	445	544	99	22.2%
County	303	305	2	0.7%
Undetermined	9	13	4	44.4%
Force	757	862	105	13.9%

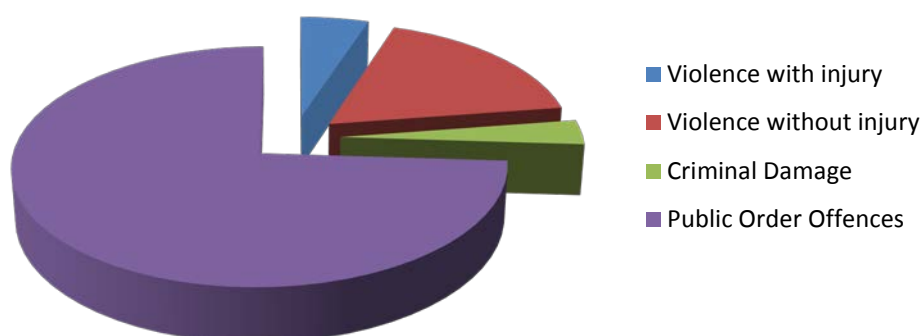
The following table lists the types of racially and religiously aggravated offences by Home Office offence classifications. However, it should be noted that Home Office offence codes have changed year-on-year, meaning comparisons cannot always be easily made.

Racially & Religiously Aggravated Offences by Offence Type				
Offence Category	2017/18	2018/19	Vol. Change	% Change
Violence with injury	38	44	6	15.8%
Violence without injury	149	151	2	1.3%
Criminal Damage	21	29	8	38.1%
Public Order Offences	549	638	89	16.2%
Total	757	862	105	13.9%

**Racially & Religiously Aggravated Offences
by Offence Type 2017/18**

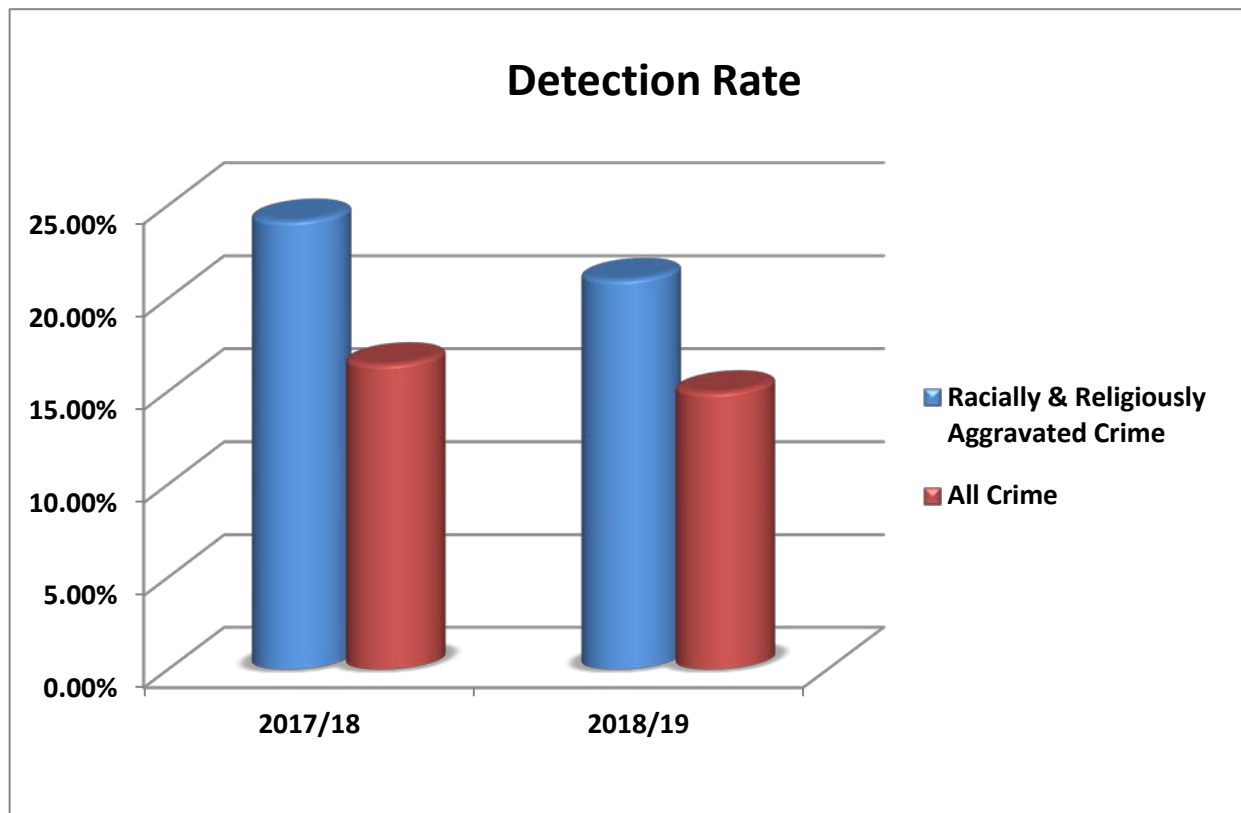


**Racially & Religiously Aggravated Offences
by Offence Type 2018/19**



Racially and religiously aggravated offences detections

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



Domestic abuse

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

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

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

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



All Domestic Abuse Recorded Crimes

Domestic Abuse Recorded Crimes				
	2017/18	2018/19	Volume Change	% Change
City	4,111	5,533	1,422	34.6%
County	6,220	8,558	2,338	37.6%
No Geography	88	149	61	69.3%
Force	10,428	14,256	3,828	36.7%

Domestic abuse victims by gender, age and ethnicity

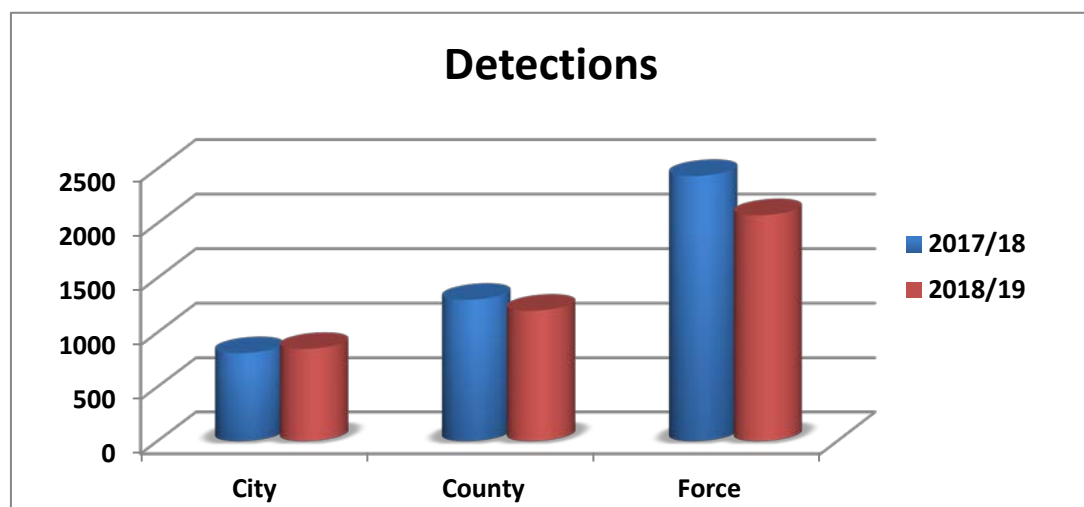
Gender	2017/18	Proportion	2018/19	Proportion	Volume Change	% Change
Female	7,685	76.9%	10,567	76.1%	2,882	37.5%
Male	2,152	21.5%	3,048	22.0%	896	41.6%
Unknown	158	1.6%	265	1.9%	107	67.7%
Total	9,996		13,880		3,821	0.0%

Age at offence date	2017/18	Proportion	2018/19	Proportion	Volume Change	% Change
0 - 15 years old	24	0.2%	201	1.5%	177	737.5%
16 - 24 years old	2,320	23.3%	3,052	22.1%	732	31.6%
25 - 44 years old	5,329	53.5%	7,228	52.4%	1,899	35.6%
45 - 64 years old	1,928	19.3%	2,703	19.6%	775	40.2%
65 - 74 years old	183	1.8%	294	2.1%	111	60.7%
75+ years old	83	0.8%	104	0.8%	21	25.3%
Not Stated	102	1.0%	199	1.4%	97	95.1%
Total	9,969		13,781		3,812	

Ethnicity	2017/18	Proportion	2018/19	Proportion	Volume Change	% Change
White	7,661	76.6%	10,352	74.8%	2,691	35.1%
Asian or Asian British	371	3.7%	512	3.7%	141	38.0%
Black or Black British	310	3.1%	393	2.8%	83	26.8%
Chinese or Other	57	0.6%	99	0.7%	42	73.7%
Multiple Heritage	248	2.5%	308	2.2%	60	24.2%
Prefer not to say	1,354	13.5%	2,170	15.7%	816	60.3%
Total	10,001		13,834		3,833	

Domestic abuse detections

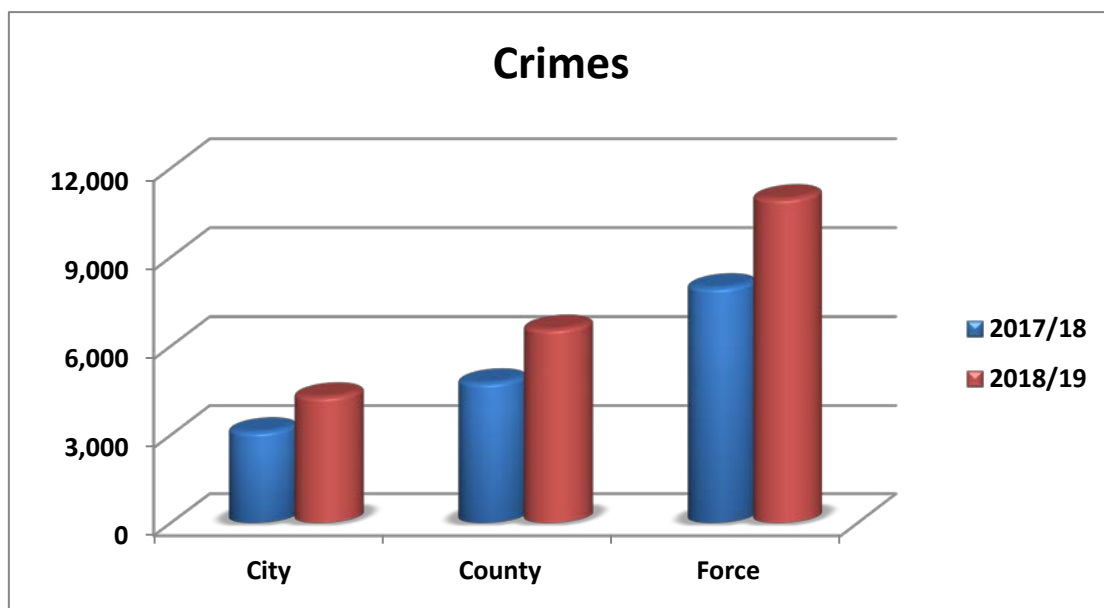
Domestic Abuse Crimes: Positive Outcomes				
Location	2017/18	Positive Outcome Rate	2018/19	Positive Outcome Rate
City	810	19.7%	849	15.3%
County	1299	20.9%	1199	14.0%
No Geography	324	368.2%	19	12.8%
Force	2434	23.3%	2074	14.5%



All Domestic Violence Recorded Crimes

Domestic violence against the person (VAP) is approx. 75% of all domestic abuse crimes. Recording of domestic violence has increased compared to the previous year.

Domestic Violence Recorded Crimes				
Location	2017/18	2018/19	Volume Change	% Change
City	3,107	4,286	1,179	27.51%
County	4,758	6,572	1,814	27.6%
Force	7,966	10,970	3,004	27.38%



Domestic Violence victims by gender, age and ethnicity

Gender	2017/18	proportion	2018/19	proportion	vol change	% change
Female	5,304	78.60%	8,157	75.86%	2,853	53.79%
Male	1,442	21.37%	2,415	22.46%	973	67.48%
Unknown	2	0.03%	180	1.67%	178	8900.00%
Total	6,748		10,752		4,004	59.34%

Age at offence date	2017/18	proportion	2018/19	proportion	vol change	% change
0 - 15 years old	98	1.46%	172	1.63%	74	75.51%
16 - 24 years old	1,754	26.15%	2,434	23.06%	680	38.77%
25 - 44 years old	3,501	52.19%	5,616	53.21%	2,115	60.41%
45 - 64 years old	1,208	18.01%	2,048	19.40%	840	69.54%
65 - 74 years old	86	1.28%	204	1.93%	118	137.21%
75+ years old	61	0.91%	80	0.76%	19	31.15%
Force	6,708		10,554		3,846	57.33%

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

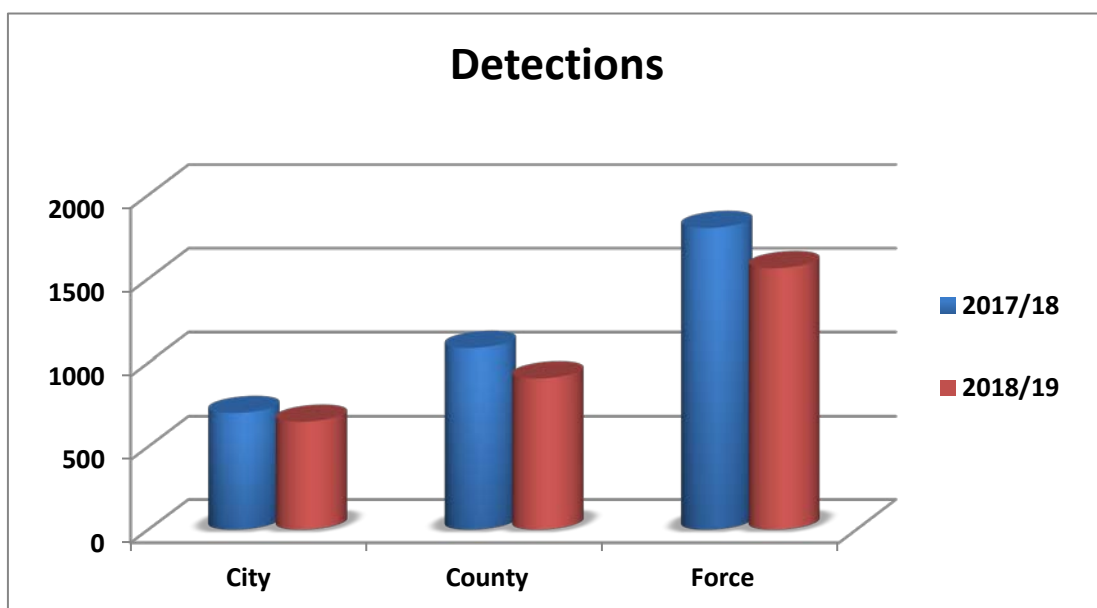
Ethnicity	2017/18	proportion	2018/19	proportion	vol change	% change
Asian or Asian British	244	3.64%	423	3.94%	179	73.36%
Black or Black British	220	3.28%	307	2.86%	87	39.55%
Chinese or Other	44	0.66%	76	0.71%	32	72.73%
Multiple Heritage	156	2.33%	238	2.22%	82	52.56%
Not Stated	527	7.86%	1,694	15.78%	1,167	221.44%
White	5,516	82.24%	7,997	74.49%	2,481	44.98%
Force	6,707		10,735		4,028	60.06%

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

Domestic violence detections

Although there has been a decrease since last year in detection rates across all crime types, including domestic violence, the rates of detection for domestic violence is slightly lower than the rate for all recorded crime.

Location	Domestic Violence Crimes: Detection			
	2017/18	Detection Rate	2018/19	Detection Rate
City	701	22.6%	649	15.1%
County	1,087	22.8%	908	13.8%
Force	1,803	22.6%	1,563	14.2%



Victims of crime

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

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

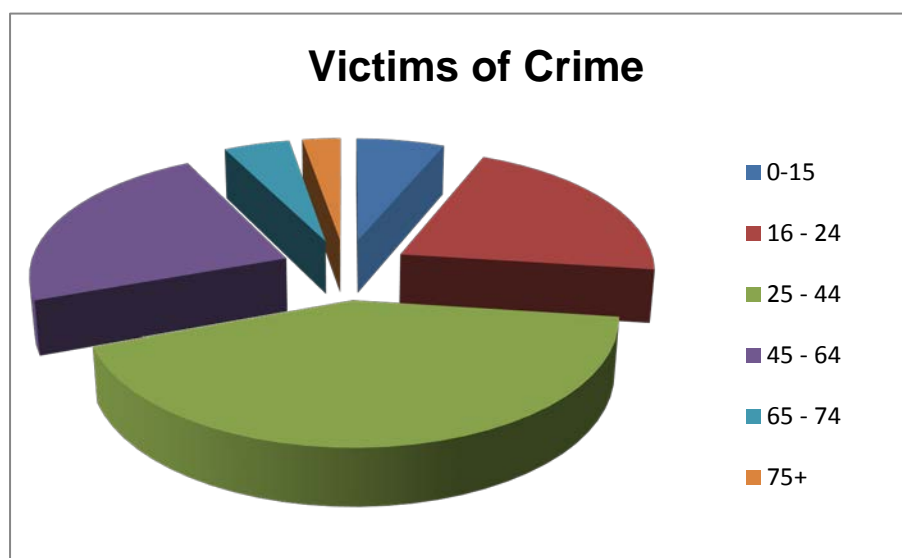
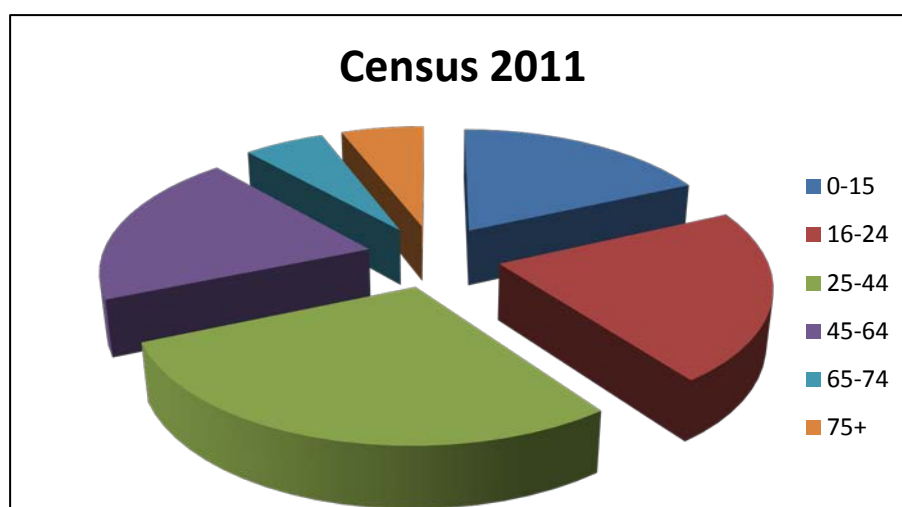
The percentages given in the tables below are calculated on the basis of the total number, excluding the not stated figure. This has been done to provide an easier comparison with the population figures included previously.

Victim Details				
	2017/18	2018/19	Vol. Change	% Change
City	34,346	37,353	3,007	8.8%
County	50,671	54,740	4,069	8.0%
Not Stated	817	1,317	500	61.2%
Force	85,834	93,410	7,576	8.8%

The above table shows there is an increase in volume of victim-based crimes compared to last year.

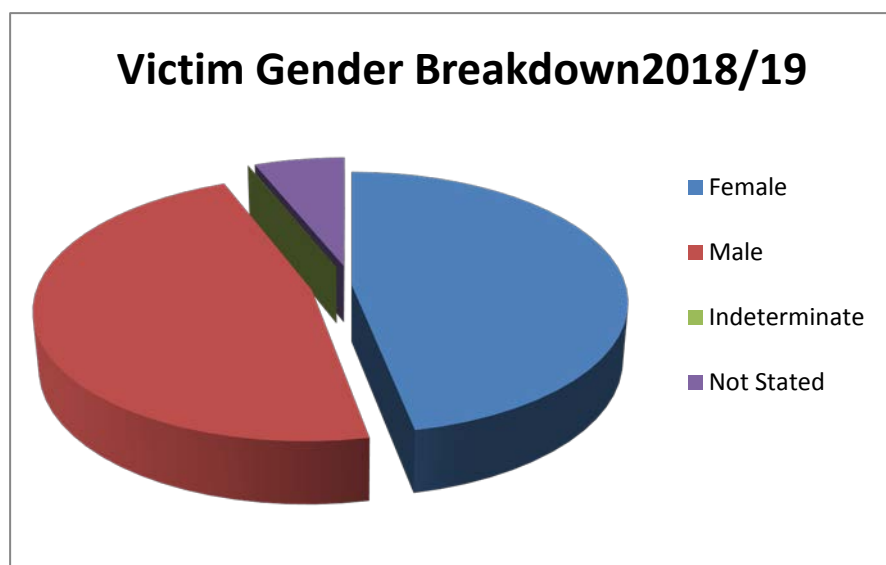
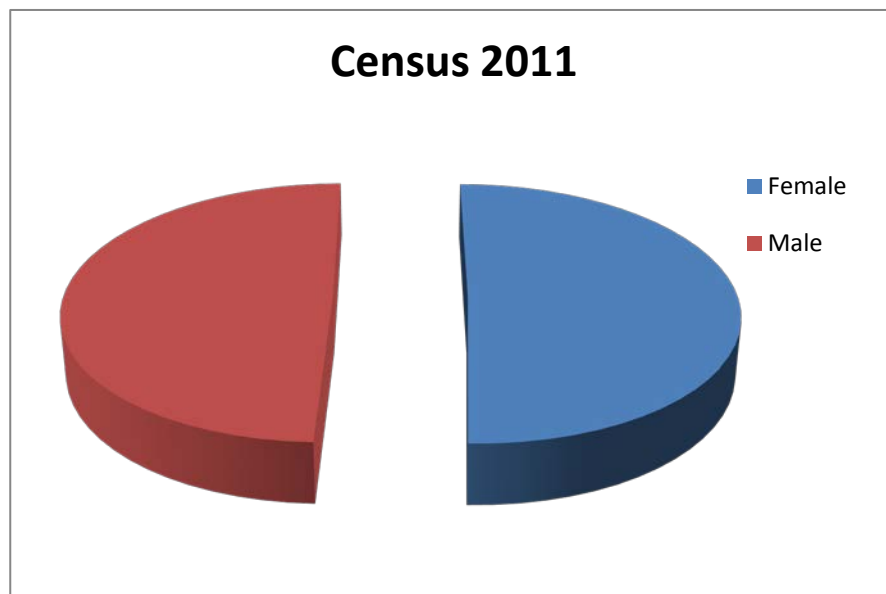
Victim Age Group Breakdown	2017/18	Proportion	2018/19	Proportion	Vol. Change	% Change
0 - 15	5,382	6.3%	5,764	6.2%	382	7.1%
16 - 24	11,755	13.7%	12,951	13.9%	1,196	10.2%
25 - 44	26,515	30.9%	28,739	30.8%	2,224	8.4%
45 - 64	16,177	18.8%	16,930	18.1%	753	4.7%
65 - 74	2,915	3.4%	2,892	3.1%	-23	-0.8%
75+	1,616	1.9%	1,548	1.7%	-68	-4.2%
Crimes Against an Organisation	16,240	18.9%	17,882	19.1%	1,642	10.1%
Not Stated	5,234	6.1%	6,704	7.2%	1,901	65.3%
Total:	85,834		93,410		8,007	20.4%

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

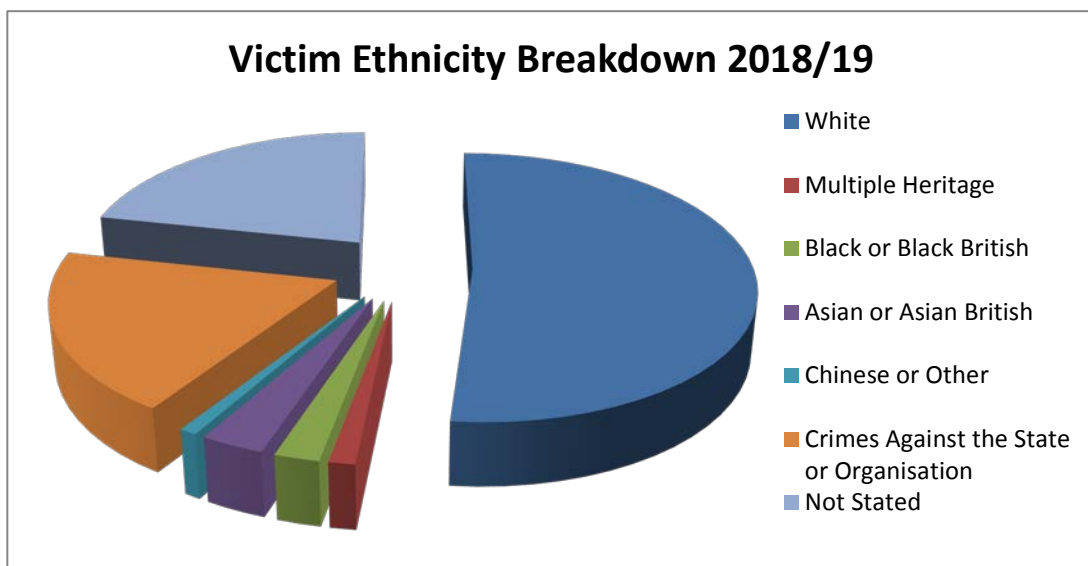
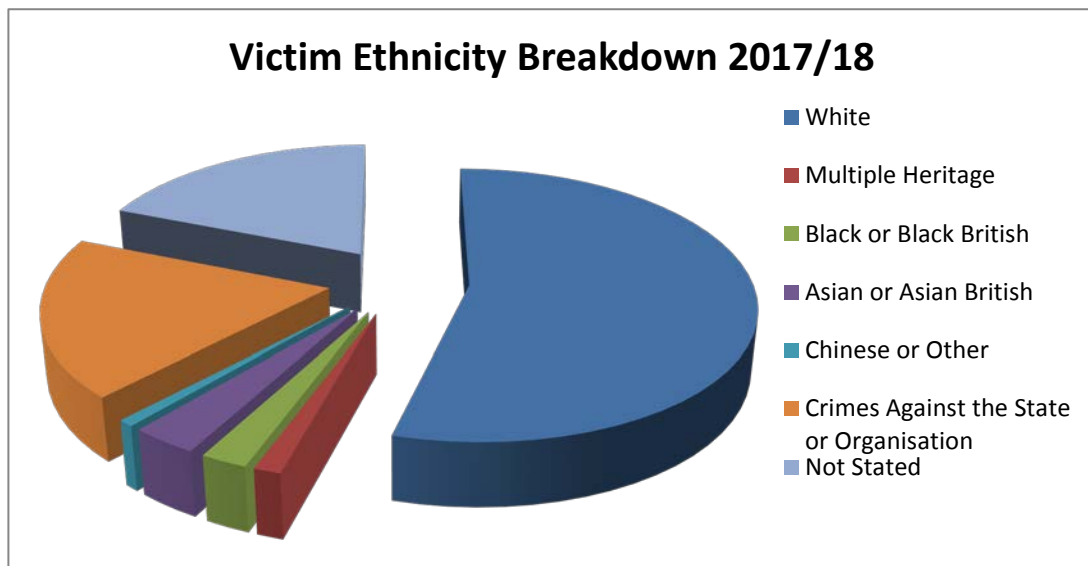


Victim Gender Breakdown	2017/18	Proportion	2018/19	Proportion	Vol. Change	% Change
Female	31,508	36.7%	35,341	37.8%	3,833	12.2%
Male	34,356	40.0%	35,531	38.0%	1,175	3.4%
Crimes Against the State or Organisation	16,239	18.9%	17,881	19.1%	1,642	10.1%
Not Stated	3,710	4.3%	4,642	5.0%	932	25.1%
Total	85,834		93,410		14,027	16.3%

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



Ethnicity	2017/18	Proportion	2018/19	Proportion	Vol. Change	% Change
White	46,640	54.3%	48,241	51.6%	1,601	3.4%
Multiple Heritage	1,143	1.3%	1,216	1.3%	73	6.4%
Black or Black British	1,964	2.3%	2,072	2.2%	108	5.5%
Asian or Asian British	2,850	3.3%	2,940	3.1%	90	3.2%
Chinese or Other	678	0.8%	813	0.9%	135	19.9%
Crimes Against the State or Organisation	16,271	19.0%	17,924	19.2%	1,653	10.2%
Not Stated	16,288	19.0%	20,204	21.6%	3,916	24.0%
Total:	85,834		93,410		7,576	



Use of powers - stop and search

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

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

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

To calculate the per 1,000 population figures in the tables below, the number of stop and searches conducted by Nottinghamshire Police has been divided by the number within the population for that ethnic group³ in Nottinghamshire, and then multiplied by 1,000.

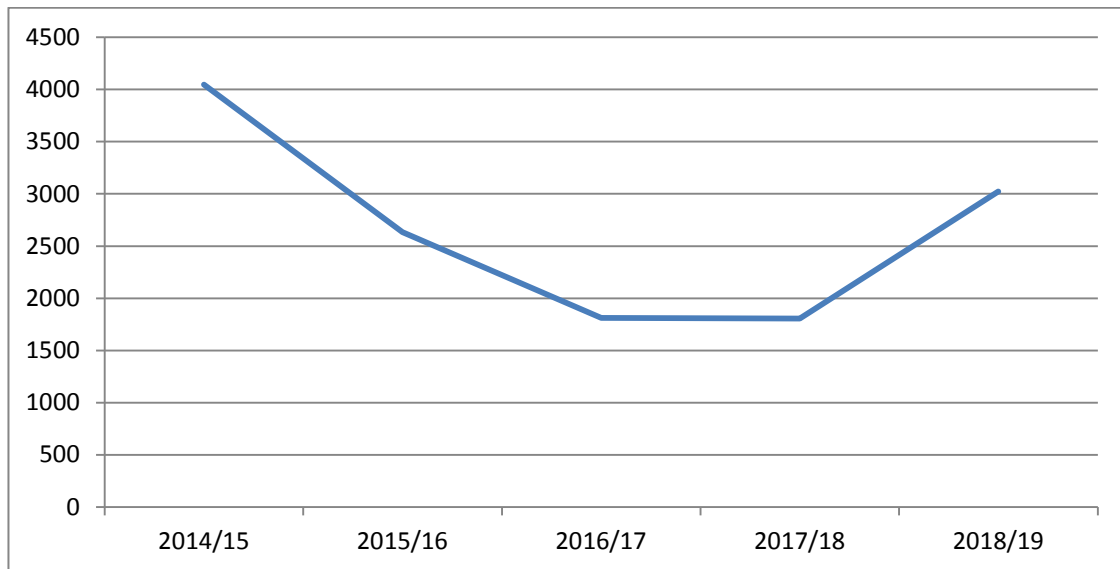
The following two tables show the number of stop and searches carried out by Nottinghamshire Police, broken down using the ONS 2+1 ethnic group categories. The tables cover the periods 1 April 2017 to 31 March 2018 and 1 April 2018 to 31 March 2019 and are for the whole of the Nottinghamshire area.

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

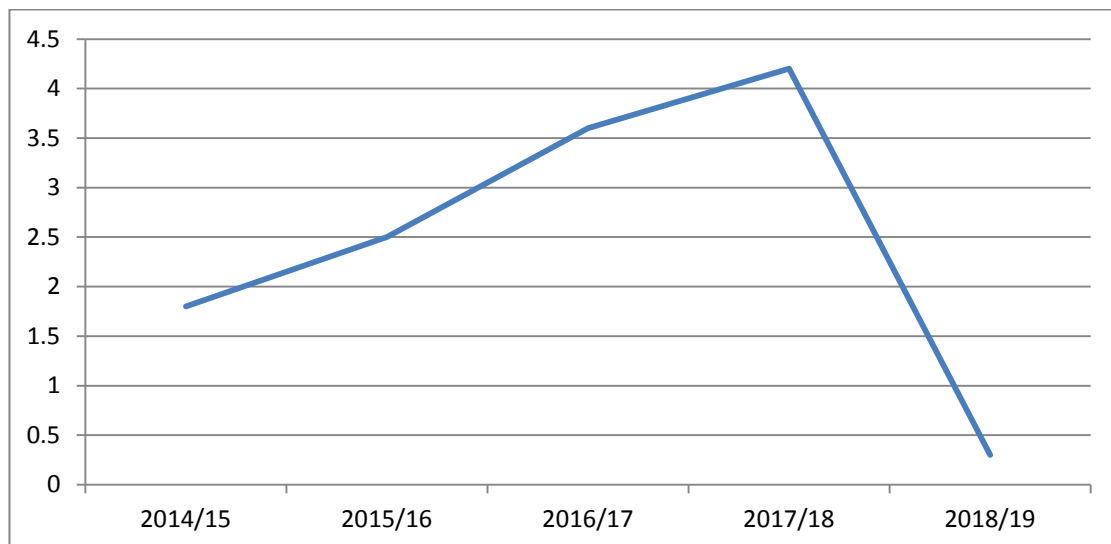
³ Office for National Statistics (ONS) 2011 Census population figures

	2018/2019		
	Volume	Rate	Proportionality
White	1,554	0.62	1
BME	704	0.2	0.3
Not Stated	766		

Stop and Search Volume



Stop and Search
Ratio of BME:White



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

The following tables provide a more detailed breakdown and show the number of stop and searches carried out by Nottinghamshire Police broken down by geographical division using the ONS 5+1 ethnic group categories. The tables cover the periods 1 April 2017 to 31 March 2018 and 1 April 20178 to 31 March 2019.

2017 / 2018

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

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

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

2018/2019

	Nottinghamshire Police Area		
	Volume	Rate	Proportionality
White	1,554	0.6	1
Mixed	170	0.2	0.3
Asian or other	225	0.3	0.5
Black	309	0.1	0.1
Not Stated	766		

	City Of Nottingham		
	Volume	Rate	Proportionality
White	1,134	0.2	1
Mixed	146	0.1	0.7
Asian or other	209	0.2	1.1
Black	279	0.1	0.4
Not Stated	616		

	Nottinghamshire County		
	Volume	Rate	Proportionality
White	396	1.9	1
Mixed	23	0.5	0.2
Asian or other	15	1.3	0.7
Black	30	0.2	0.1
Not Stated	147		

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

Use of powers - arrest rates and voluntary attendance

Voluntary attendance is used when there is no arrest but a request to attend a police station to be interviewed. This is counted as an arrest.

The following tables show the number of arrests and voluntary attendance carried out by Nottinghamshire Police during the periods 1 April 2017 to 31 March 2018 and 1 April 2018 to 31 March 2019. Arrests shown are for the whole of the Nottinghamshire area.

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

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

2017/ 2018

Voluntarily attended	Volume	Per 1000 population	Proportionality ratio
White	3,916	4.0	1
BME	745	6.1	0.3
Not Stated	3,502		

Arrests and Voluntarily attended	Volume	Per 1000 population	Proportionality ratio
White	17,826	18.4	1
BME	3,730	30.6	1.7
Not Stated	5,563		

Arrests	Volume	Per 1000 population	Proportionality ratio
White	13,910	14.3	1
BME	2,985	24.5	1.3
Not Stated	2,061		

2018/2019

Voluntarily attended	Volume	Per 1000 population	Proportionality ratio
White	3,172	3.3	1
BME	696	5.7	0.3
Not Stated	2,847		

Arrests and Voluntarily attended	Volume	Per 1000 population	Proportionality ratio
White	17,363	17.9	1
BME	3,777	31.0	1.7
Not Stated	4,774		

Arrests	Volume	Per 1000 population	Proportionality ratio
White	14,191	14.6	1
BME	3,081	25.3	1.4
Not Stated	1,927		

The above tables show that voluntary attendance has reduced from last year with the proportionality ratio remaining the same.

Combined voluntary attendance and arrests whilst reduced for White detainees and increased slightly for BME detainees, the proportionality ratio remains the same compared to last year.

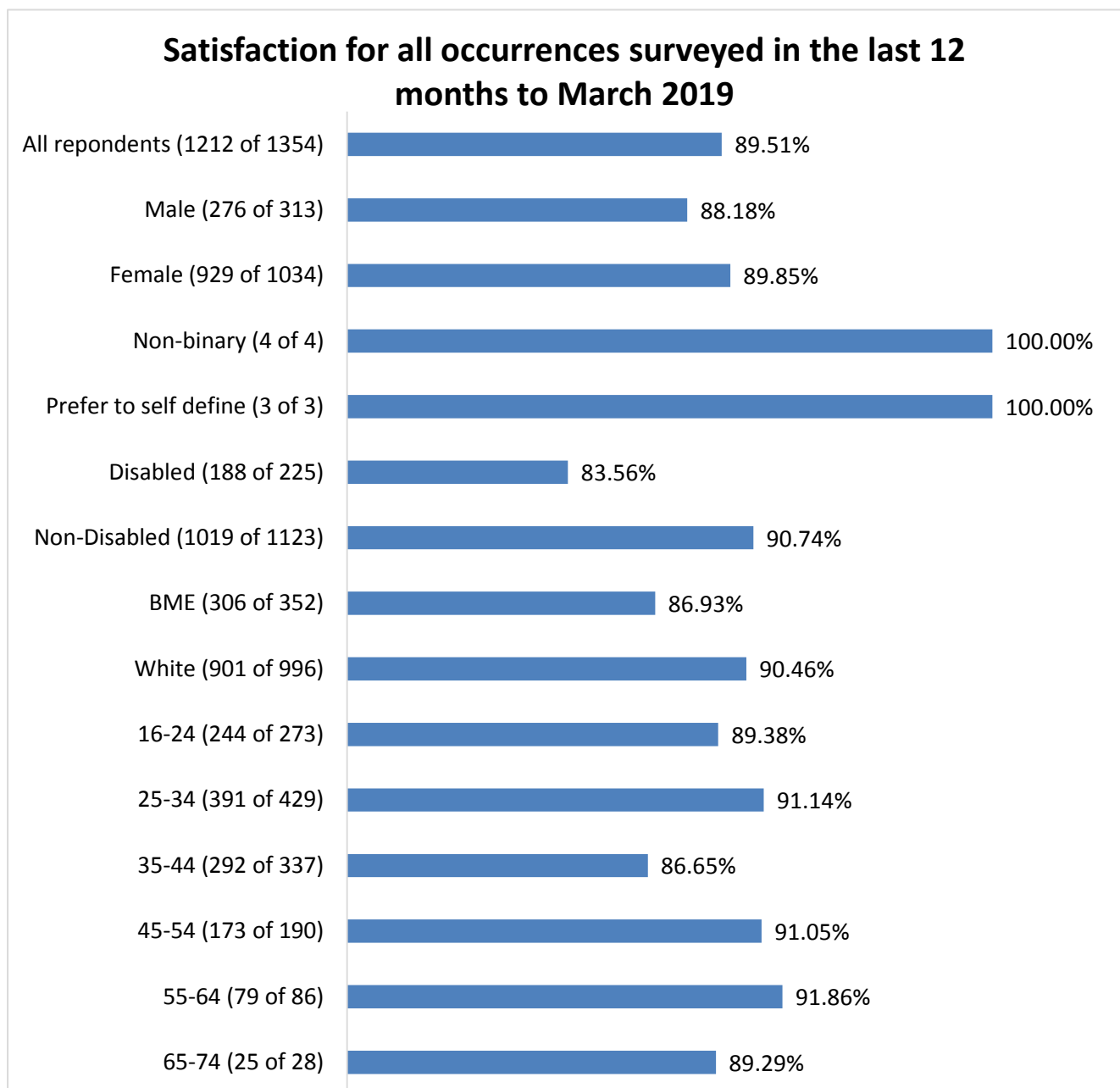
Arrests and the arrest rates have increased slightly for both BME and White detainees, resulting in a slight increase in the proportionality ratio compared to last year.

Victim satisfaction surveys

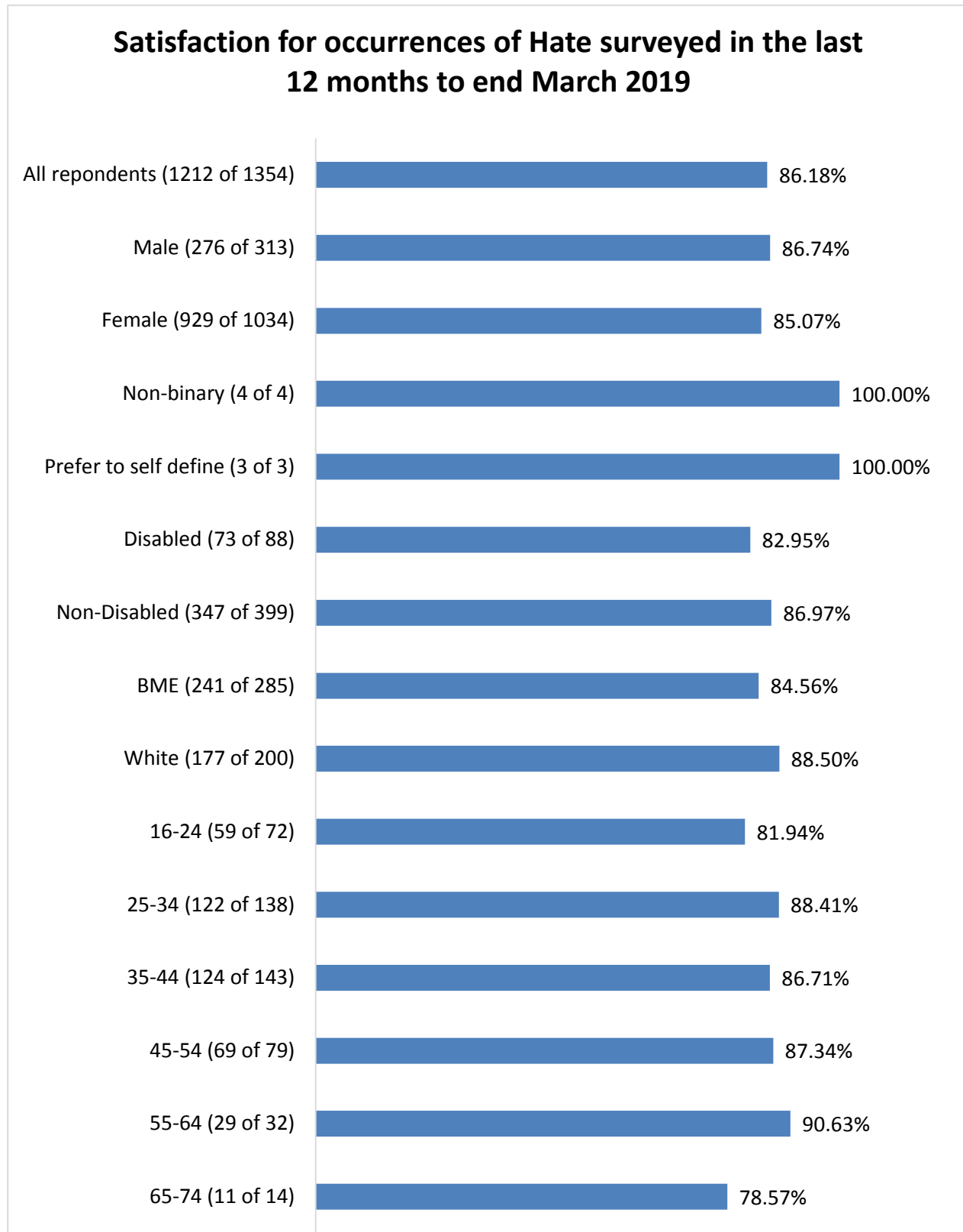
We regularly survey victims of crime to find out how satisfied they are with the service they have received.

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

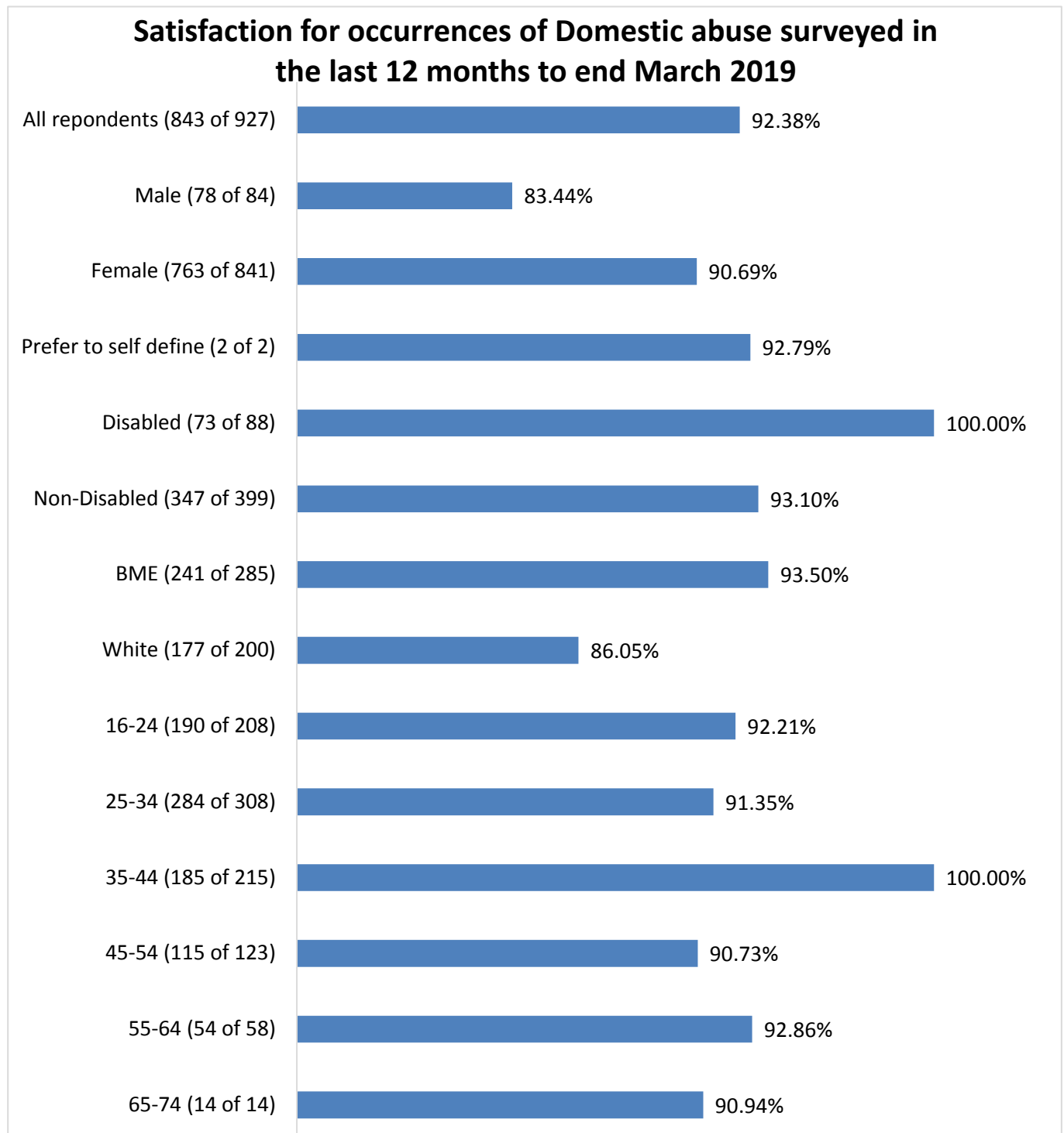
Satisfaction is determined by the number of respondents who are completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews. The 'all surveys' figure is calculated using the sum of all responses across all surveyed crime types, so no weighting is applied.



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



The Domestic Abuse surveys have been expanded to include ANY offence with a Domestic Abuse marker and therefore will include all offence types, for example including criminal damage, burglary, theft etc. In addition, there is a gap of approximately eight - 12 weeks between the offence being created and the victim being surveyed to give adequate time for a criminal investigation and all aspects of the survey questions to be covered in order that meaningful responses can be gained. The following table relates to the satisfaction levels of victims of domestic abuse only. In this table, satisfaction is determined by the number of victims of domestic abuse who are completely satisfied, very satisfied, or fairly satisfied with the whole experience for 12 months of interviews.



Accessibility and communication

Use of interpreters

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

Number of Contacts									
2017/18					2018/19				
Rank	Language	Cintra	Language Line & Bigword	Total	Rank	Language	Cintra	Bigword	Total
1	Polish	705	1,850	2,555	1	Polish	632	1,723	2,355
2	Romanian	379	1,204	1,583	2	Romanian	508	1,537	2,045
3	Lithuanian	125	251	376	3	Lithuanian	118	248	366
4	Urdu	125	164	289	4	Kurdish Sorani/ Kurmanji/Bahdini	86	272	358
5	Hungarian	65	191	256	5	Arabic	64	241	305
6	Arabic	74	177	251	6	Urdu	87	123	210
7	Farsi Afghan/Dari/ Iranian/ Persian	64	125	189	7	Farsi Afghan/Dari/ Iranian/ Persian	74	110	184
8	Kurdish Sorani/ Kurmanji/Bahdini	85	75	160	8	Russian	38	105	143
9	Russian	40	102	142	9	Mandarin	41	83	124
10	Vietnamese	26	85	111	10	Hungarian	47	68	115
11	Czech	22	88	110	11	Albanian	35	64	99
12	Spanish	28	81	109	12	Punjabi	29	65	94
13	Slovakian	19	84	103	13	Czech	15	75	90
14	Punjab Indian/P.Mirpuri	58	24	82	14	Bulgarian	21	64	85
15	British Sign	68	0	68	15	Tigrinya	18	63	81
Remainder (53 Languages)		284	289	717	Remainder (55 Languages)		311	609	920
Totals		7,101			Totals		7,574		

Source: The information below has been provided by the service providers for 1 April 2017 – 31 March 2018 and 1 April 2018 – 31 March 2019.



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

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

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

Between 1 April 2018 and 31 March 2019, there were 777 contacts made via Pegasus, covering a wide variety of incidents. 200 of these incidents were 'crimed', meaning the police judged that a crime took place. The incidents reported included a range of incident types, but some key types do reoccur. What is reassuring is that the usage of Pegasus for the deaf community has increased significantly, as they can now report incidents via the deaf text phone.

Pegasus incidents are graded as:

Grade 1 Immediate - 20 minute response time for rural areas, 15 minutes for urban areas

Grade 2 Urgent/priority – where we aim to respond within 60 minutes

Grade 3 Standard – scheduled appointment within 48 hours or a managed incident car appointment at home or a police station

Grade 4 Non attend - resolution without deployment - no police resources need to attend

Grade 5 Telephone Investigation Bureau - incidents which need a crime number but little or no investigation

Year	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
2017/18	79	169	69	179	87	583
2018/19	95	173	150	275	84	777

Pegasus reports 2018/19

Month	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
Apr-18	7	11	17	18	7	60
May-18	9	19	8	9	8	53
Jun-18	9	15	14	18	4	60
Jul-18	15	15	15	6	9	60
Aug-18	7	13	14	16	6	56
Sep-18	4	12	8	16	8	48
Oct-18	4	13	10	12	3	42
Nov-18	8	12	18	33	9	80
Dec-18	10	17	5	33	10	75
Jan-19	6	18	15	35	15	89
Feb-19	5	15	14	42	3	79
Mar-19	11	13	12	37	2	75
Total	174	342	219	454	171	1,360

Pegasus reports crimed 2018/19

Year	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
2018/19	37	73	53	1	36	200



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

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

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

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

	Male	Female	Non Binary or Self Define	Trans Man	Trans Woman	Prefer not to say
Gender	6656	7468	8	2	2	4495

Trans Definition: identifying gender that is different from that assigned at birth.

	16 to 24	25 to 34	35 to 44	45 to 54	55 to 64	65 to 74	75 or above	Prefer Not to Say
Age Range	571	1,777	2,675	2,868	2,558	2,615	1,054	5,759

	White	Multiple Heritage	Black	Asian	Chinese	Other	Prefer not to say
Ethnicity	12,128*	174	140	348	92	105**	5,910

*Incl Other White – 243

** Incl Other Ethnic – 37; Arab – 16; Gypsy or Irish Traveller – 4; Other – 48.

	Disability	No Disability	Prefer not to say
Disability	1,255	10,357	6,593

	Bisexual	Heterosexual	Prefer not to say
Sexual Orientation	2	83	94

	Buddhist	Christian	Hindu	Jewish
Religion	48	4778	45	15
	Muslim	No religion	Other	Sikh
	187	2720	277	31

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 2019.

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 2019	
Police Officer	1,981
PCSO	185
Staff	1,271
Special	199
Total	3,636



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	388	10.67%	148	7.47%	19	10.27%	118	59.30%
Over 55	295	8.11%	30	1.51%	17	9.19%	4	2.01%
Total	683	18.78%	178	8.99%	36	19.46%	122	61.31%

Disability - Number of employees who recorded themselves as disabled

	All employees		Police officers		PCSOs		Special Constabulary	
Disability	Total	%	Total	%	Total	%	Total	%
Yes	152	4.18%	61	3.08%	8	4.33%	9	4.52%
No	3,413	93.87%	1904	96.11%	174	94.05%	174	87.44%
Undisclosed	71	1.95%	16	0.81%	3	1.62%	16	8.04%

Race and ethnicity - number of employees by ethnicity

	All employees		Police officers		PCSOs		Special Constabulary	
Ethnicity	Total	%	Total	%	Total	%	Total	%
White	3,326	91.47%	1,849	93.34%	175	94.59%	164	82.41%
Ethnic Minority	206	5.67%	105	5.30%	9	4.86%	21	10.55%
Not Stated	104	2.86%	27	1.36%	1	0.54%	14	7.04%

Gender - number of employees by gender

	All employees		Police officers		PCSOs		Special Constabulary	
Gender	Total	%	Total	%	Total	%	Total	%
Male	2,027	55.75%	1,348	68.05%	89	48.11%	129	64.82%
Female	1,609	44.25%	633	31.95%	96	51.89%	70	35.18%

Sexual orientation - number of employees by sexual orientation

	All employees		Police officers		PCSOs		Special Constabulary	
Sexual Orientation	Total	%	Total	%	Total	%	Total	%
Heterosexual	2,035	55.97%	996	50.28%	132	71.35%	131	65.83%
LGB	134	3.69%	78	3.94%	7	3.78%	10	5.03%
Prefer not to say	173	4.76%	94	4.75%	3	1.62%	8	4.02%
No % responded	2,342	64.41%	1,168	58.96%	142	76.76%	149	74.87%

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

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

	All employees		Police officers		PCSOs		Special Constabulary	
Religion	Total	%	Total	%	Total	%	Total	%
Christian	1,198	33.25%	636	32.11%	62	33.52%	48	24.12%
Muslim	39	0.78%	17	0.86%	1	0.54%	5	2.51%
Sikh	34	0.83%	19	0.96%	1	0.54%	2	1.01%
Hindu	13	0.23%	3	0.15%	0	0.00%	0	0%
Jewish	4	0.14%	2	0.10%	0	0.00%	1	0.50%
Buddhist	9	0.20%	4	0.20%	0	0.00%	0	0%
Any other religion	85	2.10%	51	2.57%	5	2.70%	3	1.51%
No religion	690	6.59%	298	15.04%	39	21.08%	73	36.68%
Undeclared	1,564	43.01%	951	48.01%	77	41.62%	67	33.67%

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

Distribution of workforce by department and protected characteristics group

The following tables detail how our workforce is distributed across the various departments of the force. The figures show all staff (police staff, police officers, PCSOs and Special Constables) allocated to a particular department or division on 31 March 2019.

Gender and ethnicity of workforce by department

	Gender				Ethnicity					
	Male	%	Female	%	White	%	BME	%	Not Stated	%
Command Team	4	26.67%	11	73.33%	14	93.33%	0	0.00%	1	6.67%
Corporate Services	126	43.45%	164	56.55%	243	83.79%	30	10.34%	17	5.86%
City Division	485	67.93%	229	32.07%	624	89.78%	62	8.68%	11	1.54%
County Division	471	64.79%	256	35.21%	685	94.22%	29	4.00%	13	1.78%
I & I – Archives and Exhibits	23	63.89%	13	36.11%	28	77.78%	1	1.78%	7	19.44%
I & I - Intelligence	96	53.04%	85	46.96%	173	95.58%	5	2.76%	3	1.66%
I & I - Organised Crime	82	62.60%	49	37.40%	121	92.37%	7	5.34%	3	2.29%
I & I - Public Protection	91	34.47%	173	65.53%	248	93.94%	11	4.17%	5	1.89%
Operational Support	163	70.56%	68	29.44%	218	94.37%	8	3.46%	5	2.17%
Region	22	57.89%	16	42.11%	38	100%	0	0.00%	0	0.00%
Regional - EMCJS	104	45.22%	126	54.78%	211	91.74%	8	3.48%	11	4.79%
Regional - EMSOU	84	57.53%	62	42.47%	135	92.47%	9	6.16%	2	1.37%
Senior Leaders	3	75.00%	1	25.00%	4	100%	0	0.00%	0	0.00%
UOC - Contact Management	144	33.49%	286	66.51%	403	93.72%	15	3.49%	12	2.79%
Total	1,898	52.20%	1,539	42.33%	3,145	86.50%	185	5.09%	90	2.48%

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

Age and disability of workforce by department

	Age				Disability					
	25 and Under	%	Over 55	%	Yes	%	No	%	Not Stated	%
Command Team	0	0.00%	1	6.67%	0	0.00%	15	100%	0	0.00%
Corporate Services	17	5.86%	40	13.79%	12	4.14%	268	92.41%	10	3.45%
City Division	110	15.41%	11	1.54%	25	3.50%	681	95.38%	8	1.12%
County Division	63	8.67%	32	4.40%	19	2.61%	702	96.56%	6	0.83%
I & I – Archives and Exhibits	2	5.56%	11	30.55%	1	2.78%	34	94.44%	1	2.78%
I & I – Intelligence	4	2.21%	18	9.94%	12	6.63%	167	92.27%	2	1.10%
I & I – Organised Crime	5	3.82%	14	10.68%	6	4.58%	123	93.89%	2	1.53%
I & I – Public Protection	9	3.41%	11	4.17%	6	2.27%	251	95.08%	7	2.65%
Operational Support	1	0.43%	39	16.88%	10	4.33%	220	95.24%	1	0.43%
Region	4	10.53%	11	28.95%	0	0.00%	38	100%	0	0.00%
Regional - EMCJS	18	7.83%	37	16.09%	12	5.22%	213	92.61%	5	2.17%
Regional - EMSOU	3	2.06%	23	15.75%	4	2.74%	140	95.89%	2	1.37%
Senior Leaders	0	0.00%	0	0.00%	0	0.00%	4	100%	0	0.00%
UOC - Contact Management	38	8.84%	43	10.00%	36	8.37%%	383	89.07%	11	2.56%
Total	274	7.54%	291	8.00%	143	3.93%	3,239	89.08%	55	1.51%

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

Sexual Orientation of workforce by department

	Sexual Orientation									
	Bi-sexual	%	Gay/Lesbian	%	Hetero-sexual	%	Not Stated	%	Prefer not to say	%
Command Team	0	0.00%	1	6.67%	10	66.66%	4	26.67%	0	0.00%
Corporate Services	2	0.69%	0	0.00%	199	68.62%	76	26.21%	13	4.48%%
City Division	21	2.94%	30	4.20%	400	56.02%	219	30.67%	44	6.16%
County Division	7	0.96%	16	2.20%	420	57.77%	259	35.63%	25	3.44%
I & I – Archives and Exhibits	0	0.00%	1	2.78%	21	58.33%	14	38.89%	0	0.00%
I & I – Intelligence	0	0.00%	2	1.11%	90	49.72%	83	45.86%	6	3.31%
I & I – Organised Crime	1	0.76%	3	2.29%	73	55.73%	50	38.17%	4	3.05%
I & I – Public Protection	5	1.89%	4	1.52%	116	43.94%	135	51.14%	4	1.52%
Operational Support	0	0.00%	3	1.30%	117	50.65%	90	38.96%	21	9.09%
Region	0	0.00%	0	0.00%	27	71.05%	4	10.53%	7	18.42%
Regional - EMCJS	4	1.74%	3	1.30%	127	55.22%	88	38.26%	8	3.48%
Regional - EMSOU	0	0.00%	1	0.68%	64	43.84%	80	54.79%	1	0.68%
Senior Leaders	0	0.00%	0	0.00%	2	100.00%	0	0.00%	0	0.00%
UOC – Contact Management	12	2.79%	8	1.86%	237	55.12%	141	32.79%	32	7.44%
Total	52	1.43%	72	1.98%	1,903	52.34%	1,243	34.19%	165	4.54%

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

Distribution of police officers by rank and protected characteristics group

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

Gender and ethnicity of police officers by rank

	Gender				Race and ethnicity					
	Female	%	Male	%	White	%	BME	%	Not Stated	%
Superintendent and above	4	0.20%	18	0.91%	21	1%	0	0.00%	1	0.05%
Chief Inspector/ Detective Chief Inspector	9	0.45%	20	1.01%	28	1%	1	0.05%	0	0.00%
Inspector/ Detective Inspector	26	1.31%	64	3.23%	84	4%	5	0.25%	1	0.05%
Sergeant / Detective Sergeant	71	3.58%	220	11.11%	274	14%	15	0.76%	2	0.10%
Constable / Detective Constable	523	26.40%	1,026	51.79%	1,440	73%	84	4.24%	23	1.16%
Total	633	31.95%	1,348	68.05%	1,849	93%	105	5.30%	27	1.36%

Age and disability of police officers by rank

	Sexual Orientation									
	Bi-Sexual	%	Gay/Lesbian	%	Heterosexual	%	Not Stated	%	prefer not to say	%
Superintendent and above	0	0.00%	1	0.05%	19	1%	3	0.15%	0	0.00%
Chief Inspector/ Detective Chief Inspector	0	0.00%	0	0.00%	16	1%	15	0.76%	1	0.05%
Inspector/ Detective Inspector	0	0.00%	2	0.10%	45	2%	38	1.92%	3	0.15%
Sergeant / Detective Sergeant	3	0.15%	3	0.15%	134	7%	145	7.32%	17	0.86%
Constable / Detective Constable	28	1.41%	40	2.02%	764	39%	643	32.46%	69	3.48%
Total	31	1.56%	46	2.32%	978	49%	844	42.60%	90	4.54%

Sexual Orientation of workforce by department

	Age				Disability					
	25 & under	%	Over 55	%	Yes	%	No	%	Not Stated	%
Superintendent and above	0	0.00%	0	0.00%	0	0%	22	1.11%	0	0.00%
Chief Inspector/ Detective Chief Inspector	0	0.00%	0	0.00%	0	0%	29	1.46%	0	0.00%
Inspector/ Detective Inspector	0	0.00%	5	0.25%	1	0.05%	87	4.39%	2	0.10%
Sergeant / Detective Sergeant	0	0.00%	13	0.66%	5	0.25%	288	14.54%	0	0.00%
Constable / Detective Constable	135	6.81%	33	1.67%	55	2.78%	1478	74.61%	14	0.71%
Total	135	6.81%	51	2.57%	61	3%	1904	96.11%	16	0.81%

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 2019, there were 744 officers in these posts across Nottinghamshire Police. The tables below show the percentage distribution of officers in these roles by protected characteristic, compared with the overall representation of that characteristic amongst all Nottinghamshire Police officers.



	Age		Gender		Race and ethnicity			Disability		
	25 and Under	Over 55	Male	Female	White	Ethnic Minority	Not Stated	Yes	No	Not Stated
Volume	7	11	452	294	698	37	7	23	717	4
Specialist %	0.94%	1.48%	60.75%	39.52%	93.82%	4.97%	0.94%	3.09%	96.37%	0.54%
All Officers %	0.35%	0.56%	22.82%	14.84%	35.23%	1.87%	0.35%	1.16%	36.19%	0.20%

Part-time working

Staff working part-time during the period 1 April 2018 to 31 March 2019 by disability, ethnicity, gender and sexual orientation.

	Disability			Race and ethnicity		
Staff working Part time	Yes	No	Not stated	White	Ethnic Minority	Not stated
Volume	23	512	6	321	16	12
%	4.25%	94.64%	1.11%	59.33%	2.96%	2.22%

	Gender		Sexual Orientation			
Staff working Part time	Male	Female	LGB	Hetero sexual	Not stated	Prefer not to say
Volume	438	103	4	198	110	20
%	80.96%	19.04%	0.74%	36.60%	20.33%	3.70%

Leavers

The following tables provide details of the protected characteristics of staff and officers who left Nottinghamshire Police between 1 April 2018 and 31 March 2019.

The percentages given in each case are as a proportion of all leavers in that group (officers/staff). During the specified period, 144 police officers and 159 police staff left the organisation.

	Age		Race and ethnicity		
Police Officer Leavers	25 and under	Over 55	White	Ethnic Minority	Not stated
Volume	1	19	144	5	1
%	0.67%	12.67%	96.00%	3.33%	0.67%

	Gender		Sexual Orientation			
Police Officer Leavers	Male	Female	LGB	Hetero sexual	Not stated	Prefer not to say
Volume	110	40	5	56	74	10
%	73.33%	26.67%	3.33%	37.33%	49.33%	6.67%

	Age		Race and ethnicity		
Police Staff Leavers	25 and under	Over 55	White	Ethnic Minority	Not stated
Volume	21	49	153	7	9
%	12.43%	28.99%	90.53%	4.14%	5.33%

	Gender		Sexual Orientation			
Police Staff Leavers	Male	Female	LGB	Hetero sexual	Not stated	Prefer not to say
Volume	71	98	7	83	57	7
%	42.01%	57.99%	4.14%	49.11%	33.73%	4.14%

Grievances

The table below shows a breakdown of grievances taken out by officers and staff under the fairness at work policy. The table lists the number of live grievances in any given month for the period of 1 April 2018 to 31 March 2019.

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

Date	Number of live cases	Discrimination	Bullying and Harassment	Other	Male	%	Female	%	BME	%	Recorded Disability	%
Apr-18	3	0	1	2	3	100	0	0	0	0	0	0
May-18	3	0	1	2	3	100	0	0	0	0	0	0
Jun-18	8	1	3	4	6	75	2	25	0	0	0	0
Jul-18	9	1	3	5	7	78	2	22	1	11	0	0
Aug-18	9	1	3	5	7	78	2	22	1	11	0	0
Sep-18	8	1	4	3	7	88	1	13	0	0	0	0
Oct-18	8	1	4	3	7	88	1	13	0	0	0	0
Nov-18	7	2	2	3	6	86	1	14	1	14	0	0
Dec-18	8	2	2	4	6	75	2	25	1	13	0	0
Jan-19	8	2	1	5	6	75	2	25	1	13	0	0
Feb-19	8	2	1	5	6	75	2	25	1	13	0	0
Mar-19	8	2	1	5	6	75	2	25	1	13	0	0

Stonewall Workplace Equality Index



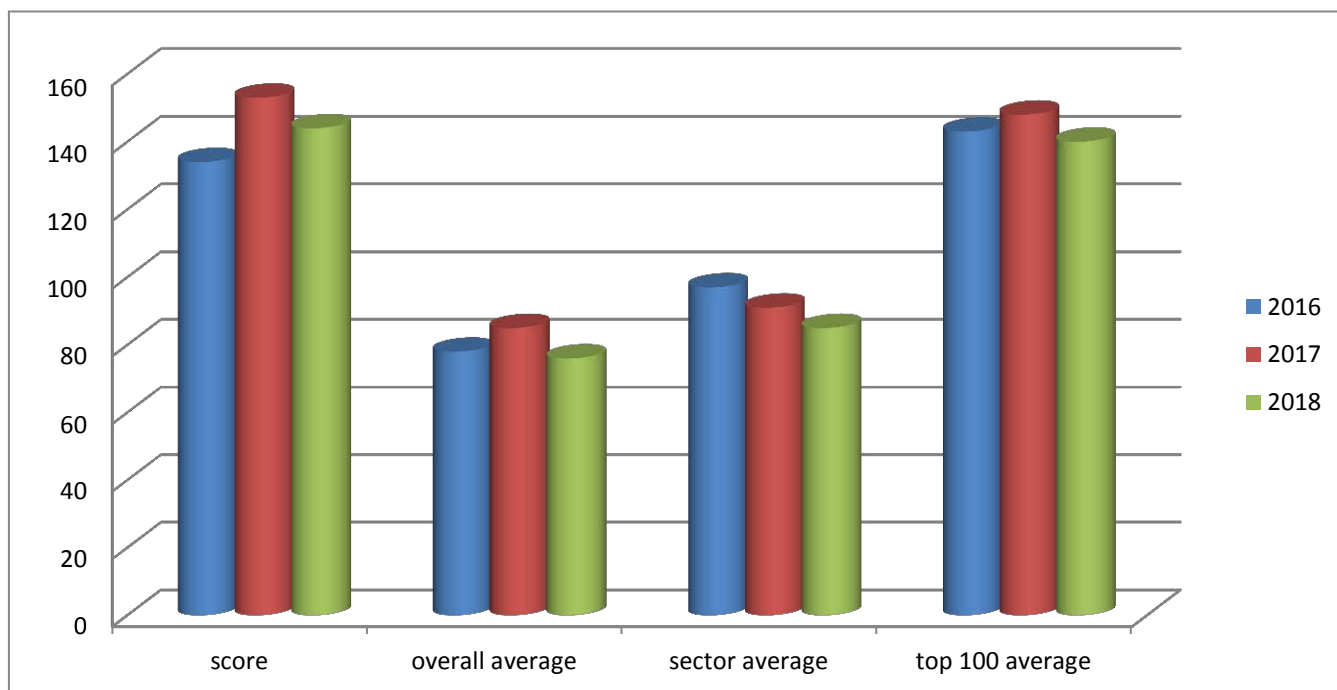
How the index works

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

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

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

Nottinghamshire Police is a Stonewall Diversity Champion. It has been decided that, participation in the Stonewall Workplace Equality Index (WEI) will be withdrawn at this time. However, Nottinghamshire Police will continue to use The Stonewall WEI as a benchmarking tool to enable us to benchmark our work on LGBT+ equality against best practice.



With rankings over the last 3 years improving from 196th in 2014 to 167th in 2015. In 2016 we made incredible progress and increased our ranking to 64th and 35th out of 439 in 2017, our best ranking to date. In 2018 our ranking decreased very slightly by 4 points to 39th out of 434 employers. This was due to the changes in the assessment cycle and the additional criteria included within the index to promote trans+ inclusion. This ranking made us the 2nd highest ranking force within the index for 2018.

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

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

- Promotion of our revised bullying and harassment policy which explicitly states a zero tolerance approach to homophobic, transphobic and biphobic bullying and harassment, making specific reference to bullying and harassment on the grounds of gender identity and expression.
- Greater and more explicit engagement with staff around equality, diversity and inclusion issues in order to raise awareness and understanding of LGBT+ communities and the intersections within them.



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



Nottingham Pride 2019

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

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

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



The Trans Flag at Nottingham Pride 2019



Vera



Ambulance Service



Coop Funeral Services



Gypsy Darling with officers



For more information about this document please contact:

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Recruitment opportunities: <https://www.nottinghamshire.police.uk/careers>

For Information	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	4th September 2019
Report of:	Nottinghamshire Police
Report Author:	Supt Burrows
E-mail:	Paul.burrows@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	7

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

Force Report on Stop and Search

1. Purpose of the Report

- 1.1 To update the Strategic Resources and Performance meeting on the use of stop and search powers in Nottinghamshire Police.

2. Recommendations

- 2.1 It is recommended that members note the attached report.

3. Reasons for Recommendations

- 3.1 To ensure that members of the meeting are aware of our approach with regards to the use of stop and search and the latest data in connection with this.

4. Summary of Key Points

- 4.1 The attached report, at appendix A, provides an update on:
- effective use of stop and search
 - fair use
 - proportionality
 - Section 60
 - Compliance with PEEL Inspection Recommendations relating to find rates, drug searching and ethnicity
 - Other initiatives in relation to our approach for stop and search

5. Financial Implications and Budget Provision

- 5.1 There are no financial implications arising from this report.

6. Human Resources Implications

- 6.1 There are no HR implications arising from this report.

7. Equality Implications

- 7.1 Dis-proportionality of stop and search is a key issue in both communities and the media particularly. This report outlines risks identified from the data analysis that will require further audit work to better understand.

8. Risk Management

- 8.1 The impact that the use of stop and search has on communities and individuals is measured through community engagement and accountability and the use of the published stop and search data via the force website.

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

- 9.1 There are no specific policy implications; stop and search does however link to the following priorities; protect, support and respond to victims, witnesses and vulnerable people, by ensuring transparency and proportionality. Additionally there is a requirement to ensure young people know more about what to expect if they are stopped and searched

10. Changes in Legislation or other Legal Considerations

- 10.1 There are no known legislative issues, the Best Use of Stop and Search Scheme 2.0 has not been published, so the Force continues to comply with Best Use of Stop and Search Scheme 1.0. Changes to the application of Section 60 regarding the belief that violence may occur as opposed to will occur are being piloted in other force areas; these are actually changes to the Best Use Scheme and not legislation.

11. Details of outcome of consultation

- 11.1 The report has been sent to the Stop and Search Scrutiny Board members for their view prior to publication. There has been no other consultation in relation to this specific report.

12. Appendices

- 12.1 Stop and Search Annual Report – appendix A.

Nottinghamshire Police Annual Report Stop and Search 2018/19

Author: Supt Paul Burrows

Nottinghamshire Police Annual Report

Stop and Search 2018/19

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1 EXECUTIVE SUMMARY

The *'Nottinghamshire Police Annual Report into Stop and Search 2018/19'*, is written to achieve 2 objectives. The first is to report to the public of Nottinghamshire how stop and search is being used and whether this use is necessary and proportionate. What is presented illustrates that this is largely the case, the following being most noteworthy:

- The number of searches conducted has risen by 58.4% over the previous year, though the search rate per 1,000 population remains one of the country's lowest;
- The arrest and positive outcome rate continues to raise and presently stands at 39.5%, including a 15.4% arrest rate; the times when the prohibitive item found is linked to the purpose of the search stands at 88%;
- 83 arrests were made for the possession of a weapon which is 17.8% of the total arrests, 14.7% of all searches were conducted to find a weapon, whilst this rate dropped from the previous year's 20% the actual number of weapons based searches rose from 392 to 441;
- The level of complaints remains low, work continues to access potential complainants into the system by explaining how complaints can be made. The increasing use of Body Worn Video (BWV) is believed to have had an impact on reducing the number of complaints;
- Disproportionality rates are dropping in the force area; for all BAME communities from 4.2 to 3.5 and in Nottingham City from 1.7 to 1.4. These rates continue to change significantly based upon a small number of searches, 29 searches of Black people in the county, which includes the conurbation around Nottingham City, increases the disproportionality rate from 2.4 in the city in 2018/19 to 7.0 in the Force area; 15 searches of Asian people caused the rate to rise from 0.9 to 2.1 and 18 searches of dual or multiple heritage people from 0.9 to 3.1;
- The increasing use of BWV is seen to be positive, despite this equipment not being on personal issue to officers it was deployed in 81% of all searches, data is captured on the reason why it was not deployed in the remaining 19%;
- New audit work it has identified that 84% of drug-focussed searches are conducted for 'possession', with 16% for supply; this report also outlines how a significant number of the drugs searches are undertaken to tackle specific criminal or ASB issues within local communities. Intelligence tasked deployment of officers is frequently undertaken as one part of the problem-solving part written with the local Community Safety Partnership.

However, in undertaking this diagnostic review, 5 'Identified Risks', have been highlighted for further work and reporting; both to the Stop and Search Scrutiny Board but also within the 2019/20 Annual Report. The risks indicated by this data show that further work is required to both understand the nature and scale of any issue and the corrective action that the force can take to mitigate the issue. These risks are that:

1. When the numbers of searches were reviewed by age and ethnicity it was found that young Asian people in the 18-24 age group, are more likely to be searched than any other ethnicity, (Section 7 and 24.1);

2. When the rate of handcuffing during stop and search was reviewed it was identified that handcuffing rates for BAME communities are higher than those for White, (Section 8 and 24.2);
3. When reviewing the outcomes rates by ethnicity and legislation, it was found that White people are less likely to be arrested than people who are Asian or Black, (Section 10 and 24.3);
4. When reviewing the total 'find' rate, of those from dual or multiple heritages; a prohibited item was less likely to be recovered (a 'find') when compared to the searches of other groups. Though the item seized was linked to the object of the search in a comparative number of instances, (Section 11.4 and 24.4);
5. On reviewing the work of the force's Knife Crime Team it was identified that the outcomes rates, including find rate, for those who self-define as dual or multiple heritage was lower when compared to all other ethnicity defined searches; though with a relatively low number of searches at 62. It was also found that the 'linked' rate (the item found was linked to the purpose of the search) was lower than those for all other ethnicity defined searches, (Section 19.5 and 24.5).

The second object of this Annual Report is to evidence to Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS) that the force is complying with the requirement of the 2019 PEEL assessment entitled '*Police Effectiveness, efficiency and legitimacy 2018/19*'.

Within this report it was recorded that: *"the force doesn't identify the extent to which find rates differ between people from different ethnicities and across different types of searches, including separate identification of find rates for drug possession and supply-type offences. It also doesn't identify the prevalence of possession-only drug searches or the extent to which these align with local or force-level priorities."* The report went on to record that: *"we reviewed Nottinghamshire Police's website and found that the force publishes comprehensive stop and search data, including analysis carried out to understand reasons for some, but not all, of the disparities."*

This Annual Report addresses these reporting gaps and has caused new audits to be undertaken, some of which are reported within this Annual Report and others that are being worked upon to generate a full year's worth of data for publication in the 2019/20 report.

2 RATES OF SEARCHING AND OUTCOMES

Asking individuals to account for their presence or behaviour is an important part of everyday policing. Stop and search powers are used by the force as an additional and legitimate power to protect local residents, businesses and visitors to the area, tackle crime and keep our streets safe.

Throughout 2018/19 Nottinghamshire Police maintained its focus on the intelligence-led, fair and effective use of stop and search powers. The force has, for the first time in the last 5 years, seen an increase in the number of stops and searches undertaken:

Period	Number of searches
2014/15	4,157
2015/16	2,712
2016/17	1,957
2017/18	1,908
2018/19	3,023

This increase is attributed, in part, to the changing national debate on stop and search which is causing officers to believe they will be less likely to be criticised for using these powers. Additionally the force has undertaken a major recruitment process with a large number of newly trained officers being deployed to larger front-line policing teams. This means there is a greater policing presence on the streets that will increase the chance of the grounds for a stop and search being encountered. Of note, and following extensive auditing; it has been found that there has been no discernible reduction in the quality of the grounds being recorded and the arrest and positive outcome rate has remained at the same level, if not increased.

During 2015/16 it was identified that the force had the third lowest use of stop and search powers in the country. There has been no formal updated position on this since then, as the Home Office publication 'Police powers and procedures England and Wales year ending 31 March 2017' second edition, did not present this level of detail; although Nottinghamshire was in the lowest band of use; at less than two searches per 1,000 population. However, within the 2019 HMICFRS PEEL assessment entitled '*Police Effectiveness, efficiency and legitimacy 2018/19*', it was identified that in the 12 months ending 31 March 2018 Nottinghamshire conducted 3.3 searches per 1,000 population compared to 9.6 nationally.

In 2018/19, 466 arrests were made as a result of the use of stop and search powers (compared to 307 in 2017/18); this includes 83 arrests for possessing weapons, knives and firearms, compared to 58 in 2017/18. This represents 17.8% of the total, down from 18.9% in 2017/18; and illustrates what a vital crime fighting tool these powers offer and how they can be used to protect the public by removing weapons from the streets.

The table below identifies how many of these outcomes are linked to the searches' object e.g. a drug search that finds drugs is 'linked', a drugs search finding a knife is 'not-linked'.

	Search total	%	Outcome Total	Outcome Linked	%	Outcome NOT linked	%
Total	2,991	37.3	1,115	986	88.4%	129	11.6

It can be seen that there is a 37.3% arrest and positive outcome rate for this data set that excludes vehicle only searches (positive outcomes are explained in Section 3), and of these outcome-searches, when a prohibited item is recovered, 88.4% of these are 'linked' to the object of the search. This indicates that the officer's grounds are based on reasonable suspicion and that they are using their powers appropriately.

We do not underestimate the impact that stop and search encounters have on communities and individuals and we know that to maintain public confidence in its use, the power must be used in a fair and effective manner.

3 EFFECTIVE STOP AND SEARCH

The national definition of a 'fair and effective' stop and search encounter, agreed by the College of Policing and the National Police Chiefs' Council (NPCC), is:

A stop and search encounter is most likely to be fair and effective when:

- *the search is justified, lawful and stands up to public scrutiny;*
- *the officer has genuine and objectively reasonable suspicion they will find a prohibited article or item for use in crime;*
- *the person understands why they have been searched and feels that they have been treated with respect;*
- *the search was necessary and was the most proportionate method the police officer could use to establish whether the person has such an item.*

"The primary purpose of stop and search powers is to enable officers to allay or confirm suspicions about individuals without exercising their power of arrest", PACE Code A, Paragraph 1.4. Effectiveness must therefore reflect where suspicion has been allayed and an unnecessary arrest, which is more intrusive, has been avoided; or where suspicion has been confirmed and the object is found or a crime is detected.

Having listened to community representatives and reference groups, the force expects the use of stop and search powers to focus on dealing with crimes that cause the public the most concern. We expect a minimum of 40% of all stop and searches should be undertaken to tackle key crimes like burglary and robbery; with a further 20% being undertaken to target the carrying of weapons and the remaining 40% targeting neighbourhood crimes. This approach provides the flexibility to address specific local concerns.

The table below presents the data from the benchmark year of 2014/15 to both 2018/19 and 2017/18:

	2014/15	2017/18	2018/19
Number of searches	4,157	1,908	3,023
Object of search			
Weapons	9.2 %	20.5% 392 searches	14.7% 441 searches
Going equipped to steal, commit criminal damage and handling stolen goods	26.6%	15.7%	13.9%
Drugs	62.8%	62.7% *	71.2%**

*This 62.7% reduced to 54.9% when proactive operation searches were removed

** This 69.7% reduced to 54% when proactive operation searches were removed - see Section 21

This data illustrates a significant uplift in the number of drugs searches and is dealt with in greater detail within Sections 12 to 21, as many of these searches are undertaken within operations designed to reduce both violent crime and, more specifically, knife crime. The decrease as a % in the number of searches for weapons is seen to be due to the increase in the number of drugs searches, however the actual number of searches for knives and firearms has increased from 392 in 2017/19 to 441 in 2018/19 which reflects both the crime trends being experienced and the threat being raised by the public.

GPMS – Unclassified NOTTINGHAMSHIRE POLICE

The positive outcome rate is the number of stop and search encounters that lead to an arrest or another outcome, for example a cannabis warning or a report for summons. The combined arrest and positive outcome rates for stop and search over the last 6-years, with a separate identification for arrests were:

Period	Arrest and Positive Outcome rate	Arrest rate
2013/14	20.4%	Not available
2014/15	25.5%	12.5%
2015/16	30.1%	14%
2016/17	35.2%	16.7%
2017/18	37.8%	16.1%
2018/19	39.5%	15.4%

More specifically, during 2017/18, 307 (16.1%) of all stop and searches led to an arrest and there were a further 414 'positive outcomes' (21.7%) or 37.8% of all searches resulted in an arrest or positive outcome. During 2018/19 there were 466 arrests (15.4%) and 727 positive outcomes (24%); a total of 39.4% which is an uplift on the previous year. There is no national comparative data, though it is believed this arrest and positive outcome rate will compare favourably and be amongst the highest in the country.

As previously identified in Section 3 one of the purposes of stop and search is to prevent unnecessary arrests so having a high arrest and positive outcome rate combined is seen to be positive, rather than focussing solely upon the arrest rate. So whilst the arrest and positive outcome rate has risen, the arrest rate, in the last 3 years, has fallen. It should be noted however that there is no nationally accepted definition of what a positive outcome is. The table below illustrates the outcomes that Nottinghamshire Police identify as being 'positive':

Outcome	Number	%	Counted as positive outcome	
Arrest	466	15.4%		
Article Found - Detailed Outcome Unavailable*	81	2.7%	Yes	81
Caution	25	0.8%	Yes	25
Community Resolution	17	0.6%	Yes	17
Drugs Possession Warning	156	5.2%	Yes	156
Fixed Penalty Notice	14	0.5%	Yes	14
Nothing Found – No Further Action	1380	45.6%	No	
NPS** - Offence	3	0.1%	Yes	3
NPS** - Possession Only	7	0.2%	Yes	7
Other	382	12.6%	No	
Summons	243	8.0%	Yes	243
Verbal Warning	68	2.2%	No	
Voluntary Attendance	181	6.0%	Yes	181
Total	3,023	100.0%		727

* Data analysis shows this is when a drug is recovered but it unclear what it is at the time of seizure.

**NPS is New Psychoactive Substances

While the force has corporate targets for crime reduction, there is no individual numeric stop and search targets set for officers. Nottinghamshire Police aims for 25% of all stop and searches to result in an arrest or positive outcome, excluding cannabis warnings. The force achieved 30.9% in 2017/18 excluding cannabis warnings, in 2018/19 this figure was 34.3%.

We will continue to work with our communities and stakeholders to deliver fair and effective encounters and ensure that the use of stop and search powers continues to protect the public.

4 FAIR STOP AND SEARCH

Nottinghamshire Police believes a fair encounter is a justifiable one, which is applied without prejudice, carried out promptly and with respect. It is recorded, open to scrutiny and supports public confidence.

As identified previously, the number of stop and search encounters increased during 2018/19 to 3,023, whilst this remains below the rate of 4,157 recorded in 2014/15 it is a 58.4% increase over the 1,908 recorded in 2017/18. Of the people who were stopped and searched in 2018/19, 51.4% were White, 10.2% Black, 6.8% Asian and 5.6% dual or multiple heritage; compared to 52.6% White, 12.9% Black and 6.6% Asian in 2017/18.

During 2018/19 there were a total of 4 public complaints relating to stop and search, compared to 8 in 2017/18; collectively these 4 complaints raised 5 allegations. 3 further complaints were resolved 'there and then'; compared to 6 in 2017/18.

Of these complaints, 1 was raised by an Asian person, 1 by a White person, 1 by a 'Black person and 1 did not state their ethnicity. Every complaint can have a number of 'sub-complaints' within it, though during 2018/19 only 1 of the 4 complaints had more than 1 element. The themes of these complaints were that excessive force was used (2), that there was damage to property (1), that the officers were intimidating (1) and that the stop was not conducted in a professional manner (1). One of these complaints remains unresolved and is being investigated by the Professional Standards Directorate. 2 were locally resolved and one was withdrawn.

Regarding the 3 'there and then' complaints (complaints that are dealt with immediately on them being reported, usually on the phone); all elected not to state their ethnicity. 2 of these complaints relating to a belief they were being harassed by officers and 1 that they were unhappy about being searched.

The number of complaints remains low and work is on-going through the Professional Standards Directorate to create an awareness of how to complain. It is also worthy of note that the widespread deployment of Body Worn Video, see later section; has been seen nationally to reduce the number of complaints. This may be part of the reason why, therefore, the number of complaints has reduced.

It is important to measure the impact that the use of stop and search powers has on communities and individuals. This is done through community engagement and community accountability assisted by the stop and search data that is published on the force website.

The Stop and Search Scrutiny Board continues to run; data is being presented to the members of the community who sit on the Board and scrutinise activity. The minutes and data presentations to this Board can be found on the force website on the Advice Page.

There is disparity in the use of stop and searches in relation to gender, age and race. The reasons for disparity are complex and include the use of the power to tackle gang crime and specific crimes. Measures of proportionality depend upon which population base is employed. No population base will ever accurately capture a street population in a given area, at a given time.

5 THE PROPORTIONALITY OF SEARCHES

The proportionality or disproportionality of the use of stop and search powers is an issue within the communities policed in Nottinghamshire, and also within the media when stop and search use is reported upon. The manner in which stop and search proportionality is calculated does however, have an impact on these concerns due to the statistical variances the calculation causes; in particular where a small number of searches can have a significant impact upon proportionality rates. These anomalies are largely not understood and require explanation to put some context around these important figures. An explanation of how proportionality is calculated has been written and is on the force's website on the Stop and Search Advice page.

Data explanation

Proportionality data presents the statistical chance of someone from a Black, Asian or Minority Ethnic (BAME) community being subject to a stop and search encounter compared to someone from the white community.

The number of searches conducted within a specific BAME community is compared to the resident population of that community; this creates a 'rate of search per '000 population'; using the 2011 Census data. The rate per '000 population from this BAME community is then compared to the rate per '000 population for the white community; the white community is the baseline population. The 'BAME' number is divided into the 'white' number; the outcome is the proportionality or disproportionality rate.

28.5% of Nottingham City's population is from a BAME community and 4.5% of the County's population; it is this resultant difference in the white population 71.5% compared to 95.5% that causes the significant changes in proportionality rates. It must also be noted that the population figures are 'resident population' and that clearly people will move across borders in the course of their work and leisure.

5.1 The use of s.1 & s.23 MDA stop and search during 2018/19

The tables below indicate how proportionality rates change based upon geographic location. The two tables below present the number of searches in the force area comparing 2017/18 to 2018/19. S.1 and s.23 searches are chosen as these powers are the benchmark that has been used in force for reporting.

Use of s.1 PACE & s.23 MDA stop and search 2017/18

Ethnicity	White	Black	Mixed	Asian or other	Not Stated	White	BME
No. of Searches	949	232	117	151	356	949	500
% of total (1,805)	52.6%	12.9%	6.5%	8.4%	19.7%	52.6%	27.7%
Rate	1.0	8.5	3.8	2.4	-	1.0	4.1
Proportionality	-	8.7	3.9	2.4	-	-	4.2

Use of s.1 PACE & s.23 MDA stop and search 2018/19

Ethnicity	White	Black	Mixed	Asian or other	Not Stated	White	BME
No. of Searches	1,484	294	147	209	728	1,484	650
% of total (2,862)	51.9%	10.3%	5.1%	7.3%	25.4%	51.9%	22.7%
Rate	1.5	10.8	4.7	3.3	-	1.0	5.3
Proportionality	-	7.0	3.1	2.1	-	-	3.5

It can be seen that the % searches of white people have remained static. However the numbers of searches of people from all BAME communities have dropped; it is the number of not stated searches that has increased. People are not required to self-define their ethnicity when stopped and searched, nor give their personal details. Discussion within the Force's 'Stop and Search Scrutiny Board', would indicate that this increase is positive because there is a view that people feel compelled to give police officers their personal details. If this is the case then the instance of this is dropping. It can also be seen that the rate of disproportionality is dropping.

The tables below identify the rates of searching in Nottingham City. The Nottingham City numbers are also included within the force level numbers in the tables above. When the proportionately higher residential population of Black, Asian and Minority Ethnic people in Nottingham City is taken into account; the level of disproportionality changes when the numbers of stop and searches in the city is compared to this residential population.

5.2 Use of s.1 PACE & s.23 MDA stop and search 2017/18 in Nottingham City

Ethnicity	White	Black	Mixed	Asian or other	Not Stated	White	BME
No. of Searches	658	216	104	133	277	658	453
Rate	3.0	9.7	5.4	3.0	-	3.0	5.2
Proportionality	-	3.2	1.7	1.0	-	-	1.7

Use of s.1 PACE & s.23 MDA stop and search 2018/19 in Nottingham City

Ethnicity	White	Black	Mixed	Asian or other	Not Stated	White	BME
No. of Searches	1,090	266	129	194	584	1,090	589
Rate	5.0	12.0	6.4	4.4	-	5.0	6.8
Proportionality	-	2.4	1.3	0.9	-	-	1.4

Disproportionality rates can be seen to change significantly as the result of a small number of searches undertaken in the largely white-populated county. 29 searches of Black people in the county, which includes the conurbation around Nottingham City, increases the disproportionality rate from 2.4 in the city in 2018/19 to 7.0 in the Force area; similarly 15 searches of Asian people caused the rate to rise from 0.9 to 2.1 and dual or multiple people from 0.9 to 3.1 as the result of 18 searches.

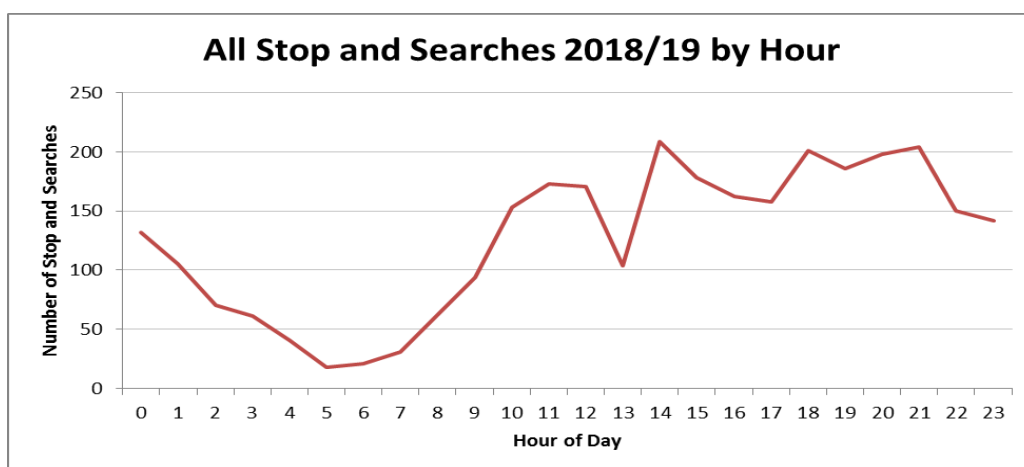
5.3 The changing nature of 'rates' of searches

The following table records the last 8 years data for 'rate's. The 'rate' is the number of searches conducted per 1,000 of that given communities population. It should be noted that the population data used is now getting quite old as it is taken from the 2011 Census. The statistical rate of searching is rising whilst proportionality rates fall.

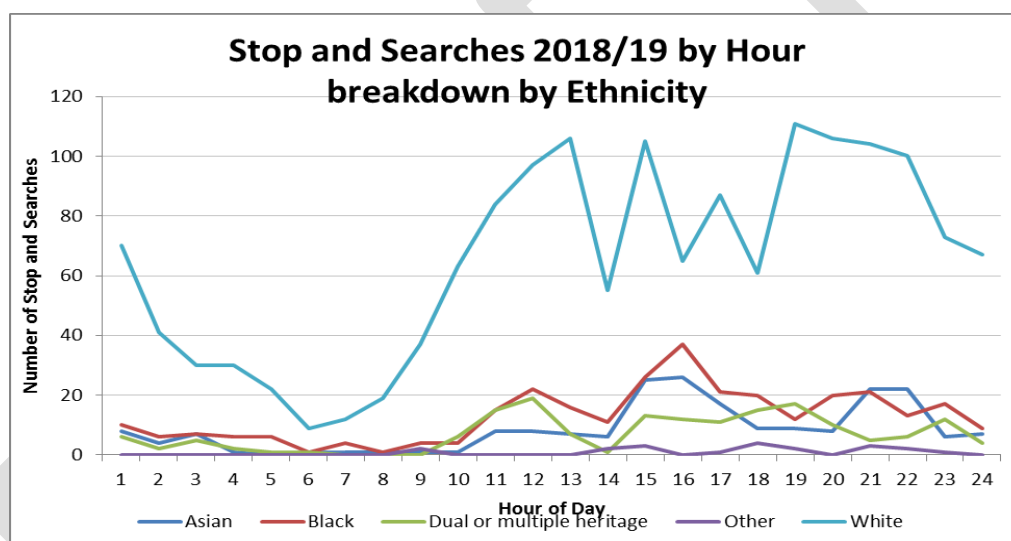
Financial Year	Ethnicity			
	White	Black	Multiple Heritage	Asian or Other
2011/12	2.6	10.8	5.1	4.1
2012/13	2.8	11.8	4.5	4.2
2013/14	4.3	17.8	5.8	4.9
2014/15	3.3	12.7	3.9	3.7
2015/16	1.9	8.9	4	3.6
2016/17	1.1	8.5	4.1	2.0
2017/18	1.0	8.7	3.9	2.4
2018/19	1.5	10.8	4.7	3.3

6 THE TIME OF DAY SEARCHES ARE CONDUCTED

The following table identifies the time of day when stop and searches are undertaken:



The following table identifies the time of day by ethnicity:



Searching by day of the week:

The following table identifies, in total and by ethnicity which days of the week are most likely to be searched on:

	Total	Asian	Black	Dual / Multiple	Other	White
Number of searches	3024	205	309	170	20	1554
Monday	10.6%	7.8%	11.0%	8.8%	15.0%	10.6%
Tuesday	13.2%	11.7%	11.7%	11.2%	20.0%	13.6%
Wednesday	13.4%	12.2%	14.2%	18.8%	10.0%	13.4%
Thursday	15.5%	18.5%	19.1%	17.1%	30.0%	14.2%
Friday	16.6%	18.5%	15.5%	15.3%	5.0%	17.2%
Saturday	17.5%	16.1%	14.9%	18.8%	15.0%	17.9%
Sunday	13.1%	15.1%	13.6%	10.0%	5.0%	13.1%

There is no significant variance over the day of the week individuals are searched on.

Searching by hour of the day:

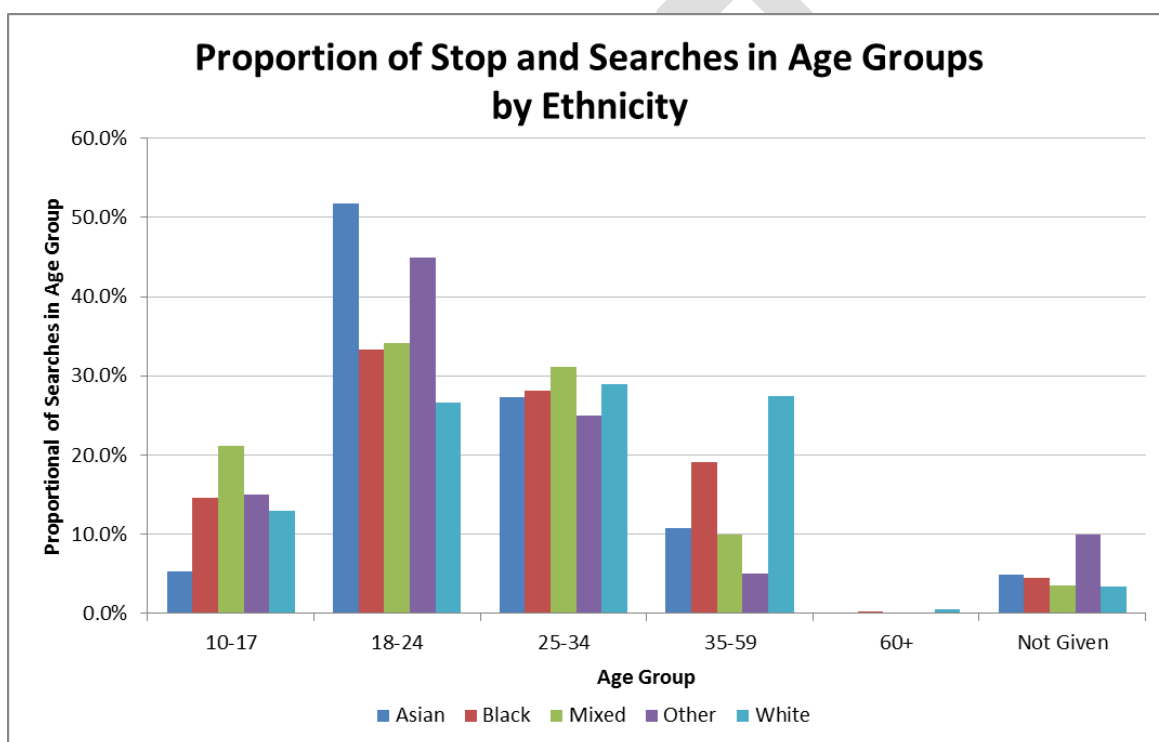
The following identifies, in total and by ethnicity which days of the week are most likely to be searched on:

Hour	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
Total	4.4%	3.5%	2.3%	2.0%	1.4%	0.6%	0.7%	1.0%	2.1%	3.1%	5.1%	5.7%	3.4%	3.4%	6.9%	5.9%	5.4%	5.2%	6.6%	6.2%	6.5%	6.7%	5.0%	4.7%
Asian	3.9%	2.0%	3.4%	0.5%	0.0%	0.5%	0.5%	0.5%	0.5%	0.5%	3.9%	3.9%	2.9%	2.9%	12.2%	12.7%	8.3%	4.4%	4.4%	3.9%	10.7%	10.7%	2.9%	3.4%
Black	3.2%	1.9%	2.3%	1.9%	1.9%	0.3%	1.3%	0.3%	1.3%	1.3%	4.9%	7.1%	3.6%	3.6%	8.4%	12.0%	6.8%	6.5%	3.9%	6.5%	6.8%	4.2%	5.5%	2.9%
Dual / multiple	3.5%	1.2%	2.9%	1.2%	0.6%	0.6%	0.0%	0.0%	0.0%	3.5%	8.8%	11.2%	0.6%	0.6%	7.6%	7.1%	6.5%	8.8%	10.0%	5.9%	2.9%	3.5%	7.1%	2.4%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	10.0%	10.0%	15.0%	0.0%	5.0%	20.0%	10.0%	0.0%	15.0%	10.0%	5.0%	0.0%
White	4.5%	2.6%	1.9%	1.9%	1.4%	0.6%	0.8%	1.2%	2.4%	4.1%	5.4%	6.2%	3.5%	3.5%	6.8%	4.2%	5.6%	3.9%	7.1%	6.8%	6.7%	6.4%	4.7%	4.3%

There is no significant variance over the day of the week individuals are searched on.

7 THE NUMBER OF SEARCHES BY AGE

The following table identifies by ethnicity the age range of those stopped and searched:



The table below presents this graphed data as a '%':

Age Range	Total		Asian		Black		Mixed		Other		White	
10-17	297	13.2%	11	5.4%	45	14.6%	36	21.2%	3	15.0%	202	13.0%
18-24	689	30.5%	106	51.7%	103	33.3%	58	34.1%	9	45.0%	413	26.6%
25-34	651	28.8%	56	27.3%	87	28.2%	53	31.2%	5	25.0%	450	29.0%
35-59	526	23.3%	22	10.7%	59	19.1%	17	10.0%	1	5.0%	427	27.5%
60+	9	0.4%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	8	0.5%
Not Given	86	3.8%	10	4.9%	14	4.5%	6	3.5%	2	10.0%	54	3.5%

Taking into account the low numbers in some age groups, it is noticeable that Asian people in the 18-24 age groups are more likely to be searched than any other ethnicity; with those who are White in this age group least likely to be searched. The greatest parity is seen in the 25-34 age group, but those who are White are most likely to be searched in the 35-59 age group. This is a future that is identified for further analysis in the coming year.

8 THE RATE OF HANDCUFFING BY ETHNICITY

As a result of work required by the Stop and Search Scrutiny Board, the force has started to produce data on the use of handcuffs during searches. Within the data capture device used to record the stop and search, the searching officer is required to record whether handcuffs were applied and if so what their rationale for doing so was. This rationale is for 1 of 3 reasons:

1. That the person being searched may cause danger to themselves or others;
2. That the person may cause injury to themselves or others (including the officer);
3. To prevent escape.

How the person presents and any hostility towards the officer will have an impact upon the officer's decision on whether to handcuff or not. At times officers apply handcuffs in a non-compliant way; this is when the person requires detaining for the purpose of the search because they are refusing to comply with the officer's direction.

The table below identifies that handcuffs are applied in 30% of searches, and 11% of these are done in a non-compliant way. The over-whelming reason for the application of handcuffs is to prevent the escape of the person being searched, at 71.4% of compliant searches.

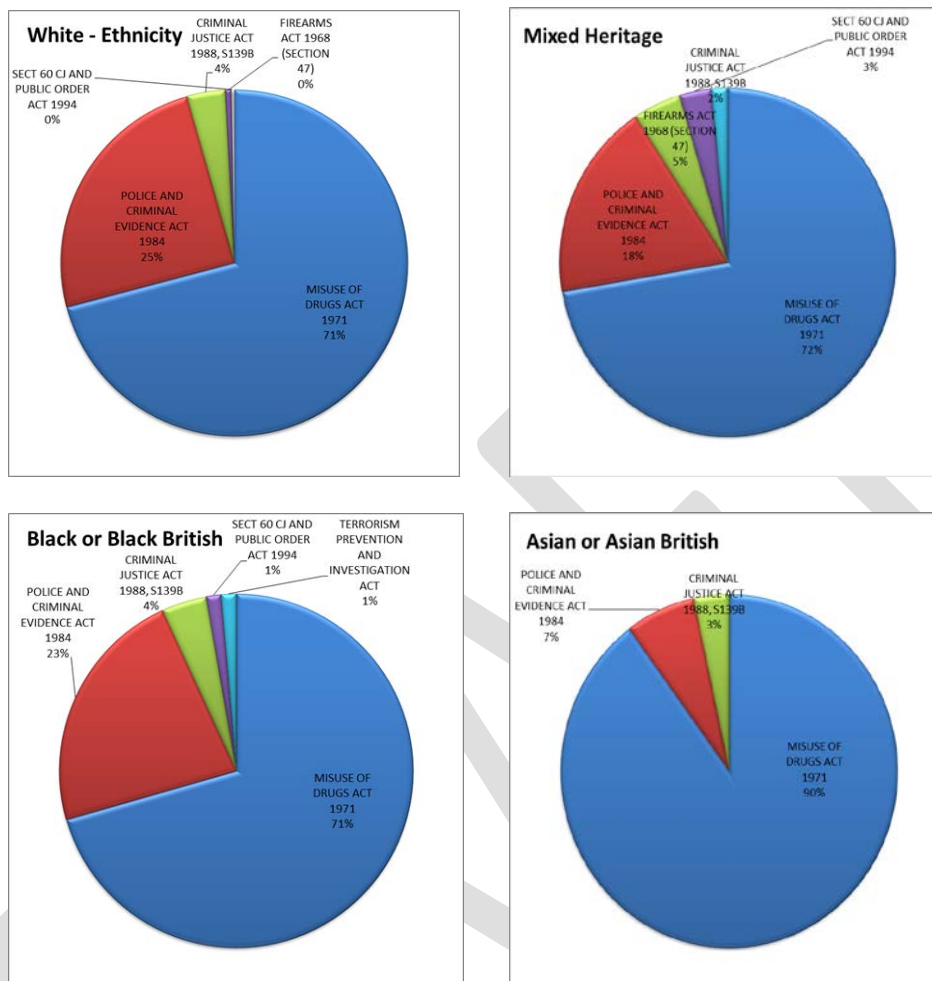
Total number of searches	2,942
Number where handcuffs applied	870 (70%)
Non-compliant handcuffing	97 (11%)
Compliant handcuffing	773 (89%)
Cause danger to themselves or others	136 (18%)
Cause injury to themselves or others	85 (11%)
To prevent escape	552 (71%)

The following table presents the data on the ethnicity of those being searched. Of concern is the rate of handcuffing of all BAME groups compared to those who are White, both in terms of total volume and rates of compliant handcuffing; though the reason recorded for applying the handcuffs are similar.

A future risk is consequently identified to review why handcuffing rates for BAME communities are disproportionately higher. It has been discussed within the Scrutiny Board that this may be down to how stop and search and indeed the police are viewed within certain communities, which consequently impacts upon the interaction between the officer and the person searched. However, a formal review of this is required. This will be undertaken through the viewing of body worn video specifically relating to ethnicity where handcuffs are applied to ascertain the proportionality of this.

	Total No. of Searches	Handcuffing Total	Compliant (of Total Handcuffed)	Non-compliant		
				Cause Danger to Themselves or Others	Cause Injury to Themselves or Others	To Prevent Escape
(1) White	1525	364 (24%)	325 (21%)	53 (16%)	44 (14%)	228 (70%)
(2) Mixed Heritage	169	65 (38%)	62 (37%)	15 (24%)	3 (5%)	44 (71%)
(3) Asian or Asian British	188	89 (47%)	81 (43%)	12 (15%)	2 (2%)	67 (83%)
(4) Black or Black British	309	146 (47%)	134 (43%)	17 (13%)	17 (13%)	100 (75%)
(5) Chinese or Other Ethnic Group	36	12 (33%)	11 (31%)	1 (9%)	2 (18%)	8 (73%)
Not Stated	715	194 (27%)	160 (22%)	38 (24%)	17 (11%)	105 (66%)

As the discussion within the Scrutiny Board developed, the question was raised regarding whether it was the powers being used that may impact upon the rationale for handcuffing. If people were being searched for offensive weapons then they are more likely to be handcuffed, so if a particular community is being searched under a specific power then one would expect a higher rate of handcuffing. Consequently the following pie-charts were produced to illustrate whether this hypothesis had merit.



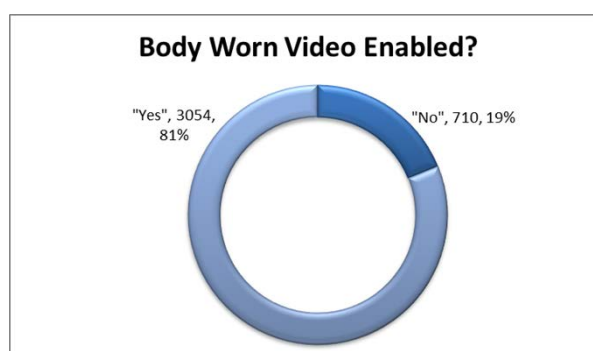
It can be identified that searches of Asian people where handcuffs are applied have a higher rate for drugs searches however for the other ethnicities the rate are broadly similar so whilst this hypothesis may be part of the answer it is not a complete answer. Consequently the 'Identified Risk' remains for further analysis.

9 THE USE OF BODY WORN VIDEO

A further challenge was raised by the Scrutiny Board over the rates of recording taking place using Body Worn Video (BWV) cameras. These cameras are not yet on officer personal issue, which means they are not always available to officers and they do present a number of technical issues however the data on levels of recording is now being prepared and presented to the Scrutiny Board.

The force has set the requirement that every stop and search will be recorded on BWV unless the person being searched specifically requests that the camera not be used and they sign the officers note book to confirm that this is their requirement. Officers are keen to deploy BWV as they acknowledge its capacity to lower tensions during potential confrontational situations.

9.1 The number of occasions when BWV is used to record stop and search



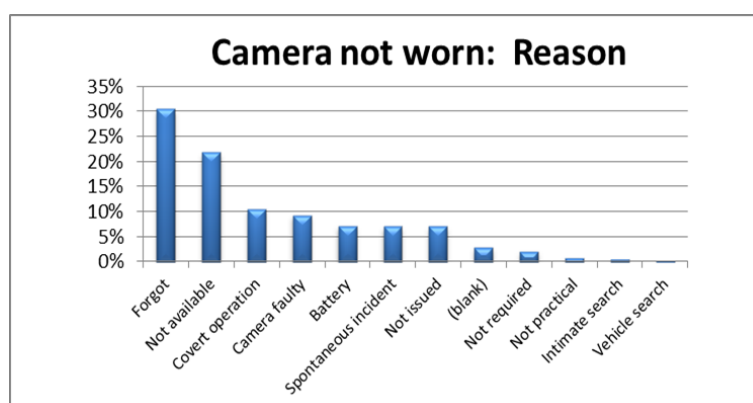
BWV was deployed on 81% of all stop and searches undertaken

9.2 The reasons what BWV is not activated during a stop and search

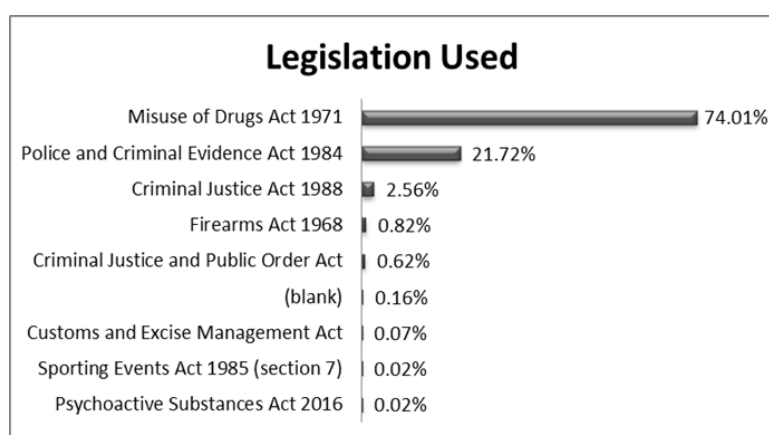
Originally the reasons for not activating BWV were recorded in a free text box, so the reasons were numerous and varied. Work was undertaken to pull these reasons together and the data capture device has now been programmed to record this data better. The following categories have been identified as best fulfilling the requirement:

- 1 – Spontaneous Incident – Insufficient time to deploy BWV
- 2 - Operational reason – i.e. covert operation
- 3 – No BWV available
- 4 – Battery/Equipment failure
- 5 – Forgot to use BWV
- 6 – Didn't know BWV should be used
- 7 – Intimate Search
- 8 – Vehicle Search Only
- 9 – Other

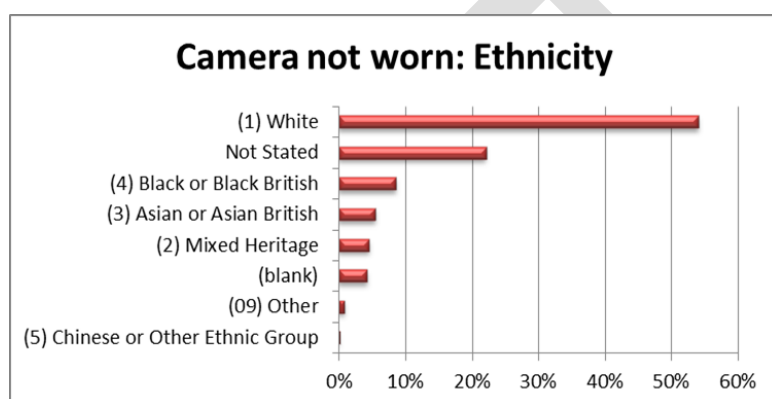
The 2019/20 Annual Report in will use these headings. However during 2018/19 the draft reasons were used and are presented in the chart below. 'Forgot' means the officer got involved in an incident and in the 'heat' of dealing with this omitted to turn their BWV on – it is for this reason that the 'Spontaneous Incident' option is presented first, as this is different to simply 'Forgot to use BWV' which is now at option 5. There are a number of technical reasons for non-deployment: not available, to fault, to battery issues. Officers on covert operations would clearly not have a camera deployed and we do not expect strip searches to be recorded for reasons of decency. The issue of 'not-required' will be addressed as training issues as the forces position on this is quite clear:



9.3 The legislation under which BWV is used



9.4 The ethnicities of those searched where BWV was not activated



This data is based upon self-defined ethnicity. A review of the data, using officer defined ethnicity, reveals that of the 'Not stated': 123 were White, 86 Black, 32 Asian and 24 Dual or of Multiple Heritages.

No identified risks are identified within this Annual Report though the better quality of data that will be available during 2019/20 may cause this to change.

10 OUTCOME RATES BY ETHNICITY AND LEGISLATION

The HMICFRS recommended in 2017 that forces should be able to identify to what extent 'find' rates differed both between the different ethnicities and the different types of searches (including separate identification of find rates for drug possession and supply-type offences). This requirement was repeated in the 2019 HMICFRS report entitled "*PEEL: Police Effectiveness, efficiency and legitimacy 2018/19*".

Presently the force is unable to report on the difference between simple drugs possession searches and those conducted for supply routinely through its data gathering tool. However because of this requirement the audit regime has been amended to identify what indicative levels of possession vs supply searches take place, see Section 13 below. This audit indicates at 84% of drugs searches were for possession offences.

The following table presents the summary of the required data. The focus is on the Misuse of Drugs Act and PACE searches as these are the primary search categories. Full detail

of all legislation can be found in Appendix A; not all legislation has been used within each ethnicity table and similarly not all criminal justice outcomes are utilised.

Self-defined ethnicity has been used as the most accurate figure, however this means there are some hundreds of searches not included as the person has elected not to give this information.

Percentages are used to illustrate the proportion of searches and outcomes by ethnicity.

10.1 Arrest and positive outcome rate by ethnicity for Drugs & PACE searches

	Total number of searches	% of all searches	Arrest %	Positive Outcome %	Combined arrest and positive outcome	% of drugs searches	% of PACE searches
Asian	205	9.1	20.0	25.9	45.9	81.0	12.7
Black	309	13.7	18.4	22.2	40.8	71.2	23.9
Mixed / Dual	170	7.5	11.2	24.7	35.9	66.5	20.0
Other	20	0.9	10.0	25.0	35.0	80.0	5.0
White	1,552	68.8	14.5	27.5	42.0	72.5	23.0

The data indicates that there is no undue variance between any of the indicators if the searches of White people are taken as the benchmark, as these outcome rates are mid-table and not outliers. However, it is noted that White people are less likely to be arrested than people who are Asian or Black; this is an important indicator and as such will be identified as an Identified Risk for future monitoring. It is also noted that drugs searches of those who are Black are relatively low, which is counter-intuitive to the narrative sometimes presented that police officers are prone to search Black people for drugs.

The total number of searches of **Asian** people has risen from 198 to 205 (9.6% rise) and the number of arrests has risen by 57.7% (from 26 to 41); the positive outcome rate has risen from 37 (19.8%) to 53 (25.9%), an increase of 43.2%. This gives a combined arrest and positive outcome rate in 2018/19 of 45.9% up from 33.7% in 2017/18. It should be noted that the rate of searching for drugs has increased from 75.4% to 81% and the rate of searching under PACE has dropped marginally from 13.9% to 12.7%.

The total number of searches of **Black** people has dropped from 343 to 309 (9.9% decrease) and the number of arrests has dropped by 10.9% (from 64 to 57); the positive outcome rate has risen from 58 (16.9%) to 69 (22.2%), an increase of 19%. This gives a combined arrest and positive outcome rate in 2018/19 of 40.8% up from 35.6% in 2017/18. It should be noted that the rate of searching for drugs has increased from 59.2% to 71.2% and the rate of searching under PACE has dropped from 37.6% to 23.9%.

The total number of searches of those self-defining as **dual or multiple heritage** has risen from 138 to 170 (23.2% increase) and the number of arrests has risen by 18.8% (from 16 to 19); the positive outcome rate has risen from 24 (17.4%) to 42 (24.7%), an increase of 75%. This gives a combined arrest and positive outcome rate in 2018/19 of 35.9% up from 29% in 2017/18. It should be noted that the rate of searching for drugs has increased from 58% to 66.5% and the rate of searching under PACE has dropped from 34% to 20%.

The total number of searches of those categorised as ‘Other’ has dropped from 27 to 20 (25.9% decrease) and the number of arrests has remained static at 2; the positive outcome rate has dropped from 9 (33%) to 5 (25%), an increase of 44.4%. This gives a combined arrest and positive outcome rate in 2018/19 of 35%, down from 40.7% in 2017/18. It should be noted that the rate of searching for drugs has risen from 59.2% to 80% and the rate of searching under PACE has dropped from 33% to 5%.

The total number of searches of **White** people has risen from 1151 to 1554 (35% increase) and the number of arrests has risen by 17.2% (from 192 to 225); the positive outcome rate (taken from the numbers in the shaded boxes) has risen from 224 (19.5%) to 428 (27.5%), an increase of 91%. This gives a combined arrest and positive outcome rate in 2018/19 of 42% up from 36.1% in 2017/18. It should be noted that the rate of searching for drugs has increased from 64.4% to 72.5% and the rate of searching under PACE has dropped from 34.2% to 23%.

11 HOW LINKED TO OBJECT RATES, DIFFER BY ETHNICITY AND LEGISLATION

Taking the data analysis in Section 10 one stage further, the following tables evidence how the find rate for prohibited articles relates, or not, to the object of the search. For example, if an officer is searching for drugs under the Misuse of Drugs Act, how often do they find them? This is a proxy indicator of the quality of the search.

11.1 The ‘total’ find rate for all ethnicities:

All ethnicities	Total	Item Found	Nothing Found	Outcome Linked	Outcome Not Linked
Criminal Justice Act 1988, s139B	69	12	17.4%	57	82.6%
Customs And Excise Management Act 1979, S163	2	1	50.0%	1	50.0%
Firearms Act 1968, s47	23	5	21.7%	18	78.3%
Misuse of Drugs Act 1971, s23	1642	748	45.6%	894	54.4%
Police and Criminal Evidence Act 1984.	492	123	25.0%	369	75.0%
Psychoactive Substances Act, s36	2	0	0.0%	2	100.0%
Sec 60 Criminal Justice and Public Order Act 1994	20	1	5.0%	19	95.0%
Total	2250	890	39.6%	1360	60.4%
				795	89.3%
				95	10.7%

A prohibited item was found in 39.6% of searches with the outcome being linked to the object of the search in 89.3% of these searches.

11.2 The ‘total’ find rate for Asian people:

Asian	Total	Item Found	Nothing Found	Outcome Linked	Outcome Not Linked
Criminal Justice Act 1988, s139B	3	1	33.3%	2	66.7%
Customs And Excise Management Act 1979, S163	2	1	50.0%	1	50.0%
Firearms Act 1968, s47	3	0	0.0%	3	100.0%
Misuse of Drugs Act 1971, s23	166	82	49.4%	84	50.6%
Police and Criminal Evidence Act 1984.	26	8	30.8%	18	69.2%
Sec 60 Criminal Justice and Public Order Act 1994	4	0	0.0%	4	100.0%
Total	205	92	44.9%	113	55.1%
				81	88.0%
				11	12.0%

A prohibited item was found in 44.9% of searches compared to 39.6% of all searches. The outcome was linked to the object of the search in 88% of these searches compared to 89.3% of all searches. This indicates a higher positive outcome rate and a comparative linked rate.

11.3 The 'total' find rate for Black:

Black	Total	Item Found	Nothing Found	Outcome Linked	Outcome Not Linked
Criminal Justice Act 1988, s139B	7	1	14.3%	6	85.7%
Misuse of Drugs Act 1971, s23	220	94	42.7%	126	57.3%
Police and Criminal Evidence Act 1984.	74	15	20.3%	59	79.7%
Sec 60 Criminal Justice and Public Order Act 1994	5	1	20.0%	4	80.0%
Total	309	111	35.9%	198	64.1%

A prohibited item was found in 35.9% of searches compared to 39.6% of all searches. The outcome was linked to the object of the search in 91% of these searches compared to 89.3% of all searches. This indicates a lower positive outcome rate though not sufficiently lower to be raised as an identified risk; and a comparative linked rate.

11.4 The 'total' find rate for dual or multiple heritages:

Dual or multiple heritage	Total	Item Found	Nothing Found	Outcome Linked	Outcome Not Linked
Criminal Justice Act 1988, s139B	15	1	6.7%	14	93.3%
Firearms Act 1968, s47	7	1	14.3%	6	85.7%
Misuse of Drugs Act 1971, s23	113	48	42.5%	65	57.5%
Police and Criminal Evidence Act 1984.	34	6	17.6%	28	82.4%
Psychoactive Substances Act, s36	1	0	0.0%	1	100.0%
Total	170	56	32.9%	114	67.1%

A prohibited item was found in 32.9% of searches compared to 39.6% of all searches. The outcome was linked to the object of the search in 87.5% of these searches compared to 89.3% of all searches. This indicates a significantly lower positive outcome rate and a lower comparative linked rate. This is therefore raised as identified risk for further analysis during the next performance year.

11.5 The 'total' find rate for 'other':

Other	Total	Item Found	Nothing Found	Outcome Linked	Outcome Not Linked
Criminal Justice Act 1988, s139B	1	0	0.0%	1	100.0%
Firearms Act 1968, s47	1	0	0.0%	1	100.0%
Misuse of Drugs Act 1971, s23	16	9	56.3%	7	43.8%
Police and Criminal Evidence Act 1984.	1	0	0.0%	1	100.0%
Sec 60 Criminal Justice and Public Order Act 1994	1	0	0.0%	1	100.0%
Total	20	9	45.0%	11	55.0%

A prohibited item was found in 45% of searches compared to 39.6% of all searches. The outcome was linked to the object of the search in 88.9% of these searches compared to 89.3% of all searches. This indicates a higher positive outcome rate and a comparative linked rate though the number of searches is so low at 20 for this result to be highly variable.

11.6 The 'total' find rate for White:

White	Total	Item Found	Nothing Found	Outcome Linked	Outcome Not Linked
Criminal Justice Act 1988, s139B	43	9	20.9%	34	79.1%
Firearms Act 1968, s47	12	4	33.3%	8	66.7%
Misuse of Drugs Act 1971, s23	1127	515	45.7%	612	54.3%
Police and Criminal Evidence Act 1984.	357	94	26.3%	263	73.7%
Psychoactive Substances Act, s36	1	0	0.0%	1	100.0%
Sec 60 Criminal Justice and Public Order Act 1994	10	0	0.0%	10	100.0%
Total	1550	623	40.2%	931	60.1%

A prohibited item was found in 40.2% of searches compared to 39.6% of all searches. The outcome was linked to the object of the search in 89.2% of these searches compared to 89.3% of all searches. This indicates a higher positive outcome rate and a comparative linked rate. Clearly as the significant majority of the searches it is to be expected that these outcomes reflect the median position.

12 INTRODUCTION THE VOLUME, NATURE & FIND RATE OF DRUG SEARCHES

In the 2018 HMICFRS report entitled, “*PEEL: Police Effectiveness, efficiency and legitimacy 2018/19*”, the following was recorded:

We found that the force has complied with most of this recommendation. But it doesn't identify the extent to which find rates differ between people from different ethnicities and across different types of searches, including separate identification of find rates for drug possession and supply-type offences. It also doesn't identify the prevalence of possession-only drug searches or the extent to which these align with local or force-level priorities.

1. *We reviewed Nottinghamshire Police's website and found that the force publishes comprehensive stop and search data, including analysis carried out to understand reasons for some, but not all, of the disparities.*

The sections that follow develop the response given in 2017/18 Annual Report on Stop and Search; these responses seek to address more fully the questions and concerns identified relating to drugs offences.

Nottinghamshire Police, like many other forces, has a high volume of drugs searches compared to the total volume; in 2018/19 this was 71.2% up from 62.7% the previous year. This volume has been the subject of comment previously by both the HMICFRS and the Stop and Search Scrutiny Board, who queried why, when drugs were not a priority, were there so many drugs searches?

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

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

13 THE PREVALENCE OF POSSESSION VS SUPPLY SEARCHES

It is not possible, due to the data capture process currently available, to routinely identify whether officers are identifying the grounds for a possession or supply offence. Indeed operationally this would present some difficulty because if an officer sees a drugs transaction take place, the grounds for a stop and search will be formed; however the officer will not know the volume or type of drug being exchanged and will only do so after the search is completed.

Consequently and to provide the required information, the grounds recorded by officers have been reviewed 'after-the-fact', to determine whether the search was conducted for a 'possession-only' or 'supply' offence. Each month the force aims to audit 100 stop and search records to review the quality of the grounds being recorded. During 2018/19, 91.7% of these grounds passed this internal audit; which would indicate that the force is

auditing to a more robust standard than external scrutinisers. These same grounds have been reviewed to determine first, how many searches were for drugs; and second the split between 'possession' and 'supply'. It should be noted that the audit process doesn't require the proportion of grounds audited to reflect the proportion of searches under a certain power. So whilst 71.2% of searches were conducted under the Misuse of Drugs Act in 2018/19, only 62.4% of the grounds audited were for drugs.

Audit data 2018/19 the number of drugs searches:

	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Total	% of Total
Police and Criminal Evidence Act 1984.	40	31	36	34	31	21	37	28	17	30	42	36	343	30.0%
Firearms Act 1968, s47	1		1		2		2	1		5	1	1	13	1.1%
Misuse of Drugs Act 1971, s23	60	58	53	42	59	72	52	70	78	61	50	58	713	62.4%
Criminal Justice Act 1988, s139B	6	6	2	3	5	2	7		5	4	7	5	46	4.0%
Section 60 Criminal Justice and Public Order Act 1994			3	17	1		1						22	1.9%
Customs And Excise Management Act 1979, s163		1	1										2	0.2%
Paragraph 10 of Schedule 5 to the Terrorism Prevention and Investigation Measures Act 2011				1	1								2	0.2%
Paragraphs 6 & 8 of Schedule 5 to the Terrorism Prevention and Investigation Measures Act 2011			1										1	0.1%
Total	106	96	97	97	99	95	99	99	100	100	100	100	1142	

	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Total	% of Total
Possession	53	50	48	31	51	59	48	50	68	50	40	52	600	84.2%
Supply	7	8	5	11	8	13	4	20	10	11	10	6	113	15.8%
Total	60	58	53	42	59	72	52	70	78	61	50	58	713	

Of the 713 drugs searches audited during 2018/19, 84.2% of them were undertaken for possession, the remaining 15.8% for supply. Based upon this data therefore it will be presumed that 84% of drugs searches are undertaken for 'possession'.

14 THE FIND RATE FOR DRUGS SEARCHES

Drug search volume	Total drugs searches	Item found		Nothing Found		Outcome Linked		Outcome Not Linked	
Grand Total	2106	931	44.2%	1175	55.8%	883	94.8%	48	5.2%

The find rate for drugs searches is 44.2%, the prohibited item found was linked to the object of the search in 94.8% of these searches.

These outcomes would indicate the grounds are being well formed around both the suspicion that an article will be found and the use of the correct power. It is worth highlighting that when a prohibited article is found, but is not linked to the power used, in this instance the Misuse of Drugs Act; it could be knives or stolen goods that are recovered.

15 HOW DRUGS SEARCHES ALIGN WITH LOCAL PRIORITIES - CITY

Whilst searching for drugs possession offences is not a force priority, these searches do form a critical part of the force response to knife crime and violent crime. This section will deal first with how the level of drug searches align with local and force priorities geographically. Following Sections will then cover how specific force operations are being used to tackle both knife crime and violent crime.

The City records a large number of stop and searches, with nearly 4 times more searches than the County; but more specifically high volumes of drugs stop and searches with 1,732 such searches. The cause of these high search volumes are outlined, in part, in Section 18, 19 and 20 below.

15.1 The number of searches, by power, in the City

City	% of Total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of Total
Criminal Justice Act 1988, s139B	2.9%	14	20.0%	5	7.1%	27.1%	51	70	2.9%
Customs And Excise Management Act 1979, S163	0.1%	1	50.0%	0	0.0%	50.0%	1	2	0.1%
Firearms Act 1968, s47	0.8%	1	5.3%	0	0.0%	5.3%	18	19	0.8%
Misuse of Drugs Act 1971, s23	72.9%	250	14.4%	538	31.1%	45.5%	944	1732	72.9%
Paragraph 10 of Schedule 5 to the Terrorism Prevention and Investigation Measures Act 2011	0.1%	0	0.0%	0	0.0%	0.0%	2	2	0.1%
Police and Criminal Evidence Act 1984.	22.2%	109	20.6%	55	10.4%	31.1%	364	528	22.2%
Police Reform Act 2002, Schedule 4, paragraph 2A	0.1%	0	0.0%	0	0.0%	0.0%	2	2	0.1%
Psychoactive Substances Act, s36	0.0%	0	0.0%	0	0.0%	0.0%	1	1	0.0%
Section 60 Criminal Justice and Public Order Act 1994	0.8%	2	10.5%	0	0.0%	10.5%	17	19	0.8%
		377	15.9%	598	25.2%	41.1%	1400	2375	

15.2 The number of searches, by power, in City North and South

City North/South	% of Total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of Total
Criminal Justice Act 1988, s139B	4.5%	1	4.0%	1	4.0%	8.0%	23	25	4.5%
Firearms Act 1968, s47	1.3%	1	14.3%		0.0%	14.3%	6	7	1.3%
Misuse of Drugs Act 1971, s23	63.9%	49	13.9%	99	28.1%	42.0%	204	352	63.9%
Paragraph 10 of Schedule 5 to the Terrorism Prevention and Investigation Measures Act 2011	0.4%		0.0%		0.0%	0.0%	2	2	0.4%
Police and Criminal Evidence Act 1984.	28.7%	24	15.2%	17	10.8%	25.9%	117	158	28.7%
Section 60 Criminal Justice and Public Order Act 1994	1.3%		0.0%	1	14.3%	14.3%	6	7	1.3%
Total		75	13.6%	118	21.4%	35.0%	358	551	

The high levels of drugs searches on the City North and South area are partly explained by the high levels of proactive policing work undertaken in both areas. The possession of drugs and weapons are intrinsically linked, a link that is supported through various pieces of national and local research. The intelligence picture for the City South area, in particular, suggests that the carriage of weapons is linked to drugs supply. There are a number of rival groups involved in this, some of which are organised criminal groups, who arm themselves with weapons to gain an advantage over other groups in the drugs market. This activity is robustly challenged.

The intelligence flow in the City North and South area for drugs possession and supply is generally far better than it is for the carrying of weapons. Officers consequently act on the increased intelligence available to deploy to locations where drug dealing activity is prevalent. There is also the more obvious explanation from an officer's perspective that drugs can be smelt, paraphernalia seen and suspicious activity witnessed. Weapons possession is not as easy to gather the grounds necessary without additional background intelligence on individuals.

Whilst the number of drugs searches is high, the use of stop and search in areas prone to drug activity is producing some positive results. A number of young people identified as being involved in drug dealing in the area are being referred into diversionary activities and the local police teams together with social care and other key partners are pursuing opportunities to limit the recruitment and exploitation of this younger element.

Focussing on the South; this area has recently benefited from the provision of additional proactive resources to reduce these problems, not least because violent crime being linked to the drugs supply is a local priority. The force's knife crime team and armed policing resources are regularly bid for through the force 'tasking and coordination', meetings and have been deployed in the area thereby increasing the number of drugs searches being made.

On the City North area, a group of dedicated officers operating under the name of 'Op Reacher', have contributed to the number of drugs searches; this team has gone on to recover large amounts of drugs and other assets. This additional policing unit operates in the Bestwood Neighbourhood area alongside the local beat team.

There are very close links with the community on both areas. Proactive work would appear to be really well received. Op Reacher have approximately 3,000 followers on social media and their work around recovering drugs and linked assets on the North regularly receives praise and recognition from the public and partners and positive media messages are regularly produced to broadcast their results.

15.2 The number of searches, by power, in the City Centre

City Centre	% of Total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of Total
Criminal Justice Act 1988, s139B	2.5%	8	27.6%	2	6.9%	34.5%	19	29	2.5%
Firearms Act 1968, s47	0.1%		0.0%		0.0%	0.0%	1	1	0.1%
Misuse of Drugs Act 1971, s23	83.4%	123	12.5%	338	34.3%	46.8%	523	984	83.4%
Police and Criminal Evidence Act 1984.	13.4%	44	27.8%	16	10.1%	38.0%	98	158	13.4%
Police Reform Act 2002, Schedule 4, paragraph 2A	0.2%		0.0%		0.0%	0.0%	2	2	0.2%
Psychoactive Substances Act, s36	0.1%		0.0%		0.0%	0.0%	1	1	0.1%
Section 60 Criminal Justice and Public Order Act 1994	0.4%	1	20.0%		0.0%	20.0%	4	5	0.4%
Total		176	14.9%	356	30.2%	45.1%	648	1180	

Previous research in the City Centre has shown that there is a link between drug use in the Night Time Economy (NTE) and an individual's propensity to extreme violence. This link is recognised by the Home Office's 'Serious Violence Strategy 2018'. Research has also shown young people involved in drug dealing within the city centre are more likely to be involved in knife related incidents. This is due to a number of factors, though one of the most significant ones is the tensions between rival dealers.

Due to these policing and community safety issues multiple operations are run to reduce the associate crime levels; these operations frequently rely upon drugs searches. One such operation, Operation Guardian (see Section 18), involves the use of a passive drugs dog to tackle this link between the taking of drugs and alcohol. Another is a plain clothes operation, Operation Relentless (see Section 20), which is designed to address public concerns over the overt use of drugs in public places most particularly Mamba.

It is the running of these and other short-term operations designed to tackle specific short-term issues that drive up the number of drugs searches within the City Centre. However, the outcomes in terms of reducing violent crime and increasing the public's sense of safety and security justify these search rates despite drugs searches themselves not being a priority. All operations are well received by the public and businesses within the area and all are subject to lay visitor's scrutiny to ensure our openness and transparency.

15.2 The number of searches, by power, in City West and Central

City West/Central	% of Total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of Total
Criminal Justice Act 1988, s139B	2.5%	5	31.3%	2	12.5%	43.8%	9	16	2.5%
Customs And Excise Management Act 1979, S163	0.3%	1	50.0%		0.0%	50.0%	1	2	0.3%
Firearms Act 1968, s47	1.7%		0.0%		0.0%	0.0%	11	11	1.7%
Misuse of Drugs Act 1971, s23	60.9%	78	19.7%	101	25.5%	45.2%	217	396	60.9%
Police and Criminal Evidence Act 1984.	32.6%	41	19.3%	22	10.4%	29.7%	149	212	32.6%
Section 60 Criminal Justice and Public Order Act 1994	2.0%	1	7.7%		0.0%	7.7%	12	13	2.0%
Total		126	19.4%	125	19.2%	38.6%	399	650	

The City Central policing area has one of the most diverse and economically challenged communities in the force area; indeed one of the area's Wards is amongst the most deprived nationally. On average 3.2% of the population is registered as unemployed compared to 2.3% of all City residents. The area faces a number of crime issues ranging from serious violent crime, acquisitive crime and drug dealing with the presence of

organised crime groups fuelling this. Crime, ASB and Drugs offences are consistently high amongst other City Wards, resulting in community tensions.

Intelligence analysis has highlighted a direct correlation between 'serious organised crime' groups operating on the area that are involved in drug fuelled violence, intimidation and rivalry, resulting in several serious knife crime incidents. Through 2018 'Operation Taste' was run and in 2019 'Operation Embody' and 'Operation Lumination' were run, to combat this drug fuelled violence. These operations used both plain clothes and high visibility drugs searches of premises and persons using a passive drugs dog. The 'Knife Crime Team' was also deployed to the area due to tackle the incidents. Naturally, these operations combined to increase the number of stop and searches carried out, this activity was however vital to help combat the increasing levels of on-street drugs supply and the demand for this.

The City West is made up of 5 wards with a population of approx. 90,000 largely static residents. Stop and search is rarely used in this area and the majority of the proactive drug work centres around warrant executions.

16 HOW DRUGS SEARCHES ALIGN WITH LOCAL PRIORITIES - COUNTY

The table below outlines the number of searches, by power in the County. The narratives for each of the 3 Community Safety Partnership areas within this area are outlined afterwards. The use of drugs searches in the County is lower than for the City at 61% of all searches compared to 73% on the City, though the number of searches is significantly different at 374 vs 1,732 which reflects the greater number of operations run in the City that cause large number of drugs searches as discussed in Section 18, 19 and 20 below.

16.1 The number of searches, by power, in the County

County	% of Total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of Total
Criminal Justice Act 1988, s139B	3.9%	1	4.2%	1	4.2%	8.3%	22	24	3.9%
Firearms Act 1968, s47	1.3%	1	12.5%	1	12.5%	25.0%	6	8	1.3%
Misuse of Drugs Act 1971, s23	61.3%	47	12.6%	82	21.9%	34.5%	245	374	61.3%
Paragraphs 6 & 8 of Schedule 5 to the Terrorism Prevention and Investigation Measures Act 2011	0.2%	0	0.0%	0	0.0%	0.0%	1	1	0.2%
Police and Criminal Evidence Act 1984.	32.6%	29	14.6%	19	9.5%	24.1%	151	199	32.6%
Police Reform Act 2002, Schedule 4, paragraph 7A	0.2%	0	0.0%	0	0.0%	0.0%	1	1	0.2%
Police Reform Act 2002, Schedule 4, paragraph 7B	0.2%	0	0.0%	0	0.0%	0.0%	1	1	0.2%
Section 60 Criminal Justice and Public Order Act 1994	0.2%	0	0.0%	0	0.0%	0.0%	1	1	0.2%
Sporting Events (Control of Alcohol etc.) Act 1985, s7	0.2%	0	0.0%	0	0.0%	0.0%	1	1	0.2%
		78	12.8%	103	16.9%	29.7%	429	610	

16.2 The number of searches, by power, in Bassetlaw, Newark and Sherwood

Bassetlaw, Newark & Sherwood	% of Total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of Total
Criminal Justice Act 1988, s139B	2.7%		0.0%	1	25.0%	25.0%	3	4	2.7%
Misuse of Drugs Act 1971, s23	58.8%	7	8.0%	18	20.7%	28.7%	62	87	58.8%
Police and Criminal Evidence Act 1984.	37.8%	8	14.3%	3	5.4%	19.6%	45	56	37.8%
Police Reform Act 2002, Schedule 4, paragraph 7B	0.7%		0.0%		0.0%	0.0%	1	1	0.7%
Total		15	10.1%	22	14.9%	25.0%	111	148	

This geographic area has the lowest volume of drugs searches in the force area at 87. The searches that do take place can be attributed to increased activity to tackle both drug possession and supply and drug-related offending, linked to local policing priorities.

The Newark and Sherwood Community Safety Partnership have supported Operation Vow, which has been running as their main priority since October last year. This operation is designed to target acquisitive crime and the associated drug offending, linked specifically to 2 county lines discovered as a result of tackling the acquisitive crime.

The Bassetlaw Partnership has prioritised the tackling of anti-social and unlawful behaviour of a hard-core of homeless drug users / dealers in Worksop town centre due to the amount of complaints received about their activities. As a result of this a number of passive drugs dogs operations similar to Op Guardian (Section 18) have been run to tackle these issues focussing on the Worksop night-time economy. A dedicated neighbourhood policing officer was tasked with tackling these issues, running 2 distinct operations to address the problem; a number of arrests were made and stop and searches undertaken.

The use of stop & search powers have been actively encouraged on both geographic operations and will have contributed to the number of drugs searches.

16.2 The number of searches, by power, in Broxtowe, Rushcliffe and Gedling

Broxtowe, Rushcliffe & Gedling	% of Total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of Total
Criminal Justice Act 1988, s139B	6.3%	1	6.3%		0.0%	6.3%	15	16	6.3%
Firearms Act 1968, s47	2.0%		0.0%	1	20.0%	20.0%	4	5	2.0%
Misuse of Drugs Act 1971, s23	55.2%	18	12.9%	32	23.0%	36.0%	89	139	55.2%
Paragraphs 6 & 8 of Schedule 5 to the Terrorism Prevention and Investigation Measures Act 2011	0.4%		0.0%		0.0%	0.0%	1	1	0.4%
Police and Criminal Evidence Act 1984.	35.7%	17	18.9%	11	12.2%	31.1%	62	90	35.7%
Sporting Events (Control of Alcohol etc.) Act 1985, s7	0.4%		0.0%		0.0%	0.0%	1	1	0.4%
Total		36	14.3%	44	17.5%	31.7%	172	252	

In the County, as a whole, 61.3% of all searches were conducted for drugs and there was a 34.5% arrest and positive outcome rate with 47 arrests. Comparatively in Broxtowe, Rushcliffe and Gedling, otherwise known as 'South Notts'; 55% of searches were undertaken for drugs, there was a 36% arrest and positive outcome rate and 18 of the 47 arrests were made. This is seen to be largely in 'sync' with the County as a whole and reflects the conurbation make-up of this area.

There are no specific on-street drugs enforcement operations or activity across 'South Notts' and therefore the drugs searches that have been undertaken have been undertaken in the course of normal policing duties. Nor do drugs feature as a priority within the 'South Notts' area, where the Community Safety Partnership's focus is on reducing violent crime, motor-vehicle crime and burglary. Drug use and dealing does however feature heavily within the OPCC's 3-monthly survey for 'South Notts' (priority 2). Consequently when there is capacity and the intelligence to support it, local officers will secure and execute drugs warrants. Drug searches also feature within ASB patrols, undertaken primarily by NPT staff but with support from response officers; each of the 3 districts within 'South Notts' has its own dedicated ASB operation.

16.3 The number of searches, by power, in Mansfield and Ashfield

Mansfield & Ashfield	% of Total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of Total
Criminal Justice Act 1988, s139B	1.9%		0.0%		0.0%	0.0%	4	4	1.9%
Firearms Act 1968, s47	1.4%	1	33.3%		0.0%	33.3%	2	3	1.4%
Misuse of Drugs Act 1971, s23	70.5%	22	14.9%	32	21.6%	36.5%	94	148	70.5%
Police and Criminal Evidence Act 1984.	25.2%	4	7.5%	5	9.4%	17.0%	44	53	25.2%
Police Reform Act 2002, Schedule 4, paragraph 7A	0.5%		0.0%		0.0%	0.0%	1	1	0.5%
Section 60 Criminal Justice and Public Order Act 1994	0.5%		0.0%		0.0%	0.0%	1	1	0.5%
Total		27	12.9%	37	17.6%	30.5%	146	210	

During 2018/19 the Community Safety Partnership's priority for Mansfield was tackling both the use of Mamba and ASB in the town centre. Despite the fact that this does not appear in the control strategy both these issues have been of such a magnitude and concern for local businesses, members of the public and partners, that it a partnership problem solving plan was required. Whilst there was and is, need for support for those sleeping rough and using drugs in the town centre, there was also a requirement for enforcement utilising stop search powers under Misuse of Drugs Act to tackle the ensuing behaviours. Similarly during the summer of 2018, Mamba use in Sutton town centre also

became a partnership priority, again due to the impact and political attention this brought. In both of these instances an increase in drugs searches was evidenced to help tackle these concerns.

A more specific issue of criminality was identified involving the committing of a number of serious crimes in a specific geographic community in Mansfield. Again this required the writing of a bespoke problem solving plan with partners. Whilst the stimulus for this plan was an increase in serious crime, when the intelligence picture was reviewed and better understood; it illustrated that the reason for the criminality was drug dealing. One of the tactical solutions identified within the plan therefore, was to increase the intelligence provision to help officers form the grounds for stop and search. Again this response helped to increase the number of drugs searches.

Additionally the Knife Crime Team has deployed to Sutton as a response to the 'severity-data', showing a high volume of serious crime in this area. Again this has caused uplift in the number of drugs related searches as evidenced within Section 19 on how this team operates.

17 HOW DRUGS SEARCHES ALIGN WITH FORCE-LEVEL PRIORITIES

To identify whether or not the level of drug searches is in or out of step with force priorities one clearly needs to review these priorities. The force reviewed and assessed the updated Strategic Intelligence Assessment for 2018/19 alongside its predecessor for 2017/18; having done this no need to change was identified. Consequently within the 2018/19 Control Strategy the following were assessed as posing the highest threat to Nottinghamshire Police:

1. Violence & Weapon Enabled Crime
2. Domestic Abuse (including Honour Based Abuse & Forced Marriage)
3. Child Sexual Exploitation & Abuse
4. Rape & Serious Sexual Crime
5. Burglary Dwelling
6. Human Trafficking & Modern Slavery
7. Cyber & Financial Crime Vulnerability

The following was also recorded within the Control Strategy:

- **Violence & Weapon Enabled Crime** is the primary threat to endeavours to reduce crime and keep people safe. It is a theme consisting of very high volume, very high vulnerability and risk of harm, and high public resonance. Youth Knife Violence should be considered the core sub-threat within this priority theme.
- **Burglary Dwelling** is a high volume thematic threat.

Within these priorities a number of cross cutting themes were identified, **first amongst these were drugs**:

- Drugs as a driver for criminality
- Use of technology as a criminal enabler
- The criminal exploitation of young and vulnerable people
- Growth in volume and complexity of crime
- Impact of reduced resourcing in areas of specialist capacity

In the 2018 HMICFRS report entitled, '*PEEL: Police Effectiveness, efficiency and legitimacy 2018/19*', the following was recorded, [the force] "*doesn't identify the prevalence of possession-only drug searches or the extent to which these align with local or force-level priorities*."

The Control Strategy does not number the priorities; it is done within this Annual Report for ease of reference. Priorities 1 and 5: reducing violence and weapon enabled crime and reducing dwelling house burglary are clearly identified within the area rationales (Sections 15 and 16) for running operations and the conducting of drug searches. With drugs seen as being a primary driver for criminality it would be a mistake to assume that drugs searches do not achieve an operational benefit beyond tackling low level drugs possession and indeed supply. Drugs drive criminality and in particular violence and weapon enabled criminality. The 26% reduction in violent crime evidenced during the running of Operation Guardian (see Section 18 below) is stark evidence of the value of focusing on drugs in the right way.

18 HOW OPERATIONS IMPACT ON DRUG SEARCH VOLUMES 1 - GUARDIAN

Operation Guardian (formally reported as Op. Promote) is designed to tackle the use and distribution of drugs within the Nottingham City Centre. The use of illegal stimulant drugs has been found to be a factor in causing violent crime within the night-time economy (primarily Wednesday, Friday and Saturday evenings) particularly when these drugs are taken with alcohol.

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

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

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

145 Operation Guardian drugs searches were undertaken during 2017/18; these searches delivered a 55.9% outcome rate of which 81.5% was linked to the object of the search:

Outcome	Number	Object Found Linked to search	Object found Not linked to search
Arrest	15	13	2
Article found	3	3	
Caution	4	4	
Drugs Possession Warning	15	14	1
Fixed Penalty Notice	2	2	
Psychoactive substances	1		1
Other	22	11	11
Summons to Court	8	8	
Voluntary Attendance	11	11	
Total out of 145 searches	81	66	15
Find rate	55.9%	81.5%	18.5%

In 2018/9 212 drugs searches were undertaken within Operation Guardian delivering a 41.5% outcome rate, though 100% of these were linked to the object, all searches were conducted under the Misuse of Drugs Act and every outcome was related to drugs. Included within these were 34 cannabis and 35 cocaine finds.

	White	Black	Asian	Not stated	Totals
Number	79	20	4	109	212
No Further Action	38	13	3	70	124
	48.1%	65.0%	75.0%	64.2%	58.5%
Outcome	41	7	1	39	88
	51.9%	35.0%	25.0%	35.8%	41.5%
Arrested	5	4		10	19
Cannabis Warning	5	1		4	10
Caution	2			8	10
Voluntary Attendance	12		1	12	25
Verbal warning	1				1
PND	1				1
Report for summons	9			4	13
Sec 35 warning	6	1		1	8
YOT referral		1			1

The 212 searches represent 10.1% of the 2,106 drugs searches undertake during 2018/19.

There have been a number of positive outcomes from this operation. These were recorded in a Review written in October 2018, as follows:

- There were just under 26% fewer violence and public order offences on the dates in 2018 when Op Guardian was running compared to the equivalent nights in 2017 when it was not;
- Op Guardian has the greatest effect on nights when violence is higher, meaning that the best time to deploy it is during periods of higher risk;
- On deployments of Op Guardian, the majority of offences occur much earlier on due to proactive activity and levels do not rise later in the night as a result; this allows for a greater degree of control over the Night Time Economy;
- The geographical spread of violence is tighter and less clustered during Op Guardian, suggesting a more controlled and predictable Night Time Economy as a result of fewer violent offenders.

During 2018/19 the arrest or positive outcome rate in the force for all searches was 44.2%; a 41.5% outcome rate for this passive drugs dog operation that is targeted at reducing violent crime; is presented as a positive outcome.

19 HOW OPERATIONS IMPACT ON DRUG SEARCH VOLUMES 2 – KNIFE CRIME

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

by taking weapons off the street and thereby reduce violent crime. The use of intelligence supports the proactive nature of the teams' efforts and offers the ability to identify prolific and habitual knife carriers.

Nottinghamshire Police established the Knife Crime Team in January 2016. Since its inception, the team has seized over 290 weapons. These weapons have been recovered through intelligence-led stop and search encounters. This is not as a result of the indiscriminate use of these powers, but from using information given by the public to target those who are believed to be carrying knives and other weapons.

The use of intelligence supports the proactive nature of the teams' efforts and offers the ability to identify prolific and habitual knife carriers. The team has continued to deliver some notable results. In 2017/18, the arrest and positive outcome rate from the searches conducted was 58.9% or 231 searches. In 2018/19, the arrest and positive outcome rate from the searches conducted was 51.5% on 603 searches. 92 weapons based searches were undertaken during 2018/19; of these 32 had an arrest or positive outcome (excluding 'other' and verbal warning) which is 34.8%. This is a remarkable outcome rate from a much high volume of searches. During 2017/18, 73% of prohibited items recovered were linked to the grounds for the search. During 2018/19 this figure had risen to 79.4%. It should be noted that 'other' outcomes and verbal warnings are not included as a positive outcome.

The Knife Crime Team has made a significant investment in ensuring their stop and search powers are properly used and actively seek regular feedback on the quality of the grounds being recorded following their searches from the various force-level audits. The positive results delivered by this team and the quality of their work have caused the force to establish a programme of attachments to it to spread this learning more widely. Firstly, there is a series of 2 month attachments for officers and this is backed up by a programme of 2 weekly attachments so that a high volume of officers can be better informed and more confident on using these powers.

What has been evidenced through a review of the team's activity is that despite being tasked through the intelligence received on those carrying knives; a significant number of the searches conducted are using grounds established under the Misuse of Drugs Act. Of the 603 searches undertaken by the knife crime team 463 were undertaken with grounds relating to drugs, this is 76.8% of the total. The 463 drugs searches represent 22% of the 2,106 drugs searches undertaken during 2018/19. During 2018/19 the arrest or positive outcome rate in the force for all searches was 44.2%; a 51.4% outcome rate for this team targeting the carrying of knives that is linked to drug supply and possession is presented as a positive outcome.

19.1 Outcomes of Knife Crime Team searches during 2018/19

Object of Search	Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
Controlled drugs	Arrests/Positive Outcomes	266	48	216	19
	Rate	57.0%	10.3%	81.2%	7.1%
Firearms	Arrests/Positive Outcomes	1	0.5	1	
	Rate	50.0%	50.0%	100.0%	
Going Equipped	Arrests/Positive Outcomes	6	6	3	3
	Rate	54.5%	54.5%	50.0%	50.0%
Offensive Weapons	Arrests/Positive Outcomes	32	2	23	8
	Rate	34.8%	6.3%	71.9%	25.0%
Dangerous Instruments	Arrests/Positive Outcomes	2	1	1	
	Rate	9.5%	50.0%	50.0%	
Stolen Goods	Arrests/Positive Outcomes	7	1	3	3
	Rate	70.0%	14.3%	42.9%	42.9%
All searches	Total	603	58.5	257	37
	Arrests/Positive Outcomes	312	58.5	247	33
	Rate	51.7%	18.8%	79.2%	10.6%

19.2 Knife Crime Team outcomes rates including find rate for all ethnicities

Object of Search	Outcome	Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
Total all ethnicities	Arrest	131	11	103	17
	Article Found - Detailed Outcome Unavailable	18	4	10	4
	Caution	4	0	4	0
	Fixed Penalty Notice	1	0	1	0
	Community Resolution	1	0	1	0
	Drugs Possession Warning	33	0	30	3
	Other	31	24	6	1
	Summons	56	10	41	5
	Verbal Warning	6	2	2	2
	Voluntary Attendance	56	6	47	3
	Total of outcomes	337			
	Nothing Found – No Further Action	205			
	Total Searches	542			
	Arrests/Positive Outcomes	300	31	237	32
	Rate %	55.4%	10.3%	79.0%	10.7%

The higher positive outcome rate of 55.4% (compared to 51.4% for all searches) is higher because there were a number of searches where the no ethnicity is recorded because the person searched chose not to 'self-define'. As a benchmark 79% of prohibited items recovered were linked to the object of the search. Again positive outcomes do not include verbal warning or outcomes defined as 'other'.

9.3 Knife Crime Team outcomes rates including find rate for Asian people

Object of Search	Outcome	Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
Asian	Arrest	25		23	2
	Article Found - Detailed Outcome Unavailable	2		1	1
	Caution	1		1	
	Drugs Possession Warning	8		7	1
	Other	7	6	1	
	Summons	7		5	2
	Verbal Warning	1			1
	Voluntary Attendance	10	1	9	
	Total of outcomes	61			
	Nothing Found – No Further Action	37			
	Total Searches	98			
	Arrests/Positive Outcomes	53	1	46	6
	Rate %	54.1%	1.9%	86.8%	11.3%

The positive outcome rate of 54.1% (compared to 55.4% for all ethnicity defined searches) is comparable. The linked rate of 86.8% (benchmark of 79% for all ethnicity defined searches) is high. There is no identified risk identified from this data.

19.4 Knife Crime Team outcomes rates including find rate for Black

Object of Search	Outcome	Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
Black	Arrest	30	5	22	3
	Article Found - Detailed Outcome Unavailable	6	2	3	1
	Caution	1		1	
	Drugs Possession Warning	7		7	
	Fixed Penalty Notice	1		1	
	Other	6	6		
	Summons	15	2	12	1
	Verbal Warning	2	1	1	
	Voluntary Attendance	8	1	6	1
	Total of outcomes	76			
	Nothing Found – No Further Action	53			
	Total Searches	129			
	Arrests/Positive Outcomes	68	10	52	6
	Rate %	52.7%	14.7%	76.5%	8.8%

The positive outcome rate of 52.7% (compared to 55.4% for all ethnicity defined searches) is lower but remains comparable. The linked rate of 76.5% (benchmark of 79% for all ethnicity defined searches) is lower but again remains comparable. There is no identified risk identified from this data.

19.5 Outcomes rates including find rate for dual / multiple heritage

Object of Search	Outcome	Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
Mixed	Arrest	12	1	8	3
	Drugs Possession Warning	1			1
	Other	8	7	1	
	Summons	10	2	7	1
	Voluntary Attendance	6	2	4	
	Total of outcomes	37			
	Nothing Found – No Further Action	25			
	Total Searches	62			
	Arrests/Positive Outcomes	29	5	19	5
	Rate %	46.8%	17.2%	65.5%	17.2%

The positive outcome rate of 46.8% (compared to 55.4% for all ethnicity defined searches) is significantly lower though with a relatively low number of searches at 62. The linked rate of 65.5% (benchmark of 79% for all ethnicity defined searches) is again significantly lower. Search rates by the knife crime team of those who are dual or multiple heritages will therefore be raised as an identified risk for monitoring during the next performance year.

19.6 Knife Crime Team outcomes rates including find rate for 'other'

Object of Search	Outcome	Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
Other	Arrest	2		2	
	Caution	1		1	
	Drugs Possession Warning	2		2	
	Summons	1		1	
	Total of outcomes	6			
	Nothing Found – No Further Action	1			
	Total Searches	7			
	Arrests/Positive Outcomes	6		6	
	Rate %	85.7%		100.0%	

The positive outcome rate of 85.7% (compared to 55.4% for all ethnicity defined searches) is significantly higher but with very low search numbers. The linked rate of 100% (benchmark of 79% for all ethnicity defined searches) is again significantly higher but with very low search numbers. There are no identified risks identified from this data.

19.7 Knife Crime Team outcomes rates including find rate for White

Object of Search	Outcome	Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
White	Arrest	62	5	48	9
	Article Found - Detailed Outcome Unavailable	10	2	6	2
	Caution	1		1	
	Community Resolution	1		1	
	Drugs Possession Warning	15		14	1
	Other	10	5	4	1
	Summons	23	6	16	1
	Verbal Warning	3	1	1	1
	Voluntary Attendance	32	2	28	2
	Total of outcomes	157			
	Nothing Found – No Further Action	89			
	Total Searches	246			
	Arrests/Positive Outcomes	144	15	114	15
	Rate %	58.5%	10.4%	79.2%	10.4%

The 58.5% positive outcome rate (compared to 55.4% for all ethnicity defined searches) is higher but comparably so. The linked rate of 79.2% (benchmark of 79% for all ethnicity defined searches) is almost identical; there are no identified risks identified from this data.

20 HOW OPERATIONS IMPACT ON DRUG SEARCH VOLUMES 3 - RELENTLESS

Op Relentless is a plain clothes proactive operation running in Nottingham City Centre with four police officers and a sergeant. The operation was developed due to a rise in drug taking in the city centre and the associated anti-social behaviour. The biggest issue was seen to be individuals taking psychoactive substances in public areas and the strain this was causing on the police, Council, ambulance service and businesses in the areas as well as concerns from members of the public living, working and visiting the area.

The aim was to tackle drug use and dealing in the City Centre as well as other offences by disrupting, deterring and detecting offences. The team is intelligence-led and works in conjunction with other public and third sector agencies as well as Nottingham City Council, the Council's Community Protection Team and the local Neighbourhood Policing Team. This is to ensure those who have substance abuse problems are obtaining the support that they need, as well as also ensuring all enforcement opportunities are considered and applied when necessary (such as assisting with obtaining closures for car parks which were drug use hotspots, criminal behaviour orders, use of dispersal orders etc.). We have also liaised with other forces with regards to ensuring information sharing and best practice.

Stop and search powers are a vital tool used by Op Relentless in the pursuit of the aim, there have been 369 stop searches conducted by the team between 03/11/2018, when the operation commenced and the end of the performance year – 31/03/2019. 96% of those searched were male (356 searches) and 4% were female (13); there was 1 vehicle only search. There were also 193 intelligence submissions recorded.

20.1 The powers used:

	Number	Percentage
Misuse of Drugs Act	348	94.3%
Police and Criminal Evidence Act	15	4.1%
Criminal Justice Act	5	1.4%
Criminal Justice and Public Order Act	1	0.3%

20.2 The object of the search:

	Number	Percentage
Articles for Use in Theft Act Offences	1	0.37%
Controlled Drugs	347	94%
Offensive Weapons	13	3.5%
Stolen Goods	6	1.6%
Going Equipped	2	0.5%

20.3 Arrest and Positive outcome rate:

	Number	Percentage
Arrest and positive outcome rate	253	68.6%
Negative	116	31.4%

The arrest and positive outcome rate includes all the outcomes in the table below apart from 'No Further Action' and 'Verbal Warning'.

20.4 Search outcomes:

	Number	Percentage
Report for Summons	170	46.1%
Arrest	45	12.2%
Cannabis Warning	34	9.2%
Caution	2	0.5%
PND	2	0.5%
No Further Action	115	31.2%
Verbal Warning	1	0.3%

20.5 The ethnicity of those stopped and searched

	Number	Percentage	Proportionality
White	320	86.6%	1.0
Asian	16	4.3%	0.8
Black	21	5.7%	2.3
Dual / Multiple Heritages	11	3%	1.6
BAME	48	13.4%	1.3

The proportionality data is calculated against both the city and county population data; though this is basically a city operation there will be some impact from the county.

20.6 The age range of those stopped and searched:

Age Range	Number	Percentage
10 - 17	12	3.3%
18 - 24	67	18.2%
25 - 34	115	31.2%
35 - 59	173	46.9%
60+	1	0.3%

21 THE EFFECT OF OPERATIONS ON DRUG SEARCH VOLUMES

During 2018/19, of the 3,023 searches 69.7% (or 2,106 searches) were undertaken looking for drugs. As previously covered questions have been raised regarding why the number of drugs searches is so high when drugs are not a force priority.

As covered within sections, 18, 19 and 20, a total of 212 drugs searches were undertaken in the course of Op. Guardian (violence reduction in the night-time economy); 463 drugs searches took place as a result of the activities of the Knife Crime Team and 348 drugs searches through Op Relentless (tackling drug taking in open spaces). A total from the 3 operations of 1,023 drugs searches.

If the targeted drug searches are removed from the annual total the volume of drugs searches undertaken in the force during 2018/19 drops from 69.7% to 54%, a drop of 22.5%. This is calculated by the total number of searches (3,023) minus the number of operations based drugs searches (1,023) divided by the number of non-operations based drugs searches (2,106 – 1,023 = 1,083).

A similar effect was seen during 2017/18 when the force saw an 8% drop in the number of searches for drugs when these operations based searches were removed. The total then was 54.9%.

Whilst this figure of 54% remains high it must be remembered that a large number of these searches are undertaken in reactive circumstances; for example, where a call is made from a member of the public, CCTV operators or door staff outside night-clubs. It is not possible to quantify the volume of police officer self-generated vs reactive drugs searches at this time, but an audit is presently underway to identify this split and will be included in the 2019/20 Annual Report. It is also worthy of note that a number of these searches will also have been conducted under specific targeted operation names that have not been written about in detail in this report.

22 SECTION 60 AUTHORITIES IN 2018/19

There were three section 60s authorised during 2018/19; though for the same on-going rise in tension.

The first one of these was authorised from 6pm on Friday 6th July for a period of 13hrs in the area of St Anns and Radford, because in the previous weeks Nottinghamshire Police had investigated a number of stabbings and shootings; that intelligence and the investigation indicated were linked to rival gangs in these areas. The latest incident in this series occurred on the afternoon of Thursday 5th July in St Ann's. The belief existed that these groups were seeking to arm themselves with weapons, in order to either defend themselves from others, or to pre-emptively commit acts of violence against the opposing group.

Officers conducted high visibility patrols in both areas throughout the period of the section 60. There were 14 searches undertaken, 1 arrest was made for possession of a lock knife and cannabis. Officers involved in the operation did however arrest two males for possession with intent to supply Class A drugs and traffic matters following a fail to stop and foot chase.

The second one was authorised from 4pm on Saturday 7th July for a period of 15hrs because the incidents and tensions between the rival groups are continuing. The belief remained that these groups were seeking to arm themselves with weapons, in order to either defend themselves from others, or to pre-emptively commit acts of violence against the opposing group.

Officers conducted high visibility patrols in both areas throughout the period of the section 60. No searches were undertaken with officers reporting that it was exceptionally quiet with very few people around.

The third was authorised from 7.30pm on Thursday 26th July 2018 for 11.5hrs again in the area of St Anns and Radford because the tensions evidenced earlier in the month were continuing. Again, it was believed that both these groups were seeking to arm themselves with weapons, in order to either defend themselves from others, or to pre-emptively commit acts of violence against the opposing group.

Officers conducted high visibility patrols in both areas throughout the period of the section 60. There were 8 searches undertaken, 2 arrests were made for possession of an offensive weapon.

The following searches were conducted as a result of this on-going section 60 authority:

Date:	Total searches	White	Black	Asian
6 th July	13	4	7	3
7 th July	0			
26 th July	8	3	3	2
Total	20	7	10	5

Disproportionality for the use of section 60 powers during 2018/19

Ethnicity	White	Black	Mixed	Asian or other	Not Stated	White	BME
No. of Searches	7	10	0	5	0	3	15
Rate	0.007	0.366	0	0.078	-	0.007	0.123
Ratio	-	50.8	0	10.9	-	-	17.0

23 STRIP AND MORE THOROUGH SEARCHING

In March 2015 the HMIC published a report entitled “Stop and search powers 2: are the police using them effectively and fairly?” Within this report five recommendations were set relating specifically to what is known as ‘strip search’, or searching beyond out coat, jacket or gloves. Specifically recommendation 10 of this report states:

Within three months, chief constables should put in place a process to report, at least once a year, the information they get from recording searches that involve the removal of more than an outer coat, jacket or gloves to their respective police and crime commissioners and to any community representatives who are engaged in the scrutiny of the use of stop and search powers to help them assess whether these searches are lawful, necessary and appropriate.

The force’s issue at this time was that the original stop and search ‘App’ used to record stop and search only enabled the officer to identify either a search as ‘standard’ or ‘strip search’. Consequently officers were recording searches which did not involve the exposure of intimate body parts (more thorough searches) but which required the removal of items of clothing beyond a jacket, outer coat or gloves, as strip searches. This skewed the data and created concerns about the level of these particularly intrusive searches when this was not the case. The ‘App’ was therefore adapted to record ‘more thorough’ and ‘strip searches’; the data from 2017-18 covers this differentiation.

Prior to the publication of the 2015 HMIC report Nottinghamshire Police was active in making sure service delivery was of a high standard, quite simply because there is a moral imperative for this to be the case:

- Ideas and good practice from the Metropolitan Police Service was adopted, in particular designated rooms were set up in all police stations to ensure there was privacy during any such searches;
- It was decided that conducting such searches at custody suites was inappropriate. The reason for this being that as the person being searched was not under arrest searching at such a facility would / may cause the individual confusion as to whether they were in fact ‘under arrest’, and may leave the organisation open to criticism;

- The requirement was set for a supervisor to be informed and be required to give their permission for a strip search of a child under 18.

All these requirements were set and published in June 2014.

- Subsequently there have been a number of communications to officers outlining the differences between the search types and what information needs to be recorded for each;
- The Force also took the decision that every strip search, regardless of age, must be authorised by an Inspector, thereby going beyond the College of Policing recommendation that an Inspector should authorise a strip search for a person under the age of 18;
- Strip searches are audited monthly and feedback provided to both officers and the authorising Inspectors.

23.1 'Strip' and 'More Thorough' search numbers 2018/19

Total number of stop and searches	3,023
Total no. of strip searches	58 (2.0% of total)
Total no. of 'More Thorough' searches	46
Number of officers using these powers	59
Strip searches per calendar month	4.8

23.2 Arrest / Positive Outcome rate against volume and power used

Power	Outcome					Total Positive Outcome
	Arrest	Cannabis Warning	FPN	Vol. Att / RFS / Article found	N/A	
Misuse of Drugs Act 1971, s23	15 (26%)	3	1	18	20	37 (65%)
Police and Criminal Evidence Act 1984.	0	0	0	1	0	1 (100%)
Total	15	3	1	19	20	38 (66%)

- 98% of searches are conducted for drugs compared to 94% the year before
- 65% of drugs searches result in a positive outcome compared to 58%

23.3 The use of strip search by power and self-defined ethnicity

Power	Ethnicity						Total
	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	Not Stated	
Misuse of Drugs Act 1971, s23	19	2	8	19	0	9	57
Police and Criminal Evidence Act 1984.			1				1
Total	19	2	9	19	0	9	58

23.4 Outcomes of searches by self-defined ethnicity

Outcome Rates	White	Dual / Multiple Heritage	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Not stated	Total
Arrests	4	1	3	6	0	1	15
Positive Outcome	8	1	4	5	0	5	23
NFA	7	0	2	8	0	3	20
Total	19	2	9	19	0	9	58
Arrest Rate	21%	50%	33%	32%	N/A	11%	
Total arrest/ positive outcome rate	12 63%	2 100%	7 78%	11 58%	0	6 67%	38 66%

- The relative low numbers make comparison difficult but there is a high arrest and positive outcome rate across all ethnicities. The BAME arrest and positive outcome rate is 20 out of 30 searches or 67% compared to 63% for white.

23.5 The proportionality of strip searching

Power	Proportionality				
	(1) White	(2) Mixed	(3) Asian or Asian British or other	(4) Black or Black British	BAME
Misuse of Drugs Act 1971, s23	-	7.5	5.8	25.4	11.0
Police and Criminal Evidence Act 1984.			Can't be calculated		
Total	-	7.5	6.5	25.4	11.0

- The proportionality for searches of Black people under the Misuse of Drugs Act has risen to 25.4 compared to 14.2 the previous year and 35.5 the year before that; the number of searches also rose from 8 to 15.
- This searching of people from the Black, Asian and Minority Ethnic communities has risen to 11 from 6.4; the number of searches dropped from was 29 up from 26.
- This searching of people from BAME communities under PACE can't be meaningfully calculated as there was only 1 search.

23.6 Grounds audit for strip searches 2018/19

- During 2018/19, a total of 3,023 stop and searches were conducted
- 58 of these searches were strip searches – 2.0% of all searches
- All 58 of the strip searches passed the basic grounds test for a stop and search.
- Of the 58 strip searches, the grounds to move to a strip search were made out on 43 occasions (74%) which is exactly the same rate as the one recorded in 2017/18 and 28% in 2016/17. It is worth noting that at this time PACE remains silent on whether additional or more specific grounds need recording for a strip search, so the organisation is setting the standard higher here than is currently required.

23.7 Summary of activity 2013/14 to 2018/19

Year	No. of Stop and Searches	No. of Strip Searches	Searches per month	Positive Outcome rate	BAME Positive Outcome rate	Black Prop	BAME Prop.
2013/14	5384	235	19.6	40.9%	N.R.	11.5	4.7
2014/15	4047	105	8.8	48.8%	52.4%	17.2	5.0
2015/16	2682	79	6.6	58%	61%	15.0	5.0
2016/17	1812	58	4.8	60%	60%	32	12.3
2017/18	1908	33	2.75	55%	64%	14.2	6.4
2018/19	3023	58	4.8	66%	67%	25.4	11.0

- The use of strip search reduced significantly between 2013/14 and 2017/18; from 235 to 33, an 85.9% reduction. However, during 2018/19 there was a significant uplift to 58, a 76% increase. However, the ratio of all searches rose slightly from 1.7% in 2017/18 to 2.0% in 2018/19.
- Between 2013/14 and 2017/18 the number of officers using strip search has reduced from 141 to 24 - an 82.9% reduction; however during 2018/19 there was a significant uplift to 59 officers using these powers.
- The arrest rate and positive outcome rate for those who are 'white' during the last full performance year was 63% up from 53% in 2017/18, compared to 78% for 'Asian' up from 50% and 58% for 'Black' up from 33%. The rate for those of dual or multiple heritages is 100% though with only 2 such searches.
- 100% of the grounds recorded for the strip searches passed the standard audit in 2018/19, following active communication of the recording requirement.
- The 'force requirement' to record strip search to a higher standard is steadily being met; despite this not yet being a 'legal requirement' – 74% complied with the requirement up from 61% the previous year
- Proportionality has risen from 6.4 to 11.0 for those from BAME communities. The number of searches of those from the Black, Asian and Minority Ethnic communities has also risen from 14 to 30. This does represent a community confidence issue; though the total number of searches is low.
- During 2018/19, 46 'more thorough' searches were undertaken compared to 19 in 2017/18; unlike the previous year when all of this type of search was conducted using the Misuse of Drugs Act legislation which reflects the nature of items sought i.e. small and easily concealed 'wraps' of drugs; in 2018/19, 29 of the 46 'more thorough' searches (63%) were conducted under the Misuse of Drugs Act legislation, 3 were conducted under the Criminal Justice and Public Order Act for weapons, 13 under the Police and Criminal Evidence Act for stolen goods and 1 under a section 60 authority again for a weapon.
- Of the 46 searches conducted, 4 were undertaken on those self-identifying as being Asian, 5 on those identified as being Black, 3 identified as being dual or multiple heritage and 34 on those self-identifying as being White.

- Whilst these numbers are low, it is understood that the proportionality of these searches remains a community concern. Understanding this data and conducting the regular audits enables the force to better explain and be held to account for its activity. It is of note that the majority of the searches are targeted into high crime areas and many have recent intelligence recorded as an aspect of the grounds.
- There will be a number of reasons for this change in position between the last three performance years, most notably:
 - The focus the force is placing on the quality of grounds that need to be both formulated prior to a stop and search being undertaken and then recorded;
 - The requirement that every stop and search will be reviewed by a supervisor;
 - The monthly auditing of grounds and the reinforcement of requirement for those who fail audit;
 - The auditing of individual officer activity, including the generation of 'trigger' reports where officer search history indicates the proportionality of searches does not match the community proportionality;
 - The ability to challenge officers to ensure there is no stereotypical use of these powers;
 - The fact that the force has pre-empted the HMI Recommendations and required a standard of recording that exceeds even this new requirement – in that all strip searches require an Inspector's approval, not just those of children under the age of 18.

24 OTHER INITIATIVES AND OUTCOMES DURING 2018/19

- The 2019 HMIC PEEL Legitimacy Inspection reviewed the grounds recorded on 97 stop and search records; this audit identified that Nottinghamshire Police had a 96% pass rate. The national standing of this result remains unknown.
- Monthly audits have continued which review the grounds that are being recorded for each stop and search encounter, to ensure they are compliant with the legal requirement. These audits include:
 - 100 grounds recorded for a 'standard' stop and search;
 - Grounds recorded for all 'more through' and 'strip searches';
 - The grounds recorded by officers who statistically have higher search rates of those from the BAME communities.
 - A new audit review of the number of drugs possession vs supply searches and reactive vs officer generated searches has been commenced and will be reported on in the 2019/20 Annual Report.
- The Police and Crime Commissioner (PCC), Paddy Tipping, has continued his close work with a BME Monitoring Group, which scrutinises the force's stop and search performance and practice.
- As part of the continuing work to deliver the Best Use of Stop and Search Scheme (BUSSS), members of the public have been invited to come and watch stop and search in action. This opportunity is provided through Operation Guardian, the policing operation designed to reduce violence by breaking the well documented

connection between drug use and violence. More recently there has been an increasing number of 'lay-observers' going out on patrol with officers as part of the Ride Along Scheme.

- Through the force's mobile data solution, stop and search encounters performance data is now immediately available internally to scrutinise and ensure activity is necessary and proportionate. During 2018/19 we have once again published our stop and search data on the force website so that it is available for public viewing and scrutiny.
- An 'infographic' is now produced monthly and published on the force web-site so that the activity relating to a number of different characteristics, including, age, gender, race and outcomes can be seen. This info-graphic can be found at the Stop and Search title page: <http://www.nottinghamshire.police.uk/stopsearch>
- The force's Professional Standards Directorate (PSD) continues to work to increase awareness and community confidence in those communities most likely to be stopped and searched to report their concerns and complaints, if someone believes a stop and search encounter has not been carried out as it should be.
- Our current complaint levels are low and we feel this may reflect a lack of confidence that complaints will be dealt with and be taken seriously. While we would clearly prefer that people don't feel the need to complain, we recognise that complaints demonstrate confidence in the belief that the matter will be taken seriously and a resolution or redress will be sought. As required under the Best Use of Stop and Search Scheme, the force has developed a 'Community Trigger' which is available to view on the force website.
- The force will continue to build upon the improvements already made and welcomes Her Majesty's Inspectorate of Constabulary Fire and Rescue Service (HMICFRS) reports from 2013, 2015, 2017 and 2019. Details of our activity to deliver against the recommendations are outlined in detail on the force website and within this report.
- We will continue to work with our communities and stakeholders to increase effectiveness and public confidence, improve the quality of the encounter and ensure the use of stop and search powers continues to create a safer place for everyone.
- Finally following feedback from the HMIC and the Stop and Search Scrutiny Board into the use of force, the mobile data 'App' that is used to record stop and search encounters has been amended to include if and why force was used – through the application of handcuffs. Officers now have to record whether handcuffs were applied and the reason for this. It is too early to analyse data on this but the data is now being collected for future review and presentation. Data on this as well as how frequently Body Worn Video is deployed during a stop and search is now presented to the Stop and Search Scrutiny Board.

25 LOOKING FORWARD – IDENTIFIED RISKS

Throughout this report and the data analysis undertaken a number of 'Identified Risks' have been recognised. There are summarised here with an outline of how they will be mitigated or further quantified.

- 24.1 Within Section 7, 'The number of searches by age'; when looking at rates by ethnicity it was identified that Asian people in the 18-24 age group are more likely to be searched than any other ethnicity.**

Age Range	Total		Asian		Black		Mixed		Other		White	
10-17	297	13.2%	11	5.4%	45	14.6%	36	21.2%	3	15.0%	202	13.0%
18-24	689	30.5%	106	51.7%	103	33.3%	58	34.1%	9	45.0%	413	26.6%
25-34	651	28.8%	56	27.3%	87	28.2%	53	31.2%	5	25.0%	450	29.0%
35-59	526	23.3%	22	10.7%	59	19.1%	17	10.0%	1	5.0%	427	27.5%
60+	9	0.4%	0	0.0%	1	0.3%	0	0.0%	0	0.0%	8	0.5%
Not Given	86	3.8%	10	4.9%	14	4.5%	6	3.5%	2	10.0%	54	3.5%

This 'Identified Risk' will be reviewed by dip-testing the grounds recorded for this demographic to ascertain whether any disproportionality exists. Where it is available the BWV will be viewed to add value of this audit. This dip-sample will be reported upon in the 2019/20 Annual Report and to the Stop and Search Scrutiny Board.

- 24.2 In Section 8, 'the rate of handcuffing'; it was identified that handcuffing rates for BAME communities are disproportionately higher than those for White.**

	Total No. of Searches	Handcuffing Total	Compliant (of Total Handcuffed)	Non-compliant		
				Cause Danger to Themselves or Others	Cause Injury to Themselves or Others	To Prevent Escape
(1) White	1525	364 (24%)	325 (21%)	53 (16%)	44 (14%)	228 (70%)
(2) Mixed Heritage	169	65 (38%)	62 (37%)	15 (24%)	3 (5%)	44 (71%)
(3) Asian or Asian British	188	89 (47%)	81 (43%)	12 (15%)	2 (2%)	67 (83%)
(4) Black or Black British	309	146 (47%)	134 (43%)	17 (13%)	17 (13%)	100 (75%)
(5) Chinese or Other Ethnic Group	36	12 (33%)	11 (31%)	1 (9%)	2 (18%)	8 (73%)
Not Stated	715	194 (27%)	160 (22%)	38 (24%)	17 (11%)	105 (66%)

It has been discussed within the Stop and Search Scrutiny Board as to whether this may be caused by how stop and searches, and indeed the police, are viewed within certain communities; which consequently impacts upon the interaction between the officer and the person searched. However a formal review of this is required. This will be undertaken through the viewing of body worn video (BWV) specifically relating to ethnicity where handcuffs are applied to ascertain the necessity and proportionality of this.

- 24.3 It was identified within the Section 10, 'Outcome rates by ethnicity and legislation'; that White people are less likely to be arrested than people who are Asian or Black.**

	Total number of searches	% of all searches	Arrest %	Positive Outcome %	Combined arrest and positive outcome	% of drugs searches	% of PACE searches
Asian	205	9.1	20.0	25.9	45.9	81.0	12.7
Black	309	13.7	18.4	22.2	40.8	71.2	23.9
Mixed / Dual	170	7.5	11.2	24.7	35.9	66.5	20.0
Other	20	0.9	10.0	25.0	35.0	80.0	5.0
White	1,552	68.8	14.5	27.5	42.0	72.5	23.0

This 'Identified Risk', will be reviewed through a dip-sample of the arrest records of Asian, Black and White people, and where [possible the review of the BWV recording; to ensure

the Police and Criminal Evidence (PACE) Act Code G necessity for arrest test has been properly and proportionality met. This dip-sample will be reported upon in the 2019/20 Annual Report and to the Stop and Search Scrutiny Board.

- 24.4 It was identified in section 11.4, 'The total find rate of those from dual or multiple heritages'; that a prohibited item was recovered in 32.9% of searches compared to 39.6% of all searches; though the item seized rate was comparative at 87.5% against 89.3% of all searches. This indicates a significantly lower positive outcome rate and a lower comparative linked rate.**

Dual or multiple heritage	Total	Item Found		Nothing Found		Outcome Linked		Outcome Not Linked	
Criminal Justice Act 1988, s139B	15	1	6.7%	14	93.3%	1	6.7%		
Firearms Act 1968, s47	7	1	14.3%	6	85.7%	1	14.3%		
Misuse of Drugs Act 1971, s23	113	48	42.5%	65	57.5%	46	40.7%	2	1.8%
Police and Criminal Evidence Act 1984.	34	6	17.6%	28	82.4%	1	2.9%	5	14.7%
Psychoactive Substances Act, s36	1	0	0.0%	1	100.0%				
Total	170	56	32.9%	114	67.1%	49	87.5%	7	12.5%

The grounds and circumstances for these searches will be reviewed to ensure the searches were necessary and proportionate. This dip-sample will be reported upon in the 2019/20 Annual Report and to the Stop and Search Scrutiny Board.

- 24.5 In Section 19.5 relating to the Knife Crime Team, 'Outcomes rates including find rate for dual / multiple heritage'; it was identified that the 46.8% positive outcome rate (compared to 55.4% for all ethnicity defined searches) was significantly lower, though with a relatively low number of searches at 62. The linked rate of 65.5% (benchmark of 79% for all ethnicity defined searches) is also significantly lower.**

Object of Search	Outcome	Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
Mixed	Arrest	12	1	8	3
	Drugs Possession Warning	1			1
	Other	8	7	1	
	Summons	10	2	7	1
	Voluntary Attendance	6	2	4	
	Total of outcomes	37			
	Nothing Found – No Further Action	25			
	Total Searches	62			
	Arrests/Positive Outcomes	29	5	19	5
	Rate %	46.8%	17.2%	65.5%	17.2%

The grounds and circumstances for these searches will be reviewed to ensure the searches were necessary and proportionate. This dip-sample will be reported upon in the 2019/20 Annual Report and to the Stop and Search Scrutiny Board. This audit will take place alongside the dip-sample undertaken to review 24.3 above as the KCT searches may be causing the issue identified.

26 APPENDICES**Appendix A****The 2017/18 and 2018/19 comparative data for the outcomes**

A1	For those self-defining as Asian	44
A2	For those self-defining as Black	45
A3	For those self-defining as dual or multiple heritage	46
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Appendix B**Detailed outcome by legislation for the knife crime team**

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GPMS – Unclassified NOTTINGHAMSHIRE POLICE

A1 - The 2017/18 and 2018/19 comparative data for the outcomes for those self-defining as Asian

Asian

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

Asian	Arrest	Article Found - Detailed Outcome Unavailable	Caution	Community Resolution	Drugs Possession Warning	Fixed Penalty Notice	Nothing Found – No Further Action	NPS - Offence	NPS - Possession Only	Other	Summons	Verbal Warning	Voluntary Attendance	Grand total	% of Total Searches
Criminal Justice Act 1988, s139B	2											1		3	1.5%
Customs And Excise Management Act 1979, s163	1							1						2	1.0%
Firearms Act 1968, s47								2		1				3	1.5%
Misuse of Drugs Act 1971, s23	34	2	1		18	4	68	1		14	9	1	14	166	81.0%
Paragraph 10 of Schedule 5 to the Terrorism Prevention and Investigation Measures Act 2011							1							1	0.5%
Police and Criminal Evidence Act 1984.	4	1		1	1		13			5			1	26	12.7%
Section 60 Criminal Justice and Public Order Act 1994							4							4	2.0%
Total	41	3	1	1	19	4	89	1	0	20	9	2	15	205	
Outcome Rate	20.0%	1.5%	0.5%	0.5%	9.3%	2.0%	43.4%	0.5%	0.0%	9.8%	4.4%	1.0%	7.3%		

The total number of searches of Asian people has risen from 198 to 205 (9.6% rise) and the number of arrests has risen by 57.7% (from 26 to 41); the positive outcome rate (taken from the **numbers in the shaded boxes**) has risen from 37 (19.8%) to 53 (25.9%), an increase of 43.2%. This gives a combined arrest and positive outcome rate in 2018/9 of 45.9% up from 33.7% in 2017/18. It should be noted that the rate of searching for drugs has increased from 75.4% to 81% and the rate of searching under PACE has dropped marginally from 13.9% to 12.7%.

GPMS – Unclassified NOTTINGHAMSHIRE POLICE

A2 - The 2017/18 and 2018/19 comparative data for the outcomes for those self-defining as Black

Black

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

Black	Arrest	Article Found - Detailed Outcome Unavailable	Caution	Community Resolution	Drugs Possession Warning	Fixed Penalty Notice	Nothing Found – No Further Action	NPS - Offence	NPS - Possession Only	Other	Summons	Verbal Warning	Voluntary Attendance	Grand Total	Grand Total
Criminal Justice Act 1988, s139B	2	1						4						7	2.3%
Misuse of Drugs Act 1971, s23	41	9	2		18	4		91		20	19	4	12	220	71.2%
Paragraph 10 of Schedule 5 to the Terrorism Prevention and Investigation Measures Act 2011								2						2	0.6%
Paragraphs 6 & 8 of Schedule 5 to the Terrorism Prevention and Investigation Measures Act 2011										1				1	0.3%
Police and Criminal Evidence Act 1984.	13	1		1				41		14	1	2	1	74	23.9%
Section 60 Criminal Justice and Public Order Act 1994	1							4						5	1.6%
Total	57	11	2	1	18	4	142	0	0	35	20	6	13	309	
Outcome Rate	18.4%	3.6%	0.6%	0.3%	5.8%	1.3%	46.0%	0.0%	0.0%	11.3%	6.5%	1.9%	4.2%		

The total number of searches of black people has dropped from 343 to 309 (9.9% decrease) and the number of arrests has dropped by 10.9% (from 64 to 57); the positive outcome rate (taken from the numbers in the shaded boxes) has risen from 58 (16.9%) to 69 (22.2%), an increase of 19%. This gives a combined arrest and positive outcome rate in 2018/9 of 40.8% up from 35.6% in 2017/18. It should be noted that the rate of searching for drugs has increased from 59.2% to 71.2% and the rate of searching under PACE has dropped from 37.6% to 23.9%.

GPMS – Unclassified NOTTINGHAMSHIRE POLICE

A.3 - The 2017/18 and 2018/19 comparative data for outcomes for those self-defining as dual or multiple heritage

Dual or Multiple Heritage

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

Dual or multiple heritage	Arrest	Article Found - Detailed Outcome Unavailable	Caution	Community Resolution	Drugs Possession Warning	Fixed Penalty Notice	Nothing Found – No Further Action	NPS - Offence	NPS - Possession Only	Other	Summons	Verbal Warning	Voluntary Attendance	Grand Total	Grand Total
Criminal Justice Act 1988, s139B							10			3			2	15	8.8%
Firearms Act 1968, s47	1						4			2				7	4.1%
Misuse of Drugs Act 1971, s23	16	2	1		9		49			11	14	1	10	113	66.5%
Police and Criminal Evidence Act 1984.	2			1	1		16			12	2			34	20.0%
Psychoactive Substances Act, s36										1				1	0.6%
Total	19	2	1	1	10	0	79	0	0	29	16	1	12	170	
Outcome Rate	11.2%	1.2%	0.6%	0.6%	5.9%	0.0%	46.5%	0.0%	0.0%	17.1%	9.4%	0.6%	7.1%		

The total number of searches of those self-defining as dual or multiple heritage has risen from 138 to 170 (23.2% increase) and the number of arrests has risen by 18.8% (from 16 to 19); the positive outcome rate (taken from the numbers in the shaded boxes) has risen from 24 (17.4%) to 42 (24.7%), an increase of 75%. This gives a combined arrest and positive outcome rate in 2018/9 of 35.9% up from 29% in 2017/18. It should be noted that the rate of searching for drugs has increased from 58% to 66.5% and the rate of searching under PACE has dropped from 34% to 20%.

GPMS – Unclassified NOTTINGHAMSHIRE POLICE

A4 - The 2017/18 and 2018/19 comparative data for the outcomes for those self-defining as 'other'

Other

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

Other	Arrest	Article Found - Detailed Outcome Unavailable	Caution	Community Resolution	Drugs Possession Warning	Fixed Penalty Notice	Nothing Found – No Further Action	NPS - Offence	NPS - Possession Only	Other	Summons	Verbal Warning	Voluntary Attendance	Grand Total	Grand Total
Criminal Justice Act 1988, s139B							1							1	5.0%
Firearms Act 1968, s47							1							1	5.0%
Misuse of Drugs Act 1971, s23	2	1	1		2		6			2	1	1		16	80.0%
Police and Criminal Evidence Act 1984.							1							1	5.0%
Section 60 Criminal Justice and Public Order Act 1994							1							1	5.0%
Total	2	1	1	0	2	0	10	0	0	2	1	1	0	20	
Outcome Rate	10.0%	5.0%	5.0%	0.0%	10.0%	0.0%	50.0%	0.0%	0.0%	10.0%	5.0%	5.0%	0.0%		

The total number of searches of those categorised as 'other' has dropped from 27 to 20 (25.9% decrease) and the number of arrests has remained static at 2; the positive outcome rate (taken from the numbers in the shaded boxes) has dropped from 9 (33%) to 5 (25%), an increase of 44.4%. This gives a combined arrest and positive outcome rate in 2018/9 of 35% down from 40.7% in 2017/18. It should be noted that the rate of searching for drugs has risen from 59.2% to 80% and the rate of searching under PACE has dropped from 33% to 5%.

GPMS – Unclassified NOTTINGHAMSHIRE POLICE

A5 - The 2017/18 and 2018/19 comparative data for the outcomes for those self-defining as White

White

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

White	Arrest	Article Found - Detailed Outcome Unavailable	Caution	Community Resolution	Drugs Possession Warning	Fixed Penalty Notice	Nothing Found – No Further Action	NPS - Offence	NPS - Possession Only	Other	Summons	Verbal Warning	Voluntary Attendance	Grand Total	Grand Total
Criminal Justice Act 1988, s139B	10	1				1	23			7			1	43	2.8%
Firearms Act 1968, s47	2	1					5			2		1	1	12	0.8%
Misuse of Drugs Act 1971, s23	132	38	18	6	77	4	442		4	142	147	24	92	1127	72.5%
Police and Criminal Evidence Act 1984.	81	7	1	6	4		171	1		52	7	17	10	357	23.0%
Police Reform Act 2002, Schedule 4, paragraph 2A										1				1	0.1%
Police Reform Act 2002, Schedule 4, paragraph 7A							1							1	0.1%
Police Reform Act 2002, Schedule 4, paragraph 7B										1				1	0.1%
Psychoactive Substances Act, s36							1							1	0.1%
Section 60 Criminal Justice and Public Order Act 1994							8			1	1			10	0.6%
Sporting Events (Control of Alcohol etc.) Act 1985, s7										1				1	0.1%
Total	225	47	19	12	81	5	651	1	4	207	155	42	104	1554	
Outcome Rate	14.5%	3.0%	1.2%	0.8%	5.2%	0.3%	41.9%	0.1%	0.3%	13.3%	10.0%	2.7%	6.7%		

The total number of searches of white people has risen from 1151 to 1554 (35% increase) and the number of arrests has risen by 17.2% (from 192 to 225); the positive outcome rate (taken from the numbers in the shaded boxes) has risen from 224 (19.5%) to 428 (27.5%), an increase of 91%. This gives a combined arrest and positive outcome rate in 2018/9 of 42% up from 36.1% in 2017/18. It should be noted that the rate of searching for drugs has increased from 64.4% to 72.5% and the rate of searching under PACE has dropped from 34.2% to 23%.

Appendix B - Detailed outcome by legislation for the knife crime team

B1 Controlled drugs

Object of Search	Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
Controlled Drugs	Arrest	104	10	81	13
	Article Found - Detailed Outcome Unavailable	16	4	9	3
	Caution	4		4	
	Community Resolution	1		1	
	Drugs Possession Warning	32	1	31	
	Fixed Penalty Notice	1		1	
	Other	20	15	5	
	Summons	56	10	44	2
	Verbal Warning	4	2	1	1
	Voluntary Attendance	52	6	45	1
	Nothing Found – No Further Action	177			
	Arrests/Positive Outcomes	266	48	216	19
	Rate	57.0%	10.3%	81.2%	7.1%

B2 Firearms

Object of Search	Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
Firearms	Article Found - Detailed Outcome Unavailable	1		1	
	Nothing Found – No Further Action	1	1		
	Arrests/Positive Outcomes	1	1	1	
	Rate	50%	50%	100%	

B3 Going equipped

Object of Search	Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
Going Equipped	Arrest	5	1	3	1
	Drugs Possession Warning	1			1
	Other	1	1		
	Nothing Found – No Further Action	4	4		
	Arrests/Positive Outcomes	6	6	3	3
	Rate	54.5%	54.5%	50.0%	50.0%

B4 Offensive weapons

Object of Search	Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
Offensive Weapons	Arrest	21	1	19	1
	Article Found - Detailed Outcome Unavailable	2		1	1
	Drugs Possession Warning	2			2
	Other	11	9	1	1
	Summons	3			3
	Verbal Warning	4	1	1	2
	Voluntary Attendance	4		3	1
	Nothing Found – No Further Action	45			
	Arrests/Positive Outcomes	32	2	23	8
	Rate	34.8%	6.3%	71.9%	25.0%

B5 Dangerous instruments

Object of Search	Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
Dangerous Instruments	Arrest	1		1	
	Summons	1	1		
	Nothing Found – No Further Action	19			
	Arrests/Positive Outcomes	2	1	1	
	Rate	9.5%	50.0%	50.0%	

B6 Stolen goods

Object of Search	Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object found Not linked to search
Stolen Goods	Arrest	5	1	2	2
	Article Found - Detailed Outcome Unavailable	1		1	
	Voluntary Attendance	1			1
	Nothing Found – No Further Action	3			
	Arrests/Positive Outcomes	7	1	3	3
	Rate	70.0%	14.3%	42.9%	42.9%

For Information	
Public	
Report to:	OPCC's Strategic Resources and Performance meeting
Date of Meeting:	4th September 2019
Report of:	Use of Force
Report Author:	Ch Insp Neil Williams
E-mail:	Neil.williams@nottinghamshire.pnn.police.uk
Other Contacts:	Ch Supt Rob Griffin
Agenda Item:	8

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

Use of Force

1. Purpose of the Report

- 1.1 To update the OPCC's Strategic Resources and Performance meeting around use of force within Nottinghamshire Police.

2. Recommendations

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

3. Reasons for Recommendations

- 3.1 For Information Purposes

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

- 4.1 Police officers can lawfully use force under certain legislation. Use of force is recorded in Nottinghamshire on Niche. The raw data from Niche is sent to the Home Office annually. Quarterly the raw data is published on the website following recommendations from the NPCC.
- 4.2 There is a national trend of under reporting for use of force. Nottinghamshire experience the trend and as such, various measures are being put in place to try and mitigate the recording issue. (Please refer to report in Appendix 1)
- 4.3 Use of force is subject to scrutiny internally through a dedicated quarterly meeting. A recent development is the analysis of the raw data leading to an analytical product that is produced for the meeting for review. This product also provides a breakdown around ethnicity following recommendations from the Organisational Risk and Learning Board. Other protected characteristics are recorded within the raw data however ethnicity was the only one subject to analysis.

- 4.4 There have been no recent changes to procedure or legislation. Nottinghamshire Police have recently purchased spit-guards that were available to all officers from December 2018. They are now available to front line officers in all marked Police vehicles. The organisation is also looking to change the irritant spray used by officers. The current CS irritant spray is now out of date and has to be replaced. There is a current risk around flammability from the current CS product if used in close proximity to Taser due to the solvent used in the product. At present there is no CS irritant spray available for procurement without the risk of being flammable. Nottinghamshire Police are following the national trend and moving to the safer option of Pava as an irritant spray. (Please refer to report in Appendix 1).

5. Financial Implications and Budget Provision

- 5.1 The recommendation for the move to a Pava irritant spray was agreed at the July Force Executive Board. The cost of the transition is approximately £21,475, however, following direction from Chief Constable Guildford this cost may be reduced if the organisation is able to gift its stock to another force that are currently using CS Spray.

6. Human Resources Implications

- 6.1 None

7. Equality Implications

- 7.1 It should be noted that the ethnicity recorded in the analytical document provided for the internal scrutiny meeting is not accurate. The data reflects what is recorded on Niche and the under recording of use of force leads to discrepancies in the data recorded around ethnicity. An example is the use of force data for the last two quarters of 2018-2019 performance year which saw significant increases in white British ethnicity figures. During those recording months there was significant activity on Op Palmitate, (Fracking Protest), which led to an increase in use of force by officers involved. The majority of the protestors were white British and the view is that this may have skewed the statistics recorded for that ethnic group.

8. Risk Management

- 8.1 The flammable risk around CS irritant spray has been well documented. With no current alternative and in order to mitigate the risk Nottinghamshire Police are moving to a Pava based irritant spray.

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

- 9.1 The irritant spray policy is currently being changed to incorporate Pava.

10. Changes in Legislation or other Legal Considerations

10.1 None

11. Details of outcome of consultation

11.1 Extensive public consultation took place prior to the implication of Spit Guards. This included a presentation to the IAG, a public survey, demonstrations to colleges across the county to obtain the view of young people as well as attendance at youth groups/boxing clubs etc. The vast majority of the general public fully supported the use of spit- guards to protect officers and the public from assaults by spiting.

12. Appendices

12.1 Appendix 1 - Use of Force report for the OPCC's strategic resources and performance meeting.

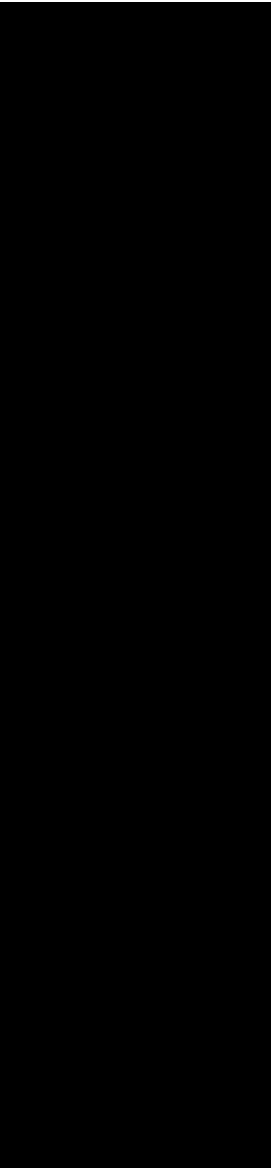
13. Background Papers (relevant for Police and Crime Panel Only)

13.1 Not applicable for this report

Use of Force report OPCC's Strategic Resources and Performance meeting

Date: **September 2019**

Ch Insp Neil Williams
Contact Management
Ext 805 1980



CONTENTS

Section 1: Overview

Section 2: Recording use of force

Section 3: Analytical Product

Section 4: Changes to legislation, procedure and tactics

Section 5: Conclusion

Overview

Police Officers can lawfully use force in the execution of their duties under the following legislation:

Common Law – Self-defence to self or another

Section 3 Criminal Law Act - prevention of crime / Lawful arrest of offender

Sec 117 PACE – use force to exercise powers under PACE i.e. arrest / search etc.

The Human rights Act dictates that any force officers use must be proportionate to the threat, lawful, justified and necessary.

Officers are required to record any use of force on persons whether arrested or not. Use of force is recorded on the Niche system.

The raw data from the recorded use of force occurrences on the Niche system are sent to the Home Office annually for review. Each quarter the raw data is published on the Police website to allow public scrutiny following direction from the NPCC.

Recording use of force.

The following information is recorded by an officer when force has been used:

- Officer
- Incident number / custody number
- Location type i.e licensed premises, private address etc
- Impact factors (Possession of weapon / alcohol / drugs mental health / previous knowledge etc)
- Reason for force – Self-protection / protect others / prevent offence Etc
- Tactics – Tactical communication, Handcuffs , Asp Taser etc
- Subjects perceived Age
- Subject's gender
- Subject's ethnicity
- Disabilities – physical / mental
- Injury to Police officer
- Injury to subject
- Outcome – Arrest / escape / hospitalised etc.

In the 2018 – 2019 performance year for Nottinghamshire Police there were nearly 5000 use of force incidents recorded on Niche. However there were approximately 19,000 persons arrested during this performance year. Taking into account that the majority of persons arrested are handcuffed, and handcuffing whether compliant or not is a use of force, this demonstrates that the compliance around the recording of use of force is an area of concern.

However this is not just a Nottinghamshire Problem but a national issue. The national picture is that every force experiences under reporting and the amount of force Nottinghamshire records is in line with a force of its size.

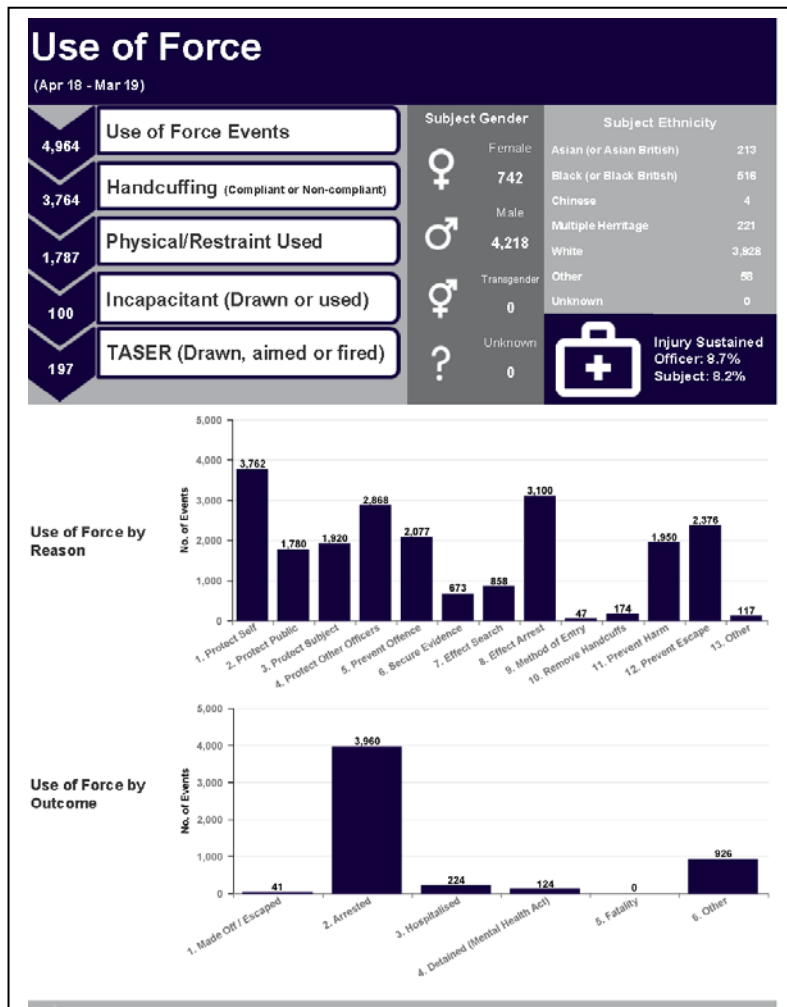
There are numerous initiatives that are being implemented to try and improve the compliance around use of force numbers. These include:

1. Recording of use of force previously was recorded on the MFSS system. In 2018 the recording system was changed to Niche to make it more user friendly for Police Officers as Niche was the main recording database that officers use and are familiar with.

2. The stop and search forms have been developed to allow the recording of compliant handcuffing only, which count towards the Home Office returns for use of force. The reason for the decision was to prevent officers having to complete two separate forms when someone is compliant thus reducing bureaucracy for the officer encouraging greater recording.
3. The Niche team are currently developing a button on niche so that when an individual subject to force is being booked into custody, the custody sergeant will click a button to generate a task on Niche requesting the completion of a use of force form. The task will not be able to be closed until one is completed. However the programme and database that records the information on Niche is owned by Northampton and so this development is something that is being progressed regionally and not just for Nottinghamshire so there have been delays on the process being available.
4. The launch of the custody process will coincide with a renewed internal communication to all staff reminding them of the requirement to complete use of force forms. The focus will be on the positives aspects of completing the forms mainly around officer safety and sharing the knowledge of an individual's compliance for future reference. The intention is for officers to see the benefits of completing the document and the strands that the information feeds rather than seeing it as a bureaucratic exercise for the Home Office.

As stated the use of force raw data is returned to the Home Office annually. The information is also put on website quarterly and is available for public scrutiny. However to make it more user friendly the information is redacted into an infographic.

The 2018 – 2019 Infograph that is on the Nottinghamshire Police website is below to demonstrate the information available to the public.



Analytical product.

Nottinghamshire Police have a quarterly operational use of force meeting. The meeting is designed to review use of Force by the organisation with a view to highlight and learning areas for development as well as highlighting areas of good practice.

The meeting has representatives from the following areas of the organisation:

- Professional Standards Department
- Police Federation
- Health and safety
- City / County and Operational Support teams.
- Custody
- Human Resources.

Previously the meeting attempted to analysis the raw data, however a recent development is an analytical document that interprets the data allowing for scrutiny by the group.

Below are some extracts from the latest document that demonstrate areas for scrutiny.

Teams and Tactics Used



	CAS	Compliant handcuffing	Persons	Under-18s/young adults	Non-compliant handcuffing	Other	Other equipment used	Tactical communications	Unarmed skills	Notes
NOTTS SUPPORT GENERAL		88		7	25	3	14	85	15	8 226
NOTTS RESPONSE OXCLOSE LANE & BULWELL	21	38		8	17	8	23	88	33	238
NOTTS RESPONSE CITY CENTRE	3	33		3	12	3	14	87	18	4 214
NOTTS CUSTODY (MANSFIELD)		8		3	27	1	14	85	15	8 226
NOTTS CUSTODY (BRIDWELL)		1		3	18		18	83	6	107
NOTTS RESPONSE AND SUPPORT	8	44		3	20		14	85	20	3 173
NOTTS RESPONSE NEWARK	11	20		3	13		17	85	27	1 185
NOTTS RESPONSE OXCLOSE LANE & BULWELL	3	28		8	35	4	11	85	27	1 185
NOTTS RESPONSE OXCLOSE LANE	8	28		3	20	4	8	81	33	185
NOTTS RESPONSE OXCLOSE LANE & BULWELL	8	35		8	20	3	8	85	23	1 144
NOTTS RESPONSE AND SUPPORT	20	8	1	3	14	11	7	88	13	3 133
NOTTS NEWARK		18		3	24	3	1	85	31	133
NOTTS CITY CENTRE TEAM		25			18	1	18	83	23	1 133
NOTTS RESPONSE AND SUPPORT	13	8		1	13	7	3	85	3	1 85
NOTTS NEWARK		4		3	18	3	3	85	21	88
NOTTS RESPONSE OXCLOSE LANE & BULWELL	3	3		3	14	3	4	85	18	87

Key Points:

- Notts Support General recorded the most Uses of Force (226), including the most uses of Compliant Handcuffing (55).
- The Custody Staff in Mansfield (83) and Bridewell (68) recorded the most Tactical Communications, as well as Unarmed Skills (66 and 70) respectively.
- Notts Response Oxclose Lane & Bulwell had the highest number of Non-Compliant Handcuffing (47).

Area Location and Tactics Used



	CAS	Compliant handcuffing	Persons	Under-18s/young adults	Non-compliant handcuffing	Other	Other equipment used	Tactical communications	Unarmed skills	Notes
City Centre	3	88		3	81	3	24	83	45	8 217
Newark City Centre		15		15	83	3	17	88	51	8 219
City North	21	33		8	45	7	24	85	38	3 161
Nottingham Central		88		7	25	3	14	85	15	8 226
Newark	14	38		3	13	3	23	84	37	1 221
Newark City Centre	3	3		4	21	1	18	87	12	4 209
A. Hill	3	31		8	38	8	14	85	34	1 133
City West	8	81		3	33		18	83	33	3 133
City North	8	38		3	33	4	3	88	28	1 187
City	38	18	1	3	18	14	18	85	17	3 187
City Central	8	28		3	33	7	3	85	34	184
City		18		3	24	3	4	85	31	133
Other	4	18			18	1	8	88	18	1 133
Newark	13	8		1	14	7	8	81	3	1 184
Nottingham	3	3		3	17	3	8	87	31	78
Newark City Centre	4	3			8	1	4	85	3	83
Newark	3	14			8	1	4	83	8	1 17
Newark	3	8		3	13		1	81	3	14
Newark		8			3			8	4	18
Newark		3						8	1	13
Newark		3						8	3	1 8
Total	113	441	1	87	813	73	213	814	388	31 2022

Key Points:

- The City Centre Area had the highest number of Uses of Force (317), including the highest number of Compliant Handcuffing (56) and Non-Compliant Handcuffing.
- Mansfield and Newark Custody (87) and Bridewell Custody (86) again had the highest number of Tactical Communications.
- Both Custody Areas also had the highest number of Unarmed Skills (91 – Bridewell, 72 Mansfield and Newark)

Subjects: Age, Ethnicity & Tactics Used



	C.O.D.	Compliant Handcuffing	Non-compliant Handcuffing	Other	Other (unspecified)	Tactical communications	Use of Force	Total
White	27	212	4	22	121	22	122	408
Asian (or Asian British)	2	22	2	14	4	2	22	44
Black (or Black British)	12	27	2	72	13	22	122	241
Mixed	2	22	4	24	2	11	22	63
Don't know	1	4	1	1	2	1	1	11
Other	1	2		2			4	9
Total	44	287	13	135	142	62	291	774

Percentage of Actual Age	Count of Records
0-10	4
11-17	120
18-24	756
25-34	413
35-44	22
45 and over	14
	1329

Key Points:

- Subjects of White Ethnicity had the highest number Uses of Force used against them (2167), with Black (or Black British) with the 2nd highest (401).
- Non-Compliant Handcuffing was the most common form of handcuffing for subjects with White, Black or Mixed Ethnicity.
- Tactical communications is the most commonly used tactic for each ethnicity.
- The most common age group for Use of Force is 18-34 (756).
- Use of Force was used 4 times for subjects between the ages of 0-10.

Teams and Subject Ethnicity



	White	Asian (or Asian British)	Black (or Black British)	Mixed	Don't know	Other	Total
NOTTS SUPPORT GENERAL	86	7	19	0	1	2	115
NOTTS RESPONSE OXCLOSE LANE & BULWELL	88	2	19	0	1		110
NOTTS RESPONSE CITY CENTRE	62	9	21	4		4	100
NOTTS C.J. CUSTODY STAFF BRIDGEMAN	77	2	0	3		1	83
NOTTS RESPONSE BRIGHTON CITY	64	0	10	2	1	2	79
NOTTS C.J. CUSTODY STAFF MANSFIELD	76	1	2	3		2	84
NOTTS RESPONSE MANSFIELD	64		7	2		4	77
NOTTS RESPONSE RIVERSIDE & STANNIS	54	3	17	2		1	77
NOTTS RESPONSE HUCKNALL & HERBY	60	1	1			4	66
NOTTS RESPONSE RADFORD ROAD	42	1	21	4		1	69
NOTTS OPERATIONAL SUPPORT TEAM	36	2	12	2	1	2	55
NOTTS NP NGU	37	2	0	4		2	45
NOTTS NP CITY CENTRE TEAM	31	1	16	2	1	1	52
NOTTS P.H. BRIDGEMAN	26	1	0				27
NOTTS RESPONSE BASSETLAW	27		2			1	30

Key Points:

- Notts Support General recorded the most Use of Force (130), the majority of which were against White Ethnicity Subjects (86).
- Notts Response Oxclose Lane & Bulwell had the highest Use of Force (88) against White Ethnicity Subjects.
- Notts Response City Centre and Notts Response Radford Road both recorded the joint highest Use of Force against subjects of Black Ethnicity (21).

There have been no changes recently to legislation around use of force however there have been some changes to tactics and equipment by Nottinghamshire Police.

Spit guards.

In February 2018, the Force Executive Board (FEB) authorised the purchase and use of spit guards by police officers and designated police staff within the organisation. The direction from the FEB was that the spit guards were to be available in custody suites and to be carried on police vans only. Following consultation with partners and training of approved staff, spit guards were deployed in December 2018, with the FEB directions adhered to.

The rationale for the use of spit-guards were that Police Officers and designated Police staff are likely to encounter incidents, which can have possible health risks from transmission of infection, through contaminated body fluids from spitting by non-compliant violent subjects, being detained or in custody. The main risks, albeit a very low risk are from blood borne viruses (BBV), HIV, Hep C and Hep B. Although saliva itself will not transmit the infections the risk increases when it is contaminated with blood. This could be from an injury to the mouth or long term issues associated with dentistry that even the subject may not be aware of. Although the risk of infection is extremely low the personnel impact to an officer subject to spitting or biting over a period of time can cause increased emotional and mental stress. Spit guards provide an additional level of personal protective equipment (PPE) to be considered in circumstances where a subject is spitting or threatening to spit to reduce the risk from BBV, HIV, Hep B and Hep C. Another consideration is that Chief Officers have a duty to protect staff when carrying out their lawful duties. If a subject is persistently spitting / biting or threatening such actions then Officers will use appropriate force to prevent this action (lawfully to prevent crime – Assault). The use of a Spit guard is a lower tactical option than officers using force to physically restrain a subject.

In July 2019 the FEB made the decision that Spit-guards should be more readily available to officers. The restrictions around only being available in police vans and custody were considered too restrictive and the decision was made to have them in all operational vehicles. The Organisation has stopped short at approving personnel issue for Spit-guards as there is not believed to be a requirement for this taking into account the limited incidents of spitting that the force currently has.

PAVA irritant spray.

In November 2017 a paper was submitted to the Force Executive Board (FEB) to renew the stocks of CS irritant spray as the current stock is out of date. Considerations were made around retaining CS spray or moving to a PAVA product. The recommendation at that time was to move to a non-flammable CS product that was being developed and could be used with Taser. Representations were made to FEB to wait for a few months as the product was still being developed and The Home Office Centre for Applied Science and Technology (DSTL) were looking to approve the product imminently, which was supported. The product was approved late last year (2018) but has still not come onto the market for procurement.

As a result of this delay the majority of forces throughout the country have moved over to PAVA. The Met, Hampshire and PSNI were all waiting for the new non-flammable product along with Nottinghamshire Police. However The Met and Hampshire are currently in the process of moving to PAVA and PSNI are currently in the process of scoping the option of PAVA against the CS Non-flammable option. Including Nottinghamshire there will only be four forces left with CS. The Other 39 will be or have moved to PAVA.

A recommendation was made to FEB for Nottinghamshire Police to move to PAVA and replace all of the CS stocks. The rationale for this is as follows:

- Nationally Forces have raised concerns around user confidence of CS. Officers younger in service are reluctant to use CS spray as they have concerns around cross contamination, something that is not a factor with PAVA. This issue has not been evident within Nottinghamshire although we have seen a decline in the use of irritant spray. Officer safety trainers are aware and monitoring.
- Due to the above, forces who have switched to PAVA have experienced an increase in officers using irritant spray as a pre-emptive tactic rather than drawing batons or using UDT as the initial tactic which is reducing opportunities for officer assaults.
- CS spray has never been included as part of the public order tactics for crowd control due to the cross contamination issue. However with the majority of forces moving to PAVA this is now a consideration for inclusion as a tactic in the public order manual.
- There is also the flammable risk of CS spray. Although to a certain degree this has been mitigated with the new non-flammable spray being developed this is still not available from the procurement framework with no known date as to when it will be available. Furthermore this product, although comes up to scratch in laboratory trials, has not been tested operationally.
- There is a flammable risk around PAVA but it is far less than the current CS Spray.
- The training for PAVA is exactly the same as CS as is the canister holders so there would be no issues moving to this product.

Work is currently underway to develop a training package for the new PAVA product and the roll out is likely to be autumn 2019. With regards to the current CS stock there is no immediate risk around the use by date as this was set to guarantee the actual unit will work and it may fail to perform after the date. CS spray never goes out of date so if released will work. As of yet Nottinghamshire police have not had any units fail and they seem pretty robust.

7: Conclusion

- Nottinghamshire Police compile use of force records and send the raw data, annually to the Home Office. Quarterly data is published on the website along with a more customer friendly info graph to allow for public scrutiny.
- Use of Force is now recorded through Niche which is far more user friendly for officers thus increasing compliance around use of force.

- Compliant handcuffing can be recorded on stop and search forms and still be counted in the Home Office returns thus reducing bureaucracy for officers.
- The national trend is that use of force is under reported amongst Police Forces. Nottinghamshire Police are in line with other forces for numbers of use of force. Initiatives are in place to make use of force more compliant.
- The Organisation has a use of force internal scrutiny meeting. Recent developments have led to the creation of an analytical document developed from the raw data to aid with the scrutiny of the information collated.
- Recent developments are that Nottinghamshire Police now routinely have spit-guards available for front line staff. The organisation is currently transitioning its irritant spray product from CS Spray to PAVA.

For Information	
Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	
Report of:	Chief Constable
Report Author:	Inspector Clare Preston-Davies
E-mail:	clare.preston-davies@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	9

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

STAFF HEALTH AND WELLBEING

1. Purpose of the Report

- 1.1 The purpose of this report is to provide and update summary of the work being undertaken in relation to Health and Wellbeing since the previous report, dated 8th November 2018.

2. Recommendations

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

3. Reasons for Recommendations

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

4. Health and Wellbeing Overview

Health and Wellbeing Overview

Wellbeing means many different things to different people, from physical, psychological and financial wellbeing. Staff and officers within Nottinghamshire Police are under increasing pressure from the changing demands of day to day policing which has a human cost to our people, including compassion fatigue, to physical exhaustion or secondary trauma. Changes due to austerity have also had an impact on officer and staff financial health.

Since the previous review work has continued to bring wellbeing to the forefront of the organisation, through effective governance, supportive policies, technology and initiatives, regularly reviewed and evaluated to ensure we are doing our best for our people.

4.1 Accountability

In July 2019 responsibility for Organisational Health and Wellbeing in its entirety transferred to People Services and Organisational Development (PSOD). Prior to this Citizens in Policing had primacy with PSOD responsible for wellbeing integration into policy.

September 2019 will also see the introduction of a new Wellbeing Officer Post.

4.2 Governance

Since the last report the established governance structure has become embedded and a flow between the meetings is taking place in the form of a tactical wellbeing (silver) and health and wellbeing planning meeting (gold) where decisions and enabling is being made at appropriate levels. SPoCs were established in relation to wellbeing themes, namely physical, mental and financial health who feed into the tactical wellbeing on an operational level.

Following the transfer of wellbeing to PSOD a review and refresh of the terms of reference, membership and governance for both meetings is taking place to ensure they remain relevant. This review included the SPoCS and the thematic areas which has resulted in a plan for a new operational governance structure which consists of nominated Chief Inspector SPoCs who will have a defined job description, receive appropriate training and who cover all areas of health and wellbeing geographically, the rationale behind changing from thematic from geographic was due to many issues dovetailing into more than one wellbeing theme along with the proximity of a SPoC to those who need them.

4.3 Strategy

The Health and Wellbeing strategy has been reviewed and refreshed. This included identifying best practice nationally and consultation through the health and wellbeing framework. The strategy places responsibility on both the organisation and the employee to look after both individual and organisational wellbeing. A tactical plan – which includes a communications strategy for wellbeing – will sit alongside the strategy, due to be launched in October to coincide with national mental health day and the results of a recent staff survey.

4.4 Communications

Communication forms a valuable part of wellbeing. Corporate communications are commencing a refresh of the force intranet and will review the accessibility of wellbeing material and communications, ensuring that information is easily accessible, up to date and relevant. “Tip of the Week” relating to health and wellbeing is up and running, with individuals given the opportunity to make comments and ask questions. This is monitored and responded to by PSOD. A new “Health and Wellbeing” inbox has been set up and will be launched in October alongside the strategy.

4.5 Initiatives

A review of the current offerings in force is being conducted and will be collated centrally, this along with the staff survey results will form part of the wellbeing plan and will include evaluations to identify what works and will also ensure that initiatives are being applied fairly and consistently across the organisation. Coaching training and qualifications were procured through the College of Policing to increase the capacity of this existing support function.

Back-up Buddy has now been launched. This is a mobile phone app available on android and apple phones. It contains advice about mental health conditions, symptoms and what helps. It also contains good news stories written or in video of officers who have gone through poor mental health and it also has a significant bank of support agencies that officers can use or signpost to. It has been available for around a year and is free for officers to download onto their personal mobile phones.

The organisation is utilising Remploy who have been commissioned by the government to provide vocational support to anyone employed and needing wellbeing support. A caseworker can work with employees for up to a year to develop resilience, coping strategies and work on achieving positive wellbeing. Staff and officers can refer to the service via a secure, confidential link on a monthly basis.

The organisation has commissioned a provider to deliver mindfulness during 2018 and 2019. It has been delivered to a cross section of departments and is aimed at building wellbeing resilience in staff by enabling them to be more mindful and in the moment rather than overthinking and worrying. A free app called “presentmind” mindfulness was also provided to all who want to continue to practice mindfulness.

The organisation continues to provide peer to peer supporters who are available to speak to colleagues confidentially and signpost if necessary. Contact management have recently worked with PMAS to offer free health screenings for officers and staff and there are plans to utilise this PMAS’ resource again later in the year when it next becomes available.

A staff survey took place throughout the organisation, driven by PSOD with the support of the Chief Officer Team. The survey completion rate exceeded that of the previous survey achieving 47% completion. Durham University are currently compiling the results and these will be published as part of the wellbeing launch. The results will be reviewed against the wellbeing plan to ensure that the plan is appropriate and will then be checked against the strategy.

The organisation signed up to the Dying to work charter in December 2018, a charter that seeks to achieve greater security for terminally ill workers.

A review of all HR policies is taking place, some of the initial policies prioritised were grievance – now replaced with our dispute resolution policy aimed at early

intervention and our new attendance management policy which again seeks to ensure early support. The former puts in place measures to remedy issues to negate, where appropriate the need to raise a grievance, for example, by having a trained mediator function. The forces mediator capacity is being increased, sharing resources with Nottinghamshire Fire and Rescue so that we can provide this service across organisations where appropriate. The new attendance management policy sees a new step in place to manage attendance before more formal measures are implemented, for example, attendance support meetings, to support an individual in their return to work.

PROUD to lead is currently a two day course aimed at Sgts and staff equivalents which covers leadership, the competency and values framework (CVF) and managing conversations. From October 2019, this course will be extended by one day to include training on the new attendance management procedure and wellbeing “spotting the signs”. This one day training will be extended to cover both sgts, inspectors and police staff equivalents. Part of the communications plan will be to ensure that all of the material provided during this course will be available and accessible.

Confidential discussions with BME officers are taking place as a result of the Panel of Friends meeting. These discussions aim to identify barriers for BME officers in relation to retention and progression. Following the completion of these discussions an evaluation and review will take place to identify what can be put in place to support these officers.

A regional review of the organisations Occupational Health Provision is due to Commence and the finding will form part of the wellbeing plan.

5. Financial Implications and Budget Provision

5.1 Financial implications considered are:

Cost of sickness absence

Cost of health and wellbeing initiatives

6. Human Resources Implications

- 6.1 Refreshed policies that support wellbeing will require training of HR advisors who will in turn advise the organisation but should lead to reduced future demand by achieving successful earlier and more successful resolutions. PSOD now own the wellbeing portfolio in its entirety and as mentioned in the main body of the report, are introducing a wellbeing officer post to complement the existing wellbeing and policy officers.

7. Equality Implications

- 7.1 Potential disability related claims. Some mitigation comes from policies and procedures that consider protected characteristics.

8. Risk Management

- 8.1 Any risk identified will be reported, reviewed and recorded through the appropriate wellbeing governance.

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

- 9.1 The implications on policy will be identified through the review of all PSOD policies with the view to making changes, where appropriate to support wellbeing. A healthy and engaged workforce contributes to the forces priorities of being an employer of choice and the OPCC strategic priority in relation to 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 in relation to this report.

11.Details of outcome of consultation

- 11.1 Consultation regarding the wellbeing strategy took place at the health wellbeing framework planning meeting which included staff associations and the federation.

12. Appendices

- 12.1 This graph shows the last available data relating to working hours lost through psychological illness.

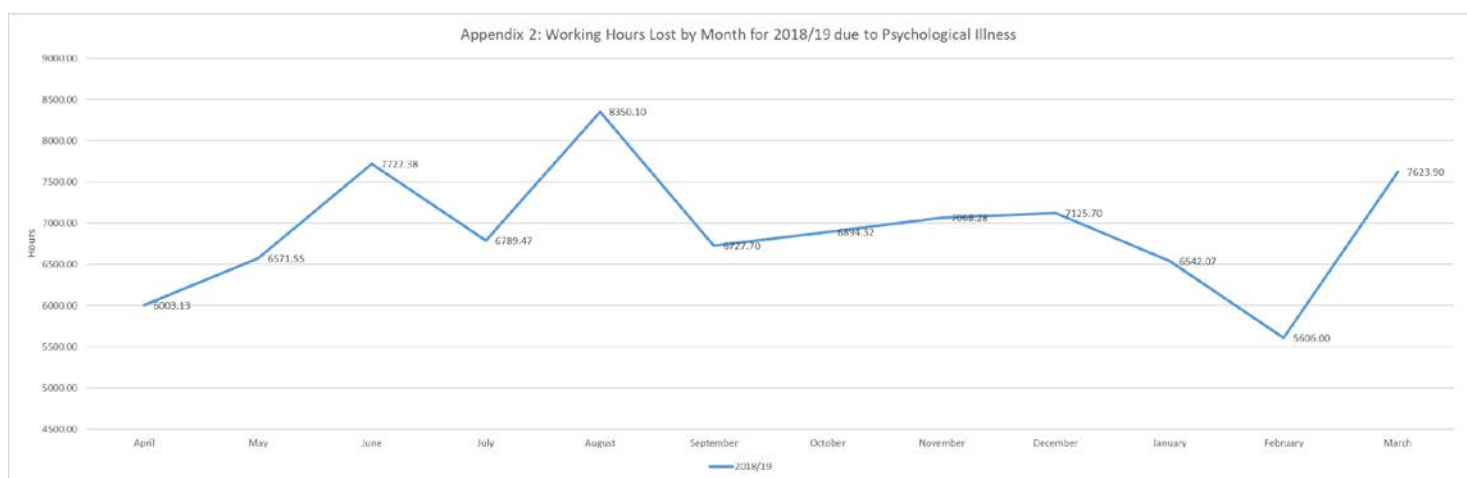
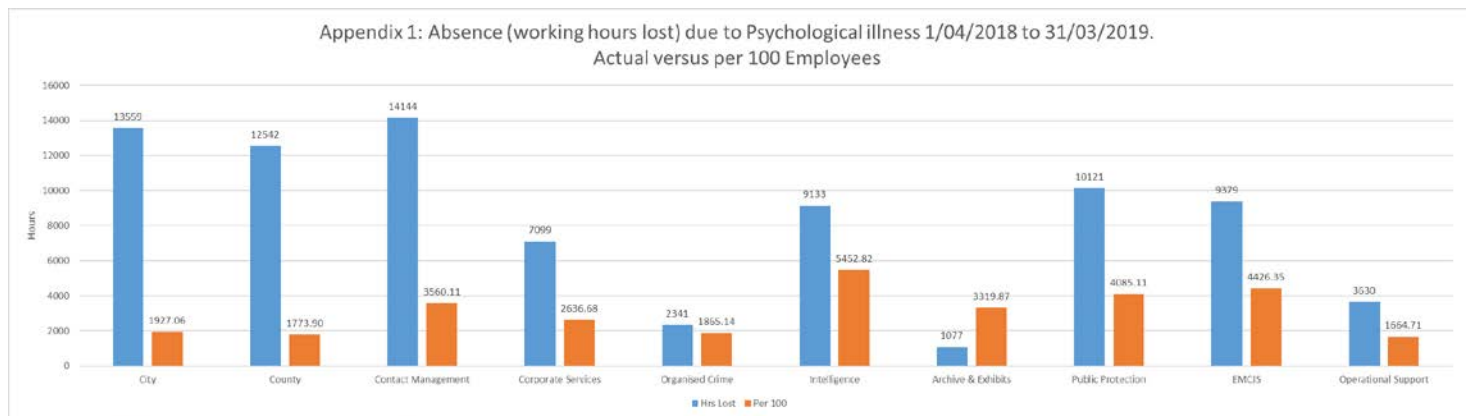
13. Background Papers (relevant for Police and Crime Panel Only)

None

NB

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

Health & Wellbeing – Appendix 1



Total working hours lost to absence due to psychological illness is 83,025 for the period 01/04/2018 to 31/03/2019 (full year). Average – 6,918 hours per month.

Per 100 employees enables direct comparison between departments.

Intelligence top the table with 5,452 working hours lost per 100 employees. Second are EMCJS with 4,426. Public Protection are third with 4,085 hours lost per 100 employees.

(All figures are taken from DMS)

In terms of the last 4 years data then a total of 370,410 working hours have been lost to absence which has been coded by the Line Manager as 'Psychological Illness'.

If a figure of £60 per hour cost to the organisation is used then this equates to £22,224,600.

The year on year figure (working hours lost) has seen a decrease over the last 4 years.

2015/2016 – 106,540

2016/2017 – 95,060

2017/2018 – 85,785

2018/2019 – 83,025

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

For Information	
Public/Non Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	4th September, 2019
Report of:	Tim Wendels, Head of Estates and Facilities Management
Report Author:	David Heason, Estates Manager
E-mail:	David.heason@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	10

Environmental Management Performance

1. Purpose of the Report

- 1.1 To provide an update on the Force's environmental strategy, carbon management plan, waste recycling figures and current environmental initiatives.

2. Recommendations

- 2.1 To note the Report.

3. Reasons for Recommendations

- 3.1 To ensure that the OPCC is aware of the Force's current environmental management initiatives and performance.

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

ENVIRONMENTAL MANAGEMENT STRATEGY

- 4.1 The Force's current Environmental Management Strategy was developed in 2014. The Strategy aims to ensure that environmental management is embedded into our strategic and business planning and to provide high level protection to the environment and is due to be reviewed. It is proposed to seek assistance with this review from outside the organisation as we no longer have an Environmental Assistant post in house.
- 4.2 The Environmental Assistant post was removed in 2016 and some of their work was distributed amongst the remaining staff in the Estates and Facilities Team and the Health & Safety Team. The Environmental Assistant's role also included carbon management, but without this post in the department, the work of developing new projects and initiatives has been done in a more limited way by the remaining team members. Later in the report there is a list of the achievements, and a list of projects that are being implemented or are in the planning stage.

CARBON MANAGEMENT PLAN

- 4.3 In 2011, the Force developed a Carbon Management Plan which set out a target for a net reduction in its carbon emissions of 30% and the Plan also sets out projects and proposals to meet that target.
- 4.4 The Plan has been reviewed to cover the period up to the end of financial year 2018/19 and includes all the energy reductions that have been made through projects and new initiatives that have been developed, along with the reducing number of buildings in the Estate.
- 4.5 The table below shows that the carbon emissions have reduced by 38% since 2010/11, which shows we have successfully met and exceeded our original target of a 30% reduction. The Estate rationalisation will continue to reduce our emissions slightly over the next two years, but emissions may then increase slightly when the new build for the joint HQ with Nottinghamshire Fire and Rescue Service is completed as this will increase the floorspace of the estate. We will continue to monitor carbon emissions and will reassess the baseline and set further targets once the new joint HQ has been completed and a clearer picture emerges for the future.

	2010/11	2018/19	
	Tonnes of Carbon	Tonnes of Carbon	CO2Reduction
Buildings	8,577	5,123	40%
Fuel	2,983	2,058	31%
Total (Carbon)	11,560	7,181	38%

SPEND TO SAVE

- 4.6 The following gives a description of the projects that have been carried out by the Estates and Facilities department to reduce energy consumption over the past 7 years:-
- i 9 sites have PV panels installed.
 - ii Sherwood Lodge was fitted with double glazing, roof insulation and LED lighting to many parts of the site.
 - iii Ollerton Police station, was fitted with a biomass boiler, double glazing, loft insulation and LED lighting with automatic controls.
 - iv Broxtowe Police station was fitted with double glazing, loft insulation and LED lighting with automatic controls.
 - v Sherwood Lodge has had two biomass boiler houses built to reduce the oil consumption.
 - vi LED lighting has been used whenever we have carried out major improvements to the estate.

- vii The Force has installed new boilers and Building Management Systems (BMS) to regulate the heating and be more efficient at seven sites. The following list of buildings were included in this project, because they were typically 20-25 years old, and have gas and oil heating systems that are considered inefficient by today's standards and in most cases were near, or at the end of their life. This project was completed in the autumn of 2018 and will continue to provide us with efficient heating and minimise our energy consumption over many years.

Arrow Centre
Mansfield
Oxclose Lane
Phoenix House
Radford Rd
Sherwood Lodge
West Bridgford

ESTATES RATIONALISATION AND MAJOR CHANGES

- 4.7 The Estate rationalisation programme has had a significant effect on reducing our energy usage and carbon emissions over several years. We have moved out of several buildings and either not replaced them, which has saved the full amount of energy/carbon, or teams have relocated to smaller buildings with lower energy consumption for the Force. Further details of the estates rationalisation programme and future proposals are contained in a separate report elsewhere on the agenda for this meeting.
- 4.8 The Force is planning two major new build projects in the next two years, these include a new Custody suite and a new HQ building. The new HQ building will increase the floor space, so this will have an effect on our future consumption.

WASTE RECYCLING FIGURES

- 4.9 The waste contractor currently recycles or diverts to alternative uses approximately 97% of the waste we create. Part of our waste is separated on Police sites and is sent straight for recycling. While the rest of our waste is taken and separated by the waste contractor, who recycles it in several ways, including energy recovery, so that very little waste goes to landfill.

VEHICLE FUEL CONSUMPTION

- 4.10 The Force continues to reduce its carbon emissions from its vehicles, with better engine efficiency and lower car use, which has contributed to the overall reduction in carbon emissions.

5. Financial Implications and Budget Provision

- 5.1 The capital programme contains budgets to implement the changes as required by the estate rationalisation programme and the other schemes that will continue to deliver lower energy consumptions.
- 5.2 In the past, there was a general energy reduction fund for “spend to save” initiatives, but at the present the energy reduction schemes are either part of larger projects or are funded on a project by project basis through specific requests for capital funds.

6. Human Resources Implications

- 6.1 None

7. Equality Implications

- 7.1 None

8. Risk Management

- 8.1 N/A

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

- 9.1 There is a link to the PCC’s Corporate Social Responsibility agenda.

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

For Information	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	4th September 2019
Report of:	Chief Constable Guildford
Report Author:	Ch Supt Rob Griffin
E-mail:	robert.griffin@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	11

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

IICSA Investigation

1. Purpose of the Report

- 1.1 To update the Strategic Resources and Performance meeting on the IICSA Investigation.

2. Recommendations

- 2.1 It is recommended that members note the summary for the IICSA report.

3. Reasons for Recommendations

- 3.1 To ensure that members of the meeting are fully sighted on the content of the IICSA report.

4. Summary of Key Points

- 4.1 The report only makes 2 recommendations (neither of which are for the police.) The report is explicit in relation to who is required to respond: ("Councils to respond to the Inquiry within 6 months of today.")
- Recommendation 1 (G:2 para 40 page 141) – Both councils (Nottm City/County Council) should assess potential risks posed by current and former foster carers directly provided by the council in relation to the sexual abuse of children. They should also ensure that current and former foster carers provided by external agencies are assessed by those agencies. Any concerns which arise should be referred to the appropriate body or process, including DBS, the LADO, the fostering panel and the Police
 - Recommendation 2 - Nottm City and **child protection partners** should commission an independent external evaluation of their practice concerning harmful sexual behaviour including responses, prevention, assessment, intervention and workforce development. An action plan should be set up to ensure that any recommendations are responded to in a timely manner and progress should be reported to the City's Safeguarding Partnership.

Plainly, the reference to “child protection partners” will require the police to work with the City LA on this second recommendation.

4.2 Key points within the report:

Executive summary

- (iii)- For more than 5 decades the councils failed in their statutory duty to protect children.....the councils exposed them to risk.....neither of them learned from their respects

(The first reference within the report to the police is at page (v) of the executive summary “in 2015 a victim came forward to the police and they felt that they believed him ” – which is a positive reference.)

- (v)- Re foster carers, there was too much willingness on the part of council staff to take the side of foster carers and disbelieve the children

- (vi)- Although improved there continued to be weaknesses in foster care practice in both councils.....HSB neither council have a satisfactory approach to addressing this issue....the County has taken steps to audit it, the City have not taken steps to improve.....

The first reference to Nottinghamshire Police, in a negative light is at (vi) of the executive summary:

- Daybreak not adequately resourced
- Didn't treat allegations with sufficient seriousness
- Time lost in the investigation
- Since 2015 – prosecutions brought about increased confidence in our commitment.
- Only now have the Police began to address the HMIC recommendations.

- (vii)- The report is very critical of City's approach to apology..... Provision and consistency of support and counselling remains an issue.

The pen portraits section has a combination of positive and negative comments

- Page 2 - One female victim speaks very positively about her treatment from Police.
- Page 3 - One victim was pleased about being kept updated about their investigation.
- Page 8 para 7 - Indicates the media turned on Notts Police in 2015 due to lack of progress.
- Page 14 para 2 - Describes the 80's 'deep rift' between the Police and LA.

- Page 17 para 13 - Describes the inconsistent approach to investigations in the 80's
- Page 23 para 28 - HMIC national weaknesses
- Page 23 para 29 - In 1995 most officers per capita in CAIU
- Page 23/24 para 30 - Details the HMIC and inspection criticism and how the PCC was surprised, and disappointed and more than a little irritated.....
- Page 25 para 31 - Griffin says there has been an investment in PP and Equinox.....
- Page 26 para 36 - Describes how the CPS Cherry pick cases to prosecute

Operation Daybreak section:

- B:8 para 44 page 29 - Evidence from witnesses involved in Daybreak and from reviews carried out at the time suggests the investigation was hampered by:
 - (i) The lack of a dedicated SIO – which had a negative impact.
 - (ii) Staffing levels were at a minimum from the outset – articulated concerns about insufficient staffing levels raised from '11. The Peer review 2014 said resources *'not sufficient to match demand'*. Nottinghamshire police now accepts that the resourcing for the scale of the investigation was *"wholly inappropriate"* and *"affected the pace of the investigation"* (footnote oral evidence of Rob Griffin)
 - (iii) Attempts to downscale investigation – despite requests for more resources, senior officers requested in 2014 that the investigation be scaled down (footnote evidence of Yvonne Dales). A 2015 external review recommended investigation should continue.

Senior police officers should have ensured that the investigation was prioritised and adequately resourced.
- Para 45 page 30 - Compliments as helpful, early engagement between police and CPS
- Para 46 page 31 - EMSOU say decisions not to prosecute were understandable.
- B:8 para 46 page 30 - There were no successful prosecutions for sexual abuse during the lifespan of Op Daybreak.

Xeres

- B:8 para 47 page 31 - By June 2015, Operation Xeres had stalled due to 'staffing issues'.

Equinox

- B:8 para 49 page 31 - Several successful prosecutions arising out of Equinox – Logins 2016, Pick 2017, Gathercole 2018, Bamkin 2018, Metcalfe 2018, Gallop 2018 and Robinson 2019
- B:8 para 51 page 32 - Op Equinox remains ongoing, Ch/Supt Griffin told us that Nottinghamshire Police has established a dedicated non recent CAI unit which will continue beyond the lifespan of Equinox. It is unclear whether this will continue indefinitely or how this will be structured.

Para 22 Page 40 - Positive news concerning convictions in the 80's and 2000's re Beechwood

Para 50 Page 47 - One survivor says he reported abuse but was told they would not get involved.

Para 79 Page 53 - One survivor says police said... "stop lying and I was making it up"

Para 84 Page 54 - Police unable to work out that Mr Logan was Logins

Para 88 Page 55 - Police had no record of allegations made at the time.

Nottinghamshire Police approach to non-recent harmful sexual behaviour

- E:6 para 72 page 116 - We have not seen any guidance or specific policy to the investigation of harmful sexual behaviour by Nottinghamshire police (no Hydrant guidance either). We were told that *"generally these cases are dealt with in a way that is similar to other cases of abuse"*.
- E:6 para 77 page 117 - Ch/Supt Griffin confirmed that a complainant's earlier decision not to proceed with allegations would not be a bar to the police now taking his complaint forward, and that on the face of it there should have been an investigation into L43's allegations. Despite the police not pursuing an investigation, Ch/Supt Griffin had not sensed any reluctance in general to investigate non-recent allegations of harmful sexual behaviour.
- E:6 para 79 page 118 - Neither the Police or CPS appear to have specific guidance non –recent harmful sexual behaviour. This means that there is no specific guidance on some of the issues in these cases, such as the extent to which someone should be held responsible for offences carried out many years

ago whilst he/she was a child in care and how the question of consent should be approached

- Para 16 Page 124 - Complainants have expressed concern about level and quality of support during police investigations

Recent responses to complaints

- F:2 para 20 page 125 - From the start of Daybreak until at least 2013, if the police came into contact with a complainant who they felt needed support, they would direct them to their GP. DI Dales accepted this may not have been the best approach.....support for victims not prioritised early enough in the investigation.
- F:2 para 21 page 126 - Several complainants were dissatisfied with their contact with the police during Op Daybreak, Xeres and Equinox. Including the initial method of contact, frequency of contact and communications during investigations – some disliked the way the outcome was communicated. Positivity about current Ch/Supt Griffin's approach; he didn't "butter things up" and his way communicating with complainants was helpful.
- F:2 para 22 page 126 - During Op DB, there was no protocol on approaching victims.... Nott's police didn't always get it right
- F:2 para 23 page 126 - DI Dales told us decision not to prosecute usually "ideally" made in person. Evidence from complainants suggests this did not happen in each and every case.
- Para 27-31 page 127 - Deals with the councils apologies

Conclusions

- G:1 para 6 page 136 – '*deep rift*' between children's social care and Nottinghamshire Police
- G:1 para 36 page 140 – Daybreak not adequately resourced for supported until 2015 – Senior police officers should have done more to support the operation – Police did not treat the allegations with sufficient seriousness.
- G:1 para 37 page 140 - When Daybreak turned to Equinox there have been a number of prosecutions and there now appears to be a greater confidence in the force's commitment amongst complainants
- G:1 para 38 page 141 - Nottinghamshire Police has consistently shown a lack of urgency and failed to address the weaknesses identified and the

recommendations made in recent inspections and reviews. Responsibility for this rests with the force itself.

- G:1 para 39 page 141 - Experience of engagement with the police and CPS has been mixed. The police have had to improve how they communicate with complainants following criticisms, including the means of initial contact with complainants, irregularity of subsequent contact and issues with the notification that an investigation has concluded.

4.3 Key points for National Policing

- E:6 para 72 page 116 - We have not seen any guidance or specific policy to the investigation of harmful sexual behaviour by Nottinghamshire police (no Hydrant guidance either). We were told that *“generally these cases are dealt with in a way that is similar to other cases of abuse”*

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 for this report

8. Risk Management

8.1 N/A

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

9.1 The Head of Public Protection will be asked to link in Hydrant and the College of Policing to consider the development of a policy for the management of harmful sexual behaviour.

9.2 Police (and recommend PCC) continue to lobby LA's to fund support for survivors.

9.3 The Head of Public Protection will be asked to link in with Hydrant and nationally to consider the development of a “best practice” for contact with victims during these investigations.

9.4 The Head of public Protection will secure the support of victims/survivors to continue to develop training for officers working in this area.

9.5 The Head of public Protection will work with Nottingham City Council and secure support from the HMIC to assist in the delivery of recommendation 2.

10. Changes in Legislation or other Legal Considerations

10.1 N/A

11. Details of outcome of consultation

11.1 N/A

12. Appendices

12.1 N/A

For Information	
Public	
Report to:	Strategic Resources and Performance meeting
Date of Meeting:	4th September 2019
Report of:	Deputy Chief Constable Rachel Barber
Report Author:	Chief Inspector Simon Allardice
E-mail:	simon.allardice@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	12

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

Force Management Statement 2019

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner with the findings of the Force Management Statement (FMS) and how this is now being used by Nottinghamshire Police as part of the business planning process.

2. Recommendations

- 2.1 It is recommended that the Police and Crime Commissioner note the contents of this report and the attached document in relation to the contents of the FMS.

3. Reasons for Recommendations

- 3.1 To ensure the Police and Crime Commissioner is aware of activity being undertaken by Nottinghamshire Police in response to the findings of the FMS.

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

- 4.1 The HMICFRS describe the FMS as a Chief Constables statement and explanation of:
- Demand the force expects to face in the next four years
 - How the force will change and improve the condition, capacity, capability, serviceability, performance and security of supply of its workforce and other assets to cope with that demand
 - How the force will improve to make sure the gap between future demand and future capability is as small as it can be; and
 - The money the force expects to have to do all this
- 4.2 The HMICFRS guidance directs a four step approach as outlined below;
1. Establish the gap between current demand and demand expected in next four years

2. Establish the current status of the workforce and other assets: their performance, condition, capacity, capability, serviceability, wellbeing and security of supply
3. Explain what we will do to make sure our workforce and other assets are able to meet the demand we are anticipating; this may be by changing the skills of the workforce, investing in new ICT and making efficiencies.
4. State how much and what types of future demand we don't expect to be able to meet having made changes and efficiencies in step 3

Through the application of these steps across all departments the FMS has assisted us in identifying the effect that changing demand will have on performance. By drawing out the main themes and focusing most attention on the areas where we have found the most important risks informed decisions can be made on how to prioritise investments and efficiencies.

- 4.3 The forthcoming Annual Departmental Assessment (ADA) process will be informed by the key themes, risks and issues identified within the FMS. Department heads are now in the process of preparing their ADA submissions which will include efficiencies delivered within their respective business areas, planned changes which are ongoing or recently delivered and proposals for future changes and investment to best meet anticipated future demand.

5. Financial Implications and Budget Provision

- 5.1 Some ADA proposals will have a financial implication which will be scrutinised and approved or declined through the e-FEB (exceptional force executive board) element of the ADA process. These are scheduled for late September 2019.

6. Human Resources Implications

- 6.1 There are no immediate HR implications although some changes to the size and configuration of departments may come from the ADA process.

7. Equality Implications

- 7.1 There are no equality implications arising from this report

8. Risk Management

- 8.1 There are no immediate organisational risks associated with this report

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

- 9.1 The FMS will allow Nottinghamshire Police to make informed decisions on how best to meet anticipated future demand in support of delivering the strategic priorities of the Police and Crime Plan.

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 There has been no consultation in relation to this update paper

12. Appendices

12.1 The attached appendix summarises the key themes from the FMS 2019

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

13. N/A

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

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Force Management Statement

May 2019

A typical day in Nottinghamshire Police



- The population of Nottinghamshire is 1,147,060 people
- Nottinghamshire Police has 1,981 police officers
- Across Nottinghamshire, there is approximately one police officer for every 1,768 members of the public
- Since 2010, officer numbers have fallen whilst the population of Nottinghamshire has risen

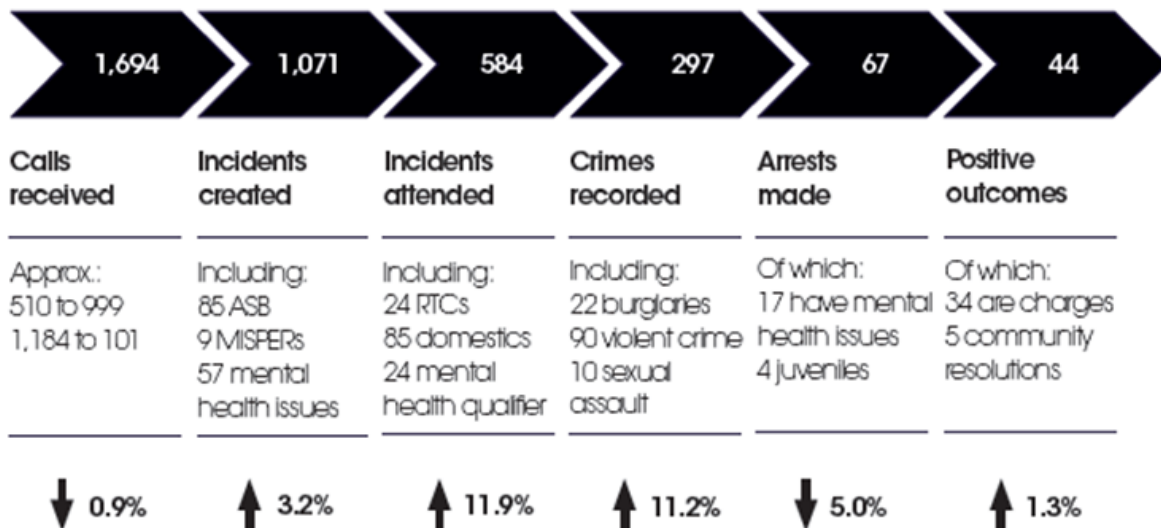


↑ 5.6%



↓ 18.9%

Incoming demand



On-going demand

As well as responding to the public, proactive work is taking place to safeguard the public, including;

- Supporting 1,654 domestic abuse survivors at the Multi-Agency Risk Assessment Centres
- Managing 1,728 sexual and violent offenders under Multi-Agency Public Protection Arrangement
- Supporting 2,975 children and young people subject to a Child Protection Plan
- Supporting 2,958 priority families in Nottingham city, 29% of which have ASB or domestic problems
- Carrying out 8 stop and searches, with a 38.8% positive outcome rate

Nottinghamshire Police – Force Management Statement 2019 summary

This is the second Force Management Statement (FMS) prepared by Nottinghamshire Police; it provides an overview of the demand we expect to face in the next four years, how we plan to change and improve our workforce and other assets to cope with that demand, how we will continue to reduce the gap between future demand and future capability and finally the sound financial plans in place to enable us to achieve this.

Our recent Integrated Peel Assessment 2018/19 recognised the significant improvements we have made in our ability to effectively reduce crime and keep people safe. Previously graded as 'requiring improvement' HMICFRS has now deemed the force to be 'Good'. This is a very significant endorsement for the organisation and a tribute to the hard work undertaken by our officers and staff. There has been a huge amount of effort undertaken to get us to this position, and while there is more to do, the investment we have placed in frontline resources, with more police officers available to bolster our local communities will continue to reap rewards. Our service delivery optimism on behalf of the public remains unstinting.

Section 1: Finance

Since 2010, our budget has reduced by £54million, which has at its lowest point also resulted in a 21.5% reduction in police officer numbers. This is despite a changing and increasing population with high calls for service and increasing complex demand. Therein lies our challenge coupled with that of our key strategic public sector partners, some of whom have experienced even greater fiscal challenges than ourselves. In addition we continue to see a growing fiscal gap with grant freezes compared to precept freedom and a growing funding formula disparity which we find ourselves on the wrong side of. This has a growing impact upon collaborative and national financing arrangements.

There are some very sound and tested plans in place to deliver savings in the short, medium and long term. The risks associated with the annual efficiency target of £3.3m for 2019-20 are already significantly reduced early in the current year, with confidence high after the predicted overachievement of the required efficiencies in the last two years. As a consequence of the improved budgeting performance, the introduction of the Annual Departmental Assessment reviews, more certainty of Central Government funding, and greater discretion in the setting of local taxation levels, the finance and Operating Model of Nottinghamshire Police is considered to be above the minimum standards and is sufficiently robust to be sustainable in the short, medium and long term.

The drive for efficiency in support costs, either corporate or policing related will continue. The aim is to ensure our costs in respect of these activities are amongst the most efficient when compared to other police forces, and latest VFM profiles show that this ambition is being realised. The further investment of 40 officers in 2019-20 will place the force 120 officers above the minimum level and does provide sufficient flexibility to meet both known and future demand. 33 of the 40 new posts are dedicated Neighbourhood Constables and 7 are Detectives on the newly created robbery team.

Section 2a: Responding to the public - requests for service

Call handling performance in our Contact Management department has dramatically improved in relation to 999 and 101 calls answered within target times due to the emphasis we place upon it. Traditionally this was delivered at the expense of 101 calls. These performance improvements have come at a modest cost. We have invested substantial time and resources since our 2017 evidence based review and strategically mandated recruitment to 105% establishment for call handlers addressing turnover and improving resilience within this important front line service to ensure our calls for service are met. We have also creatively utilised an amount of latent temporal capacity within the organisation flexibly at no cost.

Like many other forces we have noted a marked increase in the complexity and seriousness of our incoming demand. We have also felt the impact of changes to public and third sector provisions in local communities and the associated strains on both adult and childrens social care, including youth and mental health provision, which all have a visible impact on demand for our services.

Section 2b: Responding to the public - incident response

Through our recent officer recruitment campaign we have significantly increased the number of response and

neighbourhood officers available to respond to incidents. These additional officers have substantially improved our capacity and capability in responding to demand as well as providing a massive boost to morale following a two year recruitment freeze. Front line reviews of response policing and the role of our PCSO's are currently underway. Themes emerging from these highlight some of the pressures our front line teams are facing in responding to increasingly complex calls with a greater number having a vulnerability dimension. Whilst we have invested in refreshing our Vulnerability Strategy and upskilling the workforce in this area, the reality is that these complex incidents take longer to deal with and consequently reduce the number of incidents each officer can resolve during each tour of duty.

In response to previous HMICFRS feedback we have worked with Crest Advisory to develop our new demand modelling tool that will enable more sophisticated forecasting of future demand. The model is able to go beyond statistical predictions of volumetric increases and consider the productive hours required to meet forecasted demand. The modelling is based on aggregate workforce hours associated with interdependent components of incident response, investigation and criminal justice processes. Initial demand forecasting indicates the greatest risk in meeting future demand is the reduced availability of officer hours, caused by increases in time required for secondary investigations. Whilst the volume of deployments to non-crime demand remains a concern the greatest strain in terms of officer hours are the investigations resulting from crime incident attendance. The scale of this challenge is compounded by a number of cross cutting issues including rising vulnerability and complexity. We have also benchmarked our data with another non-local force in the model.

Section 3: Prevention and deterrence (neighbourhood policing)

Following a recent change in the force operating model, neighbourhood officers are now co-located with response officers, with whom they work closely in policing local communities. This locally focused operating model has provided a platform for greater emphasis on prevention and deterrence activities with notable successes evidenced in the neighbourhood case studies. Prevention remains a key part of our approach despite the fiscal challenges. We know this is needed, wanted and that it delivers over time from academic research. Schools & Early Intervention Officers are aligned ubiquitously across the force into every secondary school and academy following a successful trial and positive evaluation by Nottingham Trent University. This is also being extended to higher education establishments aligned to high profile demands such as knife crime. This engagement strand is complemented by projects such as our growing Mini Police programme and a continuous youth offer into our junior and senior Police Cadets. We also have a uniquely bespoke Primary School offer too.

We have mainstreamed the only dedicated knife crime team outside of The Met, who use intelligence led tactics working with partners to address knife carrying within Nottinghamshire. They are deployed according to the latest intelligence picture, using stop search powers with phenomenal success with a 65% positive outcome rate and 120+ weapons seized as a result of 846 searches during 2018. We also continue to invest with our partners in a Knife Crime Strategy Manager who works across the partnerships to deliver direction and improvements to our approach in line with the 4 P's of Pursue, Prevent, Protect and Prepare. This can be seen in the development of a knife crime cohort of younger offenders for proactive management and intervention using IOM principles. It is through a multi-faceted approach that we aim to reduce both the prevalence of carrying and use of knives across Nottinghamshire. Our local increases even with a core city, have been under the national average.

Section 4: Investigations

We have very markedly moved away from a 'proportionate investigations' approach which set the investigative bar too high and left crimes with potentially viable lines of enquiry being filed prematurely. This change has come at a deliberate cost and means a much greater number of incidents require investigation by our front line officers. This can create some tension between incoming demand and existing officer workloads, however we have balanced this with more frontline officers and a supervisory led approach to the management of risk within incident volumes.

We have also noted that investigations increasingly involve one or more digital devices that require careful recovery, triage, download and data sifting as well as creating a significant disclosure burden in the context of evolving complexity. We have increased our capacity and capability with dedicated kiosks and examination officers at key locations to improve investigative efficiency and reduce waiting times for complex cases. The

introduction of our burglary teams has had a positive effect on performance and we fully expect similar positive results from the newly established robbery team. Co-location of detectives with their neighbourhood / response colleagues is working well as is our Career Pathways approach which supports detectives' progression through the organisation. Our prisoner handling and criminal justice teams continue to deliver an impressive level of productivity and both perform well against their respective performance indicators. Our sustained CJ performance leads the way regionally. Further improvements to efficiency and effectiveness are expected from staffing investments in custody and CID which will also have a positive impact on the wellbeing of both departments.

Section 5: Protecting vulnerable people

We are anticipating growing demand across most areas of vulnerability especially child and adult safeguarding and child sexual exploitation. We recognise the need to grow the number of appropriately trained officers within this department and plans are in place to meet projected increases in demand. We continue to invest and innovate in key areas of vulnerability as evidenced by the work of our dedicated human trafficking and modern slavery team and the management of our serial DV offenders through IOM. Our dedicated Street Triage Team also continues to perform well and work is ongoing to provide greater coverage and support to the frontline. Access to mental health support, most specifically for young people, remains a significant driver to incidents requiring police attendance. Our Fast Track Detectives are specifically designed to expeditiously augment capacity.

National issues often have local impacts and we worked hard to ensure that the National Child Abuse Investigation was fully supported ahead of its arrival in Nottingham. We have recorded over 1000 crimes dating back to 1949 and we have shifted resource to permanently investigate non-recent abuse. This comes at a cost as we have shifted strategically away from dedicated bulk acquisitive crime towards Safeguarding and Vulnerability. This is assessed to grow over the next five years and we welcome the fact that more victims are coming forward and trusting the police. We are also seeing a large and active presence of online child abuse activist groups, also known as 'paedophile hunters' within Nottinghamshire. Our aim is to keep children safe and despite the criminal justice challenges we have successfully prosecuted all but one case referred by this method. We have invested increasingly in online operations, more often than not these are focused on the highest risk offenders. We have allocated dedicated resources and have recruited specifically against this threat. Keeping up with this technological challenge continues to require financial resources and we continue to explore the latest technological opportunities.

Section 6: Managing offenders

Similar to the national picture, there has been an increase in the demand placed upon police teams and partners through the management of sexual and violent offenders. This is expected to continue well into the forecasting period given the increase in focus on and national coverage of child sex abuse investigations following IICSA, the continuing development and improvement of IT systems to detect sexual offending and the continuing emergence of online child abuse activist groups. Anticipated reductions in sentencing to better manage the prison population will see a rising volume of riskier offenders needing to be managed in the community.

The IOM scheme is somewhat at the behest of the future Probation Service operating model in that it is unknown what the service agreements will be once the current tendered services transition. However, the provision of a multi-agency approach for priority offenders will exist in some form so a minimum of disruption is entirely possible given the strength and established governance of local relationships. Future work will continue to include management of non-statutory knife crime offenders which have been the subject of a funding agreement from the OPCC. A second seconded Children in care / criminal / sexual exploitation officer post will also be created in the county area to mirror successful arrangements in the city after we shared the learning from this post with partners.

Section 7: Managing Serious and Organised Crime

Our in force SOC team have been instrumental in a high number of firearms recoveries with the surveillance team deploying 147 times over the last financial year in support of a wide range of operations. OCG policing is becoming increasingly complex as we have seen an increasing number of foreign nationals linked to organised crime and OCG activity is diversifying into different crime types and becoming more

sophisticated via the advancement of technology. County Lines is also a growing area of demand bringing with it increases in safeguarding activity required in response to the vulnerability and exploitation associated with such criminality.

Fraud offences and cybercrime also present increasing challenges as the use of the internet and connected devices continues to grow, leading to an increase of exploitable opportunities for criminals to commit crime which require proactive disruption, investigation and cross border working. The majority of frauds are committed by organised crime groups and nationally it is recognised that there are very few mapped OCG's specifically in relation to fraud. Ideally, all should be mapped, however due to the geographic limitations of Police Forces, some issues arise around ownership. We are investing in our cyber and digital capability and have recruited dedicated graduate investigators straight into these areas. We have invested further to facilitate a greater capability closer to the operational frontline in response to these threats.

Section 8: Major Events

Recent changes in the structure of our Operational Support Department have allowed officers from specialist departments such as dogs, firearms and territorial support group to be more closely aligned to local priority areas. This has not only supported us in preventing and deterring incidents in prevailing hotspots but also in providing crucial surge capacity during periods of peak demand, by ensuring resources are deployed to the local areas of greatest need when not employed in their specialist capacity. This assisted the force to meet its World Cup/Weather demand peak in 2018.

Anti-fracking protest activity has been resource intensive for ourselves but nothing like some forces have experienced. This will continue to be so with sites in Nottinghamshire identified for further exploratory drilling. Demand around sporting events in the county is expected to remain broadly stable. Nottingham Forest Football Club has ambitious ground developments which we are assisting with from a policing perspective too. We have noted some modest increase in the number of armed deployments and Taser authorisations over the last year and we are investing in our capability through recruitment of new AFO's and an improved MAST capability to support our surveillance operations which we intend to increase in line with our levels of threat and risk.

Section 9: Force Wellbeing

Workforce health and wellbeing is a real issue as a consequence of increasing and diversifying demand on officers and staff. This follows a sustained period of austerity and resource rationalisation along with the associated organisational change. Strategies are in place to support, develop, inspire and professionalise our practitioners and leaders to ensure they can adapt to this new policing landscape which may be alien to those who have policed in different times. We are embedding these through our wellbeing and leadership development schemes and are partnered with both professional and academic institutions to ensure our people are equipped for the future. Our estate investments have been made with a substantial amount of staff input to address such issues. For Example, our new control room, training school, canteen and gym. We have also started some early work with Fire ahead of their transition on to our shared joint Headquarters site from a wellbeing perspective.

Section 10: ICT and Information Management

The Information Management area continues to change in an ever evolving digital landscape with increasing demands from a number of areas. Big data, artificial intelligence and machine learning are becoming more widespread and Information Management must enable the introduction of new technology and innovations in a manner that is sustainable, with reduced risk, transparency and public confidence. To maximise the potential benefits from our information we need to manage it effectively, digitise it where we can, share it appropriately and ensure that it is adequately protected. We have recognised the limitations of our existing information management structure and we are in the process of restructuring the department to provide clear responsibility, accountability and improved resilience in order to deliver consistent performance and a quality service.

As part of the Police and Crime Plan 2018-2021 we have committed to investing in and supporting a common IT platform across policing – the National Enabling Programme. Information Services are currently updating the IT strategy which will be complete by June 2019 and allow the rest of the organisation to plan better by

incorporating a multi-year roadmap for delivering the required uplift to policing capabilities. This will sit under the wider Corporate Services Strategy to ensure interdependencies between the departments are captured. The IS restructure is expected to be completed this financial year (2019-20) and will re-shape the department by making investment in the support/service management roles and those that enhance business effectiveness, performance, efficiency savings and the retirement of legacy systems and services. The investment is £300k per annum and will be spent entirely on uplift in staffing to assist in meeting the increases in demand.

Section 11 Force-wide functions

People Service and Organisational Development - We were the first force to implement the police constable degree apprenticeship (PCDA) and work is underway developing the degree holder entry programme (DHEP). We have a small number already taking part in the BA in policing route which will be further refined in 2019. An ageing workforce will place demand on PS & OD to review strategies, actions plans and policy changes in support of wellbeing both physical and mental. We understand that the top two reasons for absence remain minor illnesses and psychological disorders. We have implemented a wellbeing strategy and are dedicating newly commissioned resources in our desire to improve in this area. The welfare support service has been recently refreshed and refined.

Professional Standards Directorate - The number of recorded complaints increased by 15.1% in 2018 with 22.6% more of those complaints being investigated when compared to the year before. This increase is balanced with a strategic shift towards learning from blame following the Chief Constable's national leadership. Recording appropriately and the timeliness of investigations can often frustrate, however national changes are anticipated to mitigate this once legislation has been passed.

Corporate Development - The new Corporate Development structure is designed to ensure the function has the capacity and capability to meet current and future challenges. The department undertakes a vital role in supporting change and business planning throughout the organisation. The corporate development restructure will seek to rectify many of the capacity and capability issues historically experienced. Furthermore, options around new IT solutions in respect of project portfolio management and risk management are being explored to provide automated workflows, reduced administrative burden, improved oversight and reporting abilities. The area of greatest focus lies in 'benefits realisation' where we expect to see a sustained level of improvement and consistency.

Special Constables and Volunteers – continue to make a valuable contribution to Nottinghamshire Police with special constables, volunteers and police cadets contributing over 60,000 hours collectively during 2018. We are working with both local universities and the College of Policing to develop the most effective future entry and conversion routes into policing including how Special Constabulary service works to compliment academic development.

Section 12: Collaboration

In Nottinghamshire our unreformed collaborative arrangements seek to service competing demands from local forces within the limitations of their determined individual resources and structures. Three out of five forces have an in-house Serious Organised Crime team, with surveillance and covert capability, to address a gap between local demands and regional capacity to support local priorities. We have achieved an efficiency review which has secured savings for all five forces in Major Crime and we have the most efficient and effective CSI department regionally. The regional forensics structure is the envy of most forces on cost, value and outcome. However EMSOU is currently subject to a much needed efficiency programme in order to ensure that it is delivering a value for money service to Nottinghamshire and its other four constituent forces. This is an ongoing piece of work which receives Chief Officer oversight.

Overall statement on the force's findings in the FMS

This Force Management Statement demonstrates that work is already ongoing to improve discreet areas including preventing crime and tackling antisocial behaviour, meeting current demands and using resources, planning for the future and fair treatment of the workforce, which were found to require improvement in our 2018/19 PEEL assessment.

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Overall we continue to make very solid progress thanks to all the hard work undertaken by our officers and staff. There has been a huge amount of effort undertaken to get us to this position, and while there is always more to do, the investment we have placed in frontline resources, with more police officers available to bolster our local communities will continue to reap rewards.

Partnership working is one of our strengths and we are continuing to effectively identify and protect those who are vulnerable, sharing information and taking proactive steps to keep people safe. Our joined up approaches including the mental health triage process and the Multi-Agency Safeguarding Hubs in the City and County (MASH), ensures those in need get the appropriate help they require.

Though significantly more demand heavy and risk intensive than regional forces, we face similar challenges including our understanding of the demand for our service. That said despite these challenges we continue to work collaboratively across the public sector developing innovative solutions and we professionally challenge the efficiencies of existing collaborations. Recent highlights include sharing our estate, as we are doing with Nottinghamshire Fire and Rescue Service and local authorities. This reduces cost and helps retain local footprints across communities wherever possible.

We look to prioritise our response according to the threat, harm and risk to the public and we have introduced school liaison officers to educate young people, and seek to prevent and detect crime through our knife crime team, burglary team, and most recently a robbery team to reduce demand. We have not closed any Front Counters and we are using them more creatively than ever.

There are some internal processes that we need to improve and we are looking to maximise the skills of the workforce and maximise the capabilities available to us. For example with our new apprentices and our graduate investigators.

We have tight control of our finances, strongly acknowledged by HMICFRS and we remain committed to fair and ethical leadership, to ensure we are an employer of choice for those working for Nottinghamshire Police.

We are extremely proud of our officers and staff who continue to work incredibly hard to deal with high levels of 999 calls, crimes and charges per officer (relative to population and national averages). Through our recent restructure, Force Management Statement (FMS) and Annual Departmental Assessment (ADA) processes we have a clear overview of activity and structures, which allows us to ensure we are configured to best serve the public, by meeting the challenges of both current and future demand. Our Integrated Peel Assessment 2018/19 grading of 'Good' is a significant endorsement of the progress we have made and while there is more to do, the investment we have placed in frontline resources will continue to reap rewards as our service delivery optimism on behalf of the public remains unstinting.

Declaration

This is the force management statement for **Nottinghamshire Police**. Except where stated otherwise, the information in this statement is complete and accurate in all material respects.

Signed:

A handwritten signature in black ink, appearing to read 'C. Guildford', with a stylized flourish at the end.

Craig Guildford
Chief Constable

For Information	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	2019
Report of:	The Chief Constable
Report Author:	Suzanna Daykin-Farr
E-mail:	Suzanna.daykin-farr@nottinghamshire.pnn.police.uk
Other Contacts:	Jane.fisher@nottinghamshire.pnn.police.uk
Agenda Item:	13

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

Performance and Insight Report – update to July 2019

1. Purpose of the Report

- 1.1 The purpose of this report is to inform the Police and Crime Commissioner of the key performance headlines for Nottinghamshire Police in the 12 months to July 2019.

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 Police and 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 The summary tables in the attached report (Appendix A) provide an overview of performance across the four Police and Crime Plan strategic themes. Trend information is represented as both a percentage and volume change and sparklines are included where possible to give a visual representation of the monthly trend over the last two years. Additional narrative provides context where required, particularly in respect of any performance exceptions.

5. Financial Implications and Budget Provision

- 5.1 There are no immediate financial implications relating to this report.

6. Human Resources Implications

- 6.1 There are no immediate Human Resource implications arising from this report.

7. Equality Implications

- 7.1 There are no equality implications arising from this report.

8. Risk Management

- 8.1 There are no risk management implications arising from this report. Performance is monitored on a regular basis through the provision of management information for all key areas of the business, and any exceptional performance is identified, assessed and responded to through the appropriate governance structure.

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

- 9.1 There are no policy implications arising from this report.

10. Changes in Legislation or other Legal Considerations

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

11. Details of outcome of consultation

- 11.1 The figures included in this report are covered in more detail in each of the individual Performance and Insight Reports and are monitored through; Operational Performance Review, Force Performance Board, and the Force Executive Board meetings on a monthly basis.

12. Appendices

- 12.1 Appendix A: Performance and Insight report.

Nottinghamshire Police

Performance & Insight Report




Performance to 31st July, 2019

Guidance notes:

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2018-21. The information is organised in line with the four strategic priority themes in the plan.
2. Wherever possible, performance information is provided for a 12 month period compared to the equivalent 12 months of the previous year, in order to provide an indication of trend. Where information provided is for an alternative period this will be stated.
3. Trend lines are included (where available) to provide a visual indication of trend over the last 24 months. High and low points in the period are shown as red and green dots. The colours are arbitrary and do not indicate positive or negative performance.
4. Additional insight is included in the report in order to provide context, in relation to performance exceptions only. A full report with narrative for each measure is produced once a quarter.
5. Where data has been supplied by a source outside of the Nottinghamshire Police Management Information team, this will be stated.
6. 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)

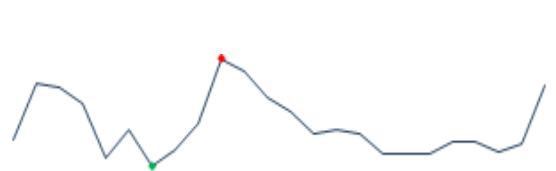
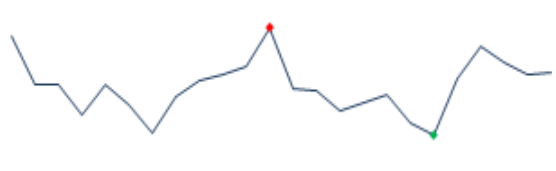
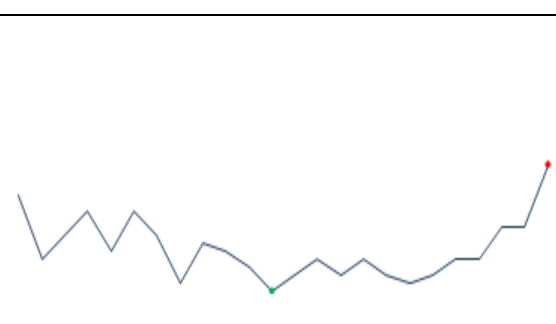
Strategic Priority Theme One: Protecting People From Harm

T1A: More vulnerable people are protected and safeguarded

Measure		Performance	Trend	Insight
T1A	Police Effectiveness: Protecting Vulnerable People HMICFRS PEEL Assessment Grade	Good (2019)		This is an Annual Measure Improvement on 2017 assessment due in part to improvements in early identification and response to domestic abuse.
T1A.1	Safeguarding Referrals Adult and Child	+20.8%		There is a continuing upward trend in recording with a new peak in referrals in July 2019. This allows confidence that the force and partner agencies are improving the identification and recording of safeguarding concerns, to ensure that appropriate safeguarding actions are in place to minimise the risk of harm. The 20.8% increase recorded this year equates to 1,054 additional referrals (an average of 88 extra per month).
T1A.2	Child Sexual Exploitation (CSE)	-12.2%		Recent months have seen a downward trend in the recording of CSE crimes and non-crimes, however, an upturn has been seen since May 2019 and the longer term trend is still positive. CSE is a relatively low volume offence type with a current average of around 49 offences recorded a month given the CSE qualifier. The 12.2% reduction represents 82 fewer offences recorded over the year.

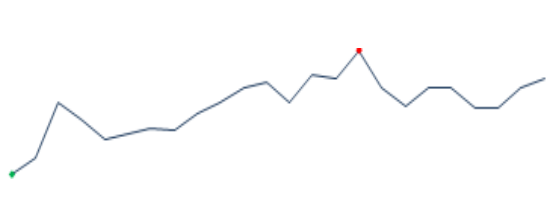

Strategic Priority Theme One: Protecting People From Harm

T1A: More vulnerable people are protected and safeguarded

Measure		Performance	Trend	Insight
T1A.3	Missing Persons Report	-7.6%		The trend for Missing Person reports had seen a downward trend since May 2018, although, an upturn has been seen in recent months. Overall, reports saw a 7.6% reduction this year (266 fewer). The monthly average is currently 271 reports.
	Missing – No Apparent Risk (formerly Absent Persons Report)	-3.8%		The trend for Missing – No Apparent Risk reports has also seen a downward trend since July 2018; however, March 2019 saw an upturn with instances now stabilising. Overall, reports saw a 3.8% decrease this year, equating to 121 fewer reports. The monthly average is currently 253 reports.
T1A.4	Modern Slavery	-15.9%		Modern slavery is a relatively new offence which came in to effect in early 2016. As a result, there was an initial upward trend in recording, with offences then seeing a downward trend. Since January 2019, an upward trend has been seen again, with a new peak seen in July 2019. This is a low volume offence type and has seen a 15.9% decrease in the 12 months to July 2019; a decrease of 13 offences. The force continues to take a proactive approach to this type of offending - seeking out Modern Slavery offences in order to ensure that survivors are protected and offenders brought to justice.



Strategic Priority Theme One: Protecting People From Harm

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

Measure		Performance	Trend	Insight
T1B.1	Fraud Offences	+21.1%		<p>There is an upward trend in the recording of Fraud offences, with an increase of 21.1% (537 offences) in the last 12 months.</p> <p>Fraud offences represent a significant challenge to the police and in particular place a genuine demand on police resources, with investigations often complex and time consuming.</p>
T1B.2	Online Crime	+15.8%		<p>Online crime refers to offences where on the balance of probability, the offence was committed, in full or in part, through a computer, computer network or other computer-enabled device. The figures do not include fraud offences, which are captured separately.</p> <p>There is a steady upward trend in the recording of online crime, with an increase of 15.8% or 481 offences in the last 12 months when compared to previous 12 month period.</p> <p>The majority of online crimes recorded are harassment offences, specifically malicious communications offences which have taken place online on forums such as Facebook and twitter.</p>

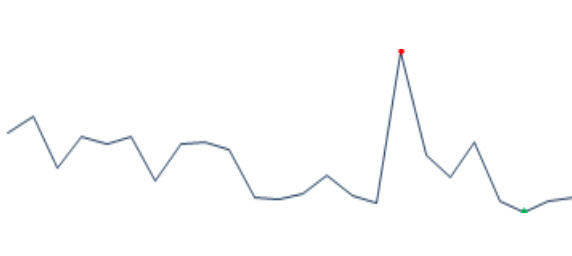
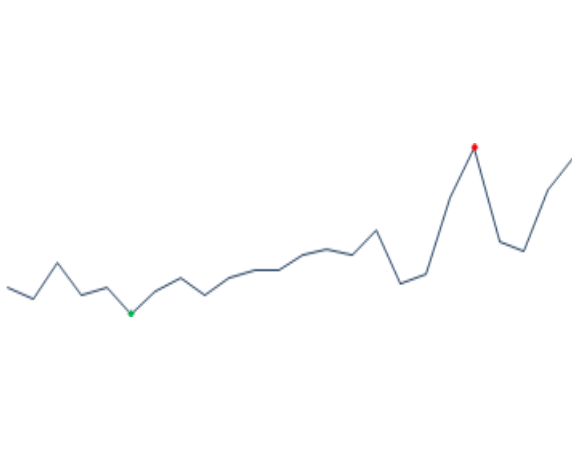
Strategic Priority Theme One: Protecting People From Harm

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

Measure		Performance	Trend	Insight
T1C.1	Mental Health Related Incidents	+11.4%		<p>The last 12 months has seen an increased monthly average of 1,561 incidents compared to 1,402 for the previous 12 months.</p> <p>July to September 2018 saw higher than average levels with a peak in incidents in August. Incidents have since seen a downward trend; however, from March 2019, levels have risen again as per the trend last year; probably indicative of the disparate days in the month ratio and better use of the tag at source by the Control Room.</p> <p>The increase of 11.4% recorded in the 12 months to July 2019 equates to 1,911 additional incidents when compared to the previous year.</p>
T1C.2	Alcohol-Related Violence	+0.0pp		<p>In order to build up a picture of violence offences where alcohol is believed to be a factor, the force is reliant on the use of an alcohol marker on the Niche crime recording system.</p> <p>The force is keen to build up the truest possible picture of alcohol-related crime, and has taken steps to improve the use of the alcohol marker in Niche. This action has seen the proportion of alcohol-related violence increase sharply from October 2017 to December 2017; the monthly rate has remained stable at a higher level since this point.</p> <p>The current trend remains stable with a rate of 17.0% of all violence recorded as alcohol-related compared to the same 17.0% last year.</p>

Strategic Priority Theme One: Protecting People From Harm

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

Measure		Performance	Trend	Insight
T1C.3	Alcohol-Related ASB	-0.8pp		<p>The trend chart reveals a downward trend in the proportion of ASB with an alcohol marker up to November 2018. A sharp upturn can be seen in December 2018 (potentially influenced by the Christmas season and New Year).</p> <p>The rate in the 12 months to July 2019 is 9.5% compared to 10.3% in the previous 12 months.</p>
T1C.4	Drug Trafficking and Supply Offences	+27.7%		<p>Drug trafficking and supply offences show a stable trend in the long term. The force records on average about 74 offences each month and this average has remained relatively stable over the last two years.</p> <p>An upturn in recorded offences was seen in March 2019 with further uplifts in June and July 2019.</p> <p>The upturn is attributed to various on-going operations conducted since the beginning of 2019, such as Op Reacher that has targeted various nominals and gangs and resulted in the increased recording of drug offences, weapons possession etc. Additionally, an increase in stop searches has taken place which again has resulted in more drug charges.</p>
T1C.5	Perception of drug dealing and drug abuse	+0.3pp		<p>Police & Crime Survey to June 2019</p> <p>Data to June 2019 – 48.1% of respondents stated that they would like to see the police and other agencies do more to tackle ‘drug use and drug dealing’ in their local area. This has been increasing steadily since the survey was introduced in June 2017, with a 0.3pp increase on last quarter and a 3.6pp increase on last year.</p>

Strategic Priority Theme One: Protecting People From Harm

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

Measure	Performance	Trend	Insight
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Strategic Priority Theme One: Protecting People From Harm

T1D: Improve information sharing between organisations using ECINs

Measure	Performance	Trend	Insight
T1D.1	ECINs use		<p>August 2019 Update</p> <p>The ECINS Programme is a County wide programme incorporating over 40 stakeholder organisations including all local authorities, Police, Fire service, Health partners, Probations, Prisons, Housing and third sector providers. It aims to support vulnerable and complex people and to reduce crime and disorder through improving partnership working by harmonising information sharing processes and integrating them into a single shared system to enable effective insight into the complexity of an individual, the organisations and issues they are connected to and to avoid operational contradiction and silo working around individuals, locations and issues that span different organisational remits.</p> <p>Current Position</p> <p>Notts Police currently have 562 active users of ECINs. Notts Police have concluded a review of ECINs and have highlighted the following areas:-</p> <ul style="list-style-type: none"> • Whether IS can support with setting people up on the system and them moving teams; • Working with Pat Stocker to ensure that we have everything in place re Information Sharing Agreements;

Strategic Priority Theme One: Protecting People From Harm

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

Measure		Performance	Trend	Insight
				<ul style="list-style-type: none"> To implement the learning from the review of ECINs conducted by Information Management; Updating the SOP to reflect current practice; Updating the NCALT package and review training – Notts are now single person dependant on training and this is a risk; Maximising our use of the system, sharing best practice between neighbourhood areas; Creating an ECINs area on the new Neighbourhood portal with all relevant information; Exploring opportunities to retrieve performance information form ECINs relating to our use of the system. <p>Chief Inspector Kathryn Craner chairs a police board with representatives from each neighbourhood area, MARAC and IOM with any issues reported back to ACC Cooper.</p> <p><u>Recent Key Points</u></p> <p>The ECINS system is used across the Force to support the IOM work with partners.</p> <p>MARAC has just been piloted in the City.</p> <p>Neighbourhood areas use ECINs to tackle the following in different areas of the force:-</p> <ul style="list-style-type: none"> Complex Persons Panel/Vulnerable Persons Panel ASB Management Hoarders Panel Hate Crime CBO/CPW/CPN Recording Knife Crime A recent proposal was made by Corporate Development to use ECINs as a secure host for project


Strategic Priority Theme One: Protecting People From Harm

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

Measure	Performance	Trend	Insight
			paperwork and associated materials is under consideration by the programme team.

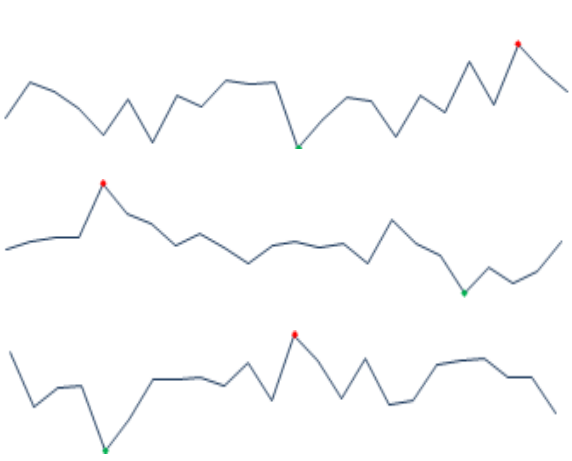
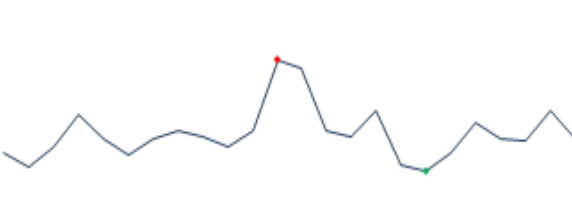

Strategic Priority Theme Two: Helping and Supporting Victims

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

Measure	Performance	Trend	Insight
T2A.1 Domestic Abuse	+28.1%		<p>The force is recording an upward trend in Domestic Abuse crime over the last two years. The current increase of 28.1% equates to 3,238 additional crimes in the current 12 months when compared to the previous year. Recorded Domestic Abuse crimes increased significantly in June 2018 and have remained at a higher level since with an overall peak recorded in July 2019.</p> <p>The last 12 months has seen an average of 1,229 Domestic Abuse crimes per month.</p> <p>The force welcomes an increase in reporting as it is believed that such offences are still under reported, and increasing survivor confidence to come forward and seek support from the force and partner agencies is a key priority for the force.</p>

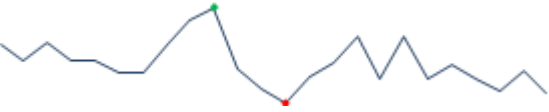

Strategic Priority Theme One: Protecting People From Harm

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

Measure		Performance	Trend	Insight
T2A.2	Proportion of Victim-Based Crime: a. Child Victim b. Adult Victim c. Organisation	a. +0.1pp b. -1.3pp c. +0.5pp		<p>For the majority of victim-based crimes, the victim is an adult, with 68.0% of victim-based crime in the 12 months to July 2019 committed against an adult.</p> <p>Organisations then account for 20.2% of all victim-based crime, with crimes against children a minority at 8.5 %.</p> <p>Each of these proportions has remained reasonably stable over the last two years.</p> <p>It should be noted that due to data quality limitations, a small proportion of offences cannot be attributed to one of the three groups; therefore the proportions will not add up to 100%.</p>
T2A.3	Serious Sexual Offences: a. Adult	+1.1%		<p>The trend for serious sexual offences against adults has fluctuated over the 2 year period. A peak was seen in July 2018 with offences then seeing a downward turn before rising again in the past few months. Offences against adults have increased by 1.1% (16 offences) in the 12 months to July 2019.</p>
	b. Child	-5.7%		<p>The trend for offences against children appears to fluctuate up and down every few months and has seen a reduction of 5.7% (82 fewer offences) in the 12 month period to July 2019.</p> <p>As with the recording of Domestic Abuse, the force welcomes any increase in reports of serious sexual offences.</p>


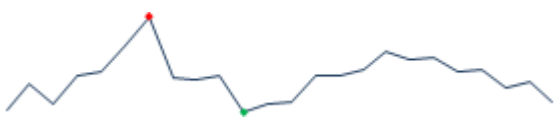
Strategic Priority Theme One: Protecting People From Harm

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

Measure		Performance	Trend	Insight
T2A.4	Positive Outcome Rate for Serious Sexual Offences	-1.9pp		<p>There is a slight downward trend apparent in the positive outcome rate for serious sexual offences. The current rate is 8.2% compared to 10.1% in the previous 12 month period.</p> <p>In terms of the volume of positive outcomes recorded, performance is relatively stable, meaning that the rate has been affected by the increase in recorded crime.</p> <p>It is believed that this is as a result of an increase in third party reports from partner agencies and also reports where the victim wishes to report the offence but does not support further police action. With offences of this type it is not possible to achieve a police positive outcome and therefore, this increase serves to effectively dilute the outcome rate.</p>
T2A.5	Domestic Abuse Repeat Victims	+1.1pp		<p>A repeat victim is any victim from the most recent month, who is also named as a victim on one or more offences (of the same offence type) in that same month and/or in the previous 12 months. This is based on the national definition. Both crime and non-crime offences are used in the calculation.</p> <p>On average, in the 12 months to July 2019, 33.8% of domestic abuse victims were a repeat victim. The trend chart shows that the proportion of repeat victims of domestic abuse is relatively stable over the last two years with a slight upward trend now emerging and a 2 year peak seen in November 2018.</p>

Strategic Priority Theme One: Protecting People From Harm

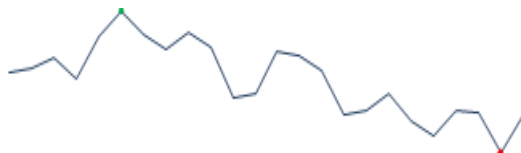
T1B: Improve capacity and capability to identify and deal with new serious and emerging threats

Measure		Performance	Trend	Insight
T2A.6	Hate Crime Repeat Victims	+0.1pp		<p>In the 12 months to July 2019, 15.8% of hate crime victims were a repeat victim; this is an increase on the previous 12 months figure of 0.1pp.</p> <p>A peak was seen in December 2018 with recent months seeing peaks and troughs.</p>
T2A.7	ASB Repeat Victims	+0.4pp		<p>Of a total of 26,039 Anti-Social Behaviour callers in the 12 months to July 2019, 7,409 had reported a previous ASB incident or incidents in the 12 months prior. This equates to a repeat victimisation rate of 28.5%.</p> <p>Performance is stable with no real change between this rate and the rate of 28.0% in the previous 12 months.</p>
T2A.8	Levels of reported crime to the police	-0.4pp All -0.5pp Excl. Online		<p>Police & Crime Survey to June 2019</p> <p>Data to June 2019, 29% of respondents reported that they had personally been a victim of crime in the last 12 months, marking no significant change on last quarter.</p> <p>This reduces to 19% when online fraud and computer misuse are excluded.</p>
T2A.9	Percentage of reported crime	+1.5pp		<p>Police & Crime Survey to June 2019</p> <p>Data to June 2019, 59.2% of residents experiencing crime, went on to report it the police.</p>

				<p>This has been increasing steadily since the survey was introduced in June 2017.</p> <p>There has been a 1.5pp increase on figures to April 2019.</p>
T2B.1	Victim Services: Improvement in cope/recover outcomes	n/a		<p>Ministry of Justice Victim Services Monitoring</p> <p>PCC Commissioned victim services 2018/2019: Average 73% showing improvement, most notably in being 'better able to cope' (76%) and improved health and wellbeing (75%).</p> <p>Bi-annual measure</p>



Strategic Priority Theme Two: Helping and Supporting Victims

T2D. Victims receive high quality effective support

Measure		Performance	Trend	Insight
T2D.1	Victim's Code Of Practice (VCOP) Compliance	-2.2pp		<p>The Victims Code Of Practice (VCOP) requires that a VCOP assessment be made and recorded for every victim of a crime, and that victim services should be offered as part of this assessment. In order to be VCOP compliant, every victim-based crime should have a completed VCOP recorded on the crime and the officer should record that victim services have been offered.</p> <p>There is an overall downward trend apparent for this measure, with a compliance rate in the 12 months to July 2019 of 90.4% compared to 92.6% in the previous 12 months. This could be due to the additional offences e.g. harassment/stalking that are now being recorded in addition to the primary offence. There would not be an expectation for an additional VCOP assessment to be made for these linked offences.</p>


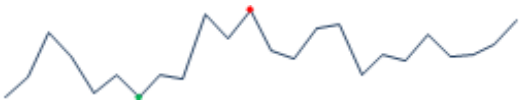
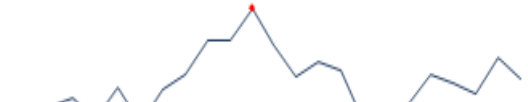
Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

T3A. Communities and people are safer and feel safer

Measure		Performance	Trend	Insight
T3A	Police Effectiveness: Preventing/Tackling Crime & ASB	Requires Improvement (2019)		<p>This is an Annual Measure</p> <p>The 2018 assessment highlighted 'minimal progress' in improving understanding of communities and prioritising crime prevention. These areas are receiving a renewed focus in 2019.</p>
T3A.1	Victim-Based Crime	+3.3%		<p>An upward trend continues in recorded crime. In the 12 months to July 2019 the increase is 3.3% which equates to 2,952 crimes more than the previous 12 months.</p> <p>The upward trend can be attributed to the following:</p> <ul style="list-style-type: none"> • The forces proactive approach to ensuring compliance with the National Crime Recording Standards (NCRS), has resulted in a continued increase in the recording of offences such as Violence Against the Person (VAP) and public order offences. • Improved awareness and public confidence in relation to high harm offences such as domestic abuse and sexual offences • Changes to crime recording legislation, specifically in relation to stalking and harassment offences, which almost doubled in volume in April 2018 following the implementation of new regulations at the start of the month. • A genuine increase in the numbers of some crimes, which is corroborated by examining the calls for service in relation to these offence types.

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




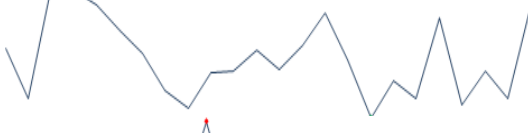



T3A. Communities and people are safer and feel safer

Measure		Performance	Trend	Insight
T3A.2	Victim-Based Crime: a. Rural Areas b. Urban Areas	a. -0.8%		Victim-based crime in rural areas and in urban areas follows a similar upward trend to the overall force recorded crime picture. In volume terms, the 0.8% decrease in crime in rural areas translates to 85 fewer recorded crimes. In urban areas the increase is 3.7% which equates to 2,895 additional crimes. ¹
		b. +3.7%		
T3A.3	Severity Score Force Wide	+1.1%		<p>The severity score is an alternative method of measuring crime by reflecting the harm caused to society and/or individuals. Each offence carries a different weight (calculated by the Office for National Statistics, based on actual sentences) and this is multiplied by the crime counts to create a severity score. The approach has been built in to the Police and Crime Commissioner's Strategic Framework for 2018-2021 as alongside traditional measures; it provides the PCC and the Force with a new and credible approach to better understand the profile of crime in Nottinghamshire.</p> <p>Since July 2018, the force is recording a downturn in the total severity score for recorded crimes, although, the trend remains up by 1.1% across the period. The trend highlights that we are having more crime of a higher severity.</p>

¹ Not all recorded crime data has the appropriate coordinates to be able to map the data to rural and urban locations. This means that the total will be less than the overall force level victim based crime total.








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

T3A. Communities and people are safer and feel safer

Measure		Performance	Trend	Insight
T3A.3a	Severity Score Priority Areas			
	Arboretum	-5.9%		Arboretum has seen a 39,569 reduction in its Severity Score in this 12 month period when compared to the previous 12 months.
	Arnold & Woodthorpe	-8.1%		Arnold & Woodthorpe has seen a 22,717 reduction in its Severity Score in this 12 month period when compared to the previous 12 months.
	Aspley	-18.6%		Aspley has seen an 80,756 reduction in its Severity Score in this 12 month period when compared to the previous 12 months.
	Basford	-7.0%		Basford has seen a 26,169 reduction in its Severity Score in this 12 month period when compared to the previous 12 months.
	Beeston	-3.5%		Beeston has seen an 8,582 reduction in its Severity Score in this 12 month period when compared to the previous 12 months.
	Berridge	-22.6%		Berridge has seen a 117,549 reduction in its Severity Score in this 12 month period when compared to the previous 12 months.
	Bilsthorpe, Lowdham & Villages	-4.6%		Bilsthorpe, Lowdham & Villages has seen a 15,713 reduction in its Severity Score in this 12 month period when compared to the previous 12 months.





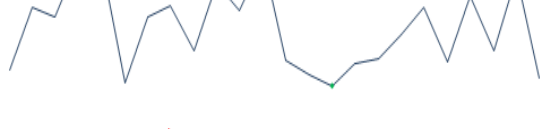


Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

T3A. Communities and people are safer and feel safer

Measure		Performance	Trend	Insight
	Bingham & Trent	+20.4%		Bingham & Trent has seen a 32,074 increase in its Severity Score in this 12 month period when compared to the previous 12 months.
	Bulwell	-2.6%		Bulwell has seen a 12,155 reduction in its Severity Score in this 12 month period when compared to the previous 12 months.
	Carlton & Porchester	-2.9%		Carlton & Porchester has seen an 11,747 reduction in its Severity Score in this 12 month period when compared to the previous 12 months.
	City Centre	+3.8%		City Centre has seen a 52,531 increase in its Severity Score in this 12 month period when compared to the previous 12 months.
	Clifton	+5.3%		Clifton has seen a 21,663 increase in its Severity score in this 12 month period when compared to the previous 12 months.
	Hucknall	-0.6%		Hucknall has seen a 3,140 reduction in its Severity Score in this 12 month period when compared to the previous 12 months.
	Mansfield East	+13.8%		Mansfield East has seen a 77,187 increase in its Severity Score in this 12 month period when compared to the previous 12 months.

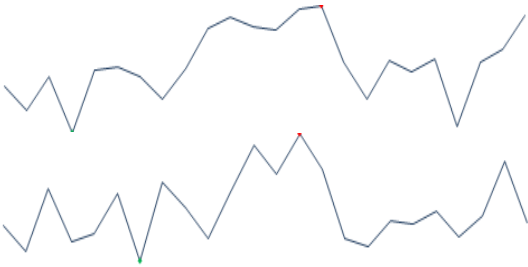

Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

T3A. Communities and people are safer and feel safer

Measure		Performance	Trend	Insight
	Mansfield West	+15.6%		Mansfield West has seen a 75,451 increase in its Severity Score in this 12 month period compared to the previous 12 months.
	Newark	+3.8%		Newark has seen a 20,739 increase in its Severity Score in this 12 month period when compared to the previous 12 months.
	Sherwood	-8.4%		Sherwood has seen a 29,637 reduction in its Severity Score in this 12 month period when compared to the previous 12 months.
	St Ann's	-4.8%		St Ann's has seen an 18,329 reduction in its Severity Score in this 12 month period when compared to the previous 12 months.
	Stapleford	-16.0%		Stapleford has seen a 60,269 reduction in its Severity score in this 12 month period when compared to the previous 12 months.
	Sutton in Ashfield	+1.7%		Sutton in Ashfield has seen a 15,174 increase in its Severity Score in this 12 month period when compared to the previous 12 months.
	West Bridgford	+2.9%		West Bridgford has seen a 9,652 increase in its Severity Score in this 12 month period when compared to the previous 12 months.

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

T3A. Communities and people are safer and feel safer

Measure		Performance	Trend	Insight
	<p>Worksop North</p> <p>Worksop South</p>	<p>+12.5%</p> <p>+6.0%</p>		<p>Worksop North has seen a 39,597 increase in its Severity Score in this 12 month period compared to the previous 12 months.</p> <p>Worksop South has seen a 25,876 increase in its Severity Score in this 12 month period when compared to the previous 12 months.</p>
T3A.4	ASB Incidents	-5.04%		<p>Recorded ASB incidents appear stable; the force saw an increase in incidents through the summer months in 2018, with a clear peak in incidents recorded in July 2018 followed by a downturn and then recent increases again.</p> <p>In the 12 months to July 2019, the force recorded a -5.04% decrease in ASB incidents which equates to 1,680 fewer incidents.</p>
T3A.5	Police are dealing with crime and ASB that matter	-0.1pp		<p>Police & Crime Survey to June 2019</p> <p>Data to June 2019 – excluding those who answered ‘don’t know’, in the latest year, 40.3% of respondents agreed that the police in their local area are dealing with the crime and anti-social behaviour issues that matter to them. This marks no significant change on last quarter, and a 4.3pp reduction on last year.</p>
T3A.6	Percentage of people who feel safe	+0.1pp By Day		<p>Police & Crime Survey to June 2019</p> <p>Data to June 2019 - respondents were asked how safe or unsafe they generally feel across a range of situations.</p>

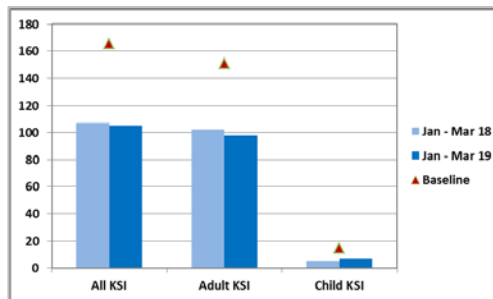
Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

T3A. Communities and people are safer and feel safer

Measure		Performance	Trend	Insight
T3A.6	Percentage of people who feel safe	-0.4pp Alone at Night +0.9pp Banking +0.1pp Social Media +0.9pp After Dark		<p>The majority of respondents felt 'fairly safe' across a variety of situations. There has been no significant change in the last quarter.</p> <p>89% of respondents felt very or fairly safe 'outside in their local area during the day'; this reduces to 82% feeling safe when 'alone in your home at night'.</p> <p>The lower rated situations are:-</p> <p>'Banking and making purchases online' – 71% feel safe;</p> <p>'Using online social media' – 67% feel safe;</p> <p>'Outside in your local area after dark' - 60% felt safe.</p>

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

T3A. Communities and people are safer and feel safer

Measure		Performance	Trend	Insight																
T3A.7	<p>Persons killed or seriously injured on the roads</p> <p>a. Adults</p> <p>b. Children</p>	<p>a. -30.5%</p> <p>b. -51.4%</p>	 <table><caption>KSI Casualties Data</caption><thead><tr><th>Category</th><th>Jan - Mar 18</th><th>Jan - Mar 19</th><th>Baseline</th></tr></thead><tbody><tr><td>All KSI</td><td>105</td><td>103</td><td>165</td></tr><tr><td>Adult KSI</td><td>105</td><td>99</td><td>150</td></tr><tr><td>Child KSI</td><td>10</td><td>5</td><td>15</td></tr></tbody></table>	Category	Jan - Mar 18	Jan - Mar 19	Baseline	All KSI	105	103	165	Adult KSI	105	99	150	Child KSI	10	5	15	<p>KSI Update from VIAEM – June 2019</p> <p><u>Q1 2019 Data (January to March 2019)</u></p> <p>Performance is shown as actual percentage reduction against the 2005-2009 baseline average.</p> <p>Data for Q1 of 2019 (January to March 2019) sees an overall reduction of 36.4% in KSI casualties (60 fewer casualties against the 05/09 baseline).</p> <p>Adult KSI has seen a 30.5% reduction (46 fewer casualties) and Child KSI a 51.4% reduction (7 fewer casualties) against the 2005-2009 baseline average, however, an increase of 2 has been seen in this Quarter compared to the same Quarter last year.</p> <p>This is in line with the Nottinghamshire agreed target of a 40% reduction against baseline by the year 2020.</p> <p>When compared to Jan-Mar 2018, there have been 2 fewer KSI casualties in the period Jan-Mar 2019.</p> <p>There has been an increase of 96.4% of Elderly KSI Pedestrian Casualties in Q1 compared to the 2005-2009 baseline average.</p> <p>KSI casualties in drivers aged 17-24 years have seen a 71.4% reduction in Q1 compared to the 2005-2009 baseline average.</p>
Category	Jan - Mar 18	Jan - Mar 19	Baseline																	
All KSI	105	103	165																	
Adult KSI	105	99	150																	
Child KSI	10	5	15																	

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

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

Measure		Performance	Trend	Insight
T3B.1	Integrated Offender Management (IOM) average reduction in reoffending risk score	-53.6%		<p>July 2019 Update Cohort Snapshot:-</p> <ul style="list-style-type: none"> • 501 unique nominals recorded on the Performance Tool since Jan 2016. • Current Active managed cohort (in community or on short term sentence) of 249 with a further 195 IOM nominals on 4 years or more sentence. • This includes 44 of the highest risk Serial DV Perpetrators, 72 Knife crime flagged offenders, 85 MAPPA nominals and approx. 40 OCG offenders. • 46.4% of the monitored cohort exited between Jan 2016 to July 2019 with a reduction in Re-offending Risk Score (RRS) of 73.7%. • In 2019, we have successfully planned, risk triaged and managed 254 IOM prison releases in Notts – with a further 23 expected back in 90 days. • The RRS is assessed at scheme entry for each offender as a baseline and then again for every offender at entry plus 12m – the scheme is showing a 53.6% reduction across the entire cohort. • Notts is the first scheme with a monitoring tool and dataset capable of measuring the long term impact of the IOM to a cohort and individual offender level. This is nationally significant. <p>IOM Activity:-</p> <ul style="list-style-type: none"> • Daily management of the cohort. • Score <u>every</u> offender who receives two years+ in Notts for IOM consideration. • Score for selection <u>every</u> member of the Knife Crime Risk cohort every three months.



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

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

Measure		Performance	Trend	Insight
				<ul style="list-style-type: none"> • Manage Youth Justice in the City and County with an IOM offer included in both. • Deliver Street Aware Violence educational packages in over 50 schools. • Manage a Children in Care team that also delivers targeted female early interventions to girls at risk of criminal/sexual exploitation. • Attend force wide every LOM, CSP, Ops, Tasking, SOC disruption and Op Reacher meeting to identify offenders for IOM and inclusion and to utilise IOM tactics within current covert and overt activities. <p><u>IOM News:-</u></p> <ul style="list-style-type: none"> • August 2019: An initial non statutory early intervention cohort for knife crime was commenced at the August IOMS meeting with work already running and staffed by two PCC funded Probation Support Officers. • September 2019: We are to deliver a training pack developed by us, to other regional IOM schemes on the IOM management of OCG offenders. • Summer 2019: New IOM premises at Castle Quay; co-located with Probation, CRC and IDVA. • Purchase of 7 sweat sensing alcohol tags (training 14th August) with a go live expected afterwards. The first wearer will be Insp Harris who will wear one for 24 hours so data can be used for staff training. • Roll out of IOM funding Presentation to secure £40k of funding; 'The Potentia Fund', an accessible funding stream to facilitate intervention, dialogue and increase opportunities for scheme beneficiaries at risk of violent offending.

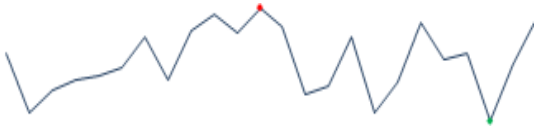

Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

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

Measure		Performance	Trend	Insight
				<ul style="list-style-type: none"> ➤ Early intervention ➤ Realise potential ➤ Create opportunity ➤ Provide positive alternatives ➤ Reduce risk
T3B.2	Possession of Weapons Offences	+32.6%		<p>There is an upward trend in the recording of possession of weapons offences. The force has recorded a 32.6% or 294 offences increase in the 12 months to July 2019; mainly attributable to Op Reacher.</p> <p>Every possession of weapons offence dealt with by the police is potentially preventing the future use of a weapon in a violent offence, and therefore, the upward trend in the recording of these offences is viewed as a positive indication of the force's proactivity in dealing with offenders who choose to carry weapons in Nottinghamshire.</p>
T3B.3	Gun Crime	+40.7%		<p>Gun crime has seen peaks and troughs over the past few months. A low of 5 offences in September 2018 with a peak in May 2019. Although, levels are currently 40.7% higher (44 offences) in the last 12 months compared to the previous 12 months, both June and July 2019 have seen month on month decreases for this offence type.</p>

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

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

Measure		Performance	Trend	Insight								
T3B.4	Violent Knife Crime	-3.0%		<p>Violent knife crime includes the offences of Violence Against the Person, Robbery and Sexual Offences where a knife or bladed article was used to cause injury or as a threat.</p> <p>An increase was seen in recorded violent knife crime from April to August 2018, since then the trend has moved sporadically downwards.</p> <p>In the 12 months to July 2019 the force recorded 26 fewer offences than in the previous year, which equates to a 3.0% decrease.</p>								
T3B.5	Positive Outcomes for Violent Knife Crime	+0.4pp		<p>The trend in respect of the positive outcome rate for violent knife crime is stable, with a slightly improved rate of 26.0% in the current year compared to 25.6% last year.</p>								
T3B.6	First-time entrants to the Criminal Justice System (CJS) a. City b. County	+6.1%	<table><tr><th>Period</th><th>No. FTEs</th></tr><tr><td>Jul 18 - Jun 19</td><td>156 (605 per 100K)</td></tr><tr><td>Jul 17 - Jun 18</td><td>147 (571 per 100K)</td></tr><tr><td>Jul 13 - Jun 14</td><td>214 (839 per 100K)</td></tr></table>	Period	No. FTEs	Jul 18 - Jun 19	156 (605 per 100K)	Jul 17 - Jun 18	147 (571 per 100K)	Jul 13 - Jun 14	214 (839 per 100K)	<p>City – Quarterly Performance 2019-20 Q1:-</p> <p>Figures from the Nottingham City Youth Offending Team (YOT) show that in the period July 18 to June 19 there were 156 FTEs compared to 147 for the previous period of July 17 to June 18.</p> <p>County –No update received from County YOT</p> <p>Figures from County Youth Offending Team (YOT) show that for the period April 18 to March 19 there were 178 actual 10-17yrs old FTEs compared to 226 for the previous period of April 17 to March 18. This represents a reduction of 48 FTEs or a reduction of 21.2% compared to the previous year.</p>
Period	No. FTEs											
Jul 18 - Jun 19	156 (605 per 100K)											
Jul 17 - Jun 18	147 (571 per 100K)											
Jul 13 - Jun 14	214 (839 per 100K)											

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

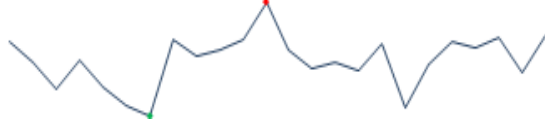
Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

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

Measure	Performance	Trend	Insight
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T3C. Build stronger and more cohesive communities

Measure	Performance	Trend	Insight
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T3C.1	Hate Crime/Non-Crime	+1.8%	 <p>The overall trend for hate occurrences (including both hate crime and hate non-crimes) is relatively stable, with an average of around 193 occurrences recorded each month.</p> <p>January 2019 saw levels of reported Hate Crime/Non Crime at their lowest levels in 12 months with an upward trend since.</p> <p>In the 12 months to July 2019 the force recorded 1.8% additional hate crimes to the previous 12 months (an additional 42 offences).</p>
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T3C.2	People from different backgrounds get on well	+0.1pp +0.1pp	<p>Police & Crime Survey to June 2019</p> <p>Data to June 2019 - respondents were asked how much they agree or disagree that 'people from different backgrounds get on well and there is a sense of community where they live'</p> <p>54% of respondents agreed with 'people from different backgrounds get on well'. This has seen no significant change in the last quarter; but a 0.9pp increase on last year.</p> <p>51% agreed that 'there is a sense of community' where they live, similarly this has seen no significant change in the last quarter; but a 0.8pp increase on last year.</p>
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Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

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

Measure	Performance	Trend	Insight


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

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

Measure	Performance	Trend	Insight
T3D.1	Positive Outcome Rate for All Crime	+0.2pp	<p>The positive outcome rate shows the rate of police positive outcomes (such as charges, cautions and community resolutions) per recorded crime.</p> <p>The trend in the long term appears relatively stable. The current rate in the 12 months to July 2019 is 15.5%, which compares to 15.3% in the previous year.</p>
T3D.2	Positive Outcome Rate for Victim-Based Crime	-0.5pp	<p>The trend in respect of the positive outcome rate for victim-based crime is similar to the trend for all crime (above). The current rate is 12.1% compared to 12.6% in the previous year.</p>
T3D.3	Proportion of All Crime with an Identified Suspect	+4.7pp	<p>The trend for unresolved outcomes with an identified suspect has been relatively stable with a recent upward trend. The force has identified a suspect in 31.3% of unresolved crime. The equivalent figure for the previous year is 26.5%.</p>


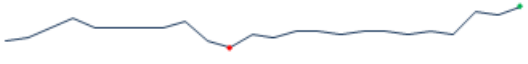


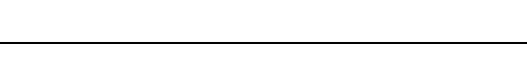
Strategic Priority Theme Three: Tackling Crime and Anti-Social Behaviour

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

Measure		Performance	Trend	Insight
				Considering the long term trend, there is a clear increase in the volume of crimes filed as unresolved with a named suspect having been identified. This correlates with the increase in crime recording following the NCRS audit and reflects in part an increase in offences where the victim does not support further police action.
T3D.4	Crimes Resolved through Community Resolution	+0.0pp		The force is maintaining a stable trend in the proportion of crimes resolved through community resolution. The current rate in the 12 months to July 2019 is 10.6%, which compares to 10.6% in the previous year.

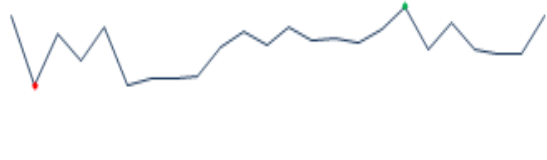

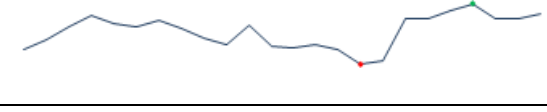
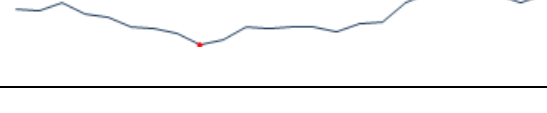
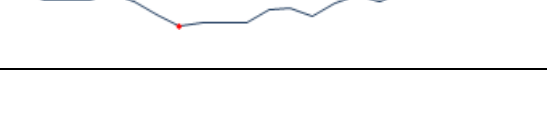
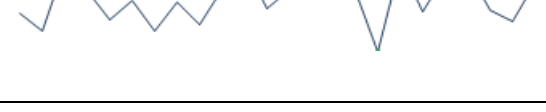
Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

T4A. Improve community and victim confidence and satisfaction in policing

Measure		Performance	Trend	Insight
T4A.1	Domestic Abuse: Whole Experience	-0.1pp		Performance for Domestic Abuse survivor satisfaction is stable with monthly satisfaction rates consistently above 90%. In the 12 months to July 2019 (based on survey results to May 2019), on average, 90.0% of domestic abuse survivors were completely, very or fairly satisfied with the service provided by the police.
	Domestic Abuse: Ease of Contact	+0.9pp		Data up to July 2019 from May 2019 Surveys The current 12 month satisfaction rate is 98.5% compared to 97.6% the previous 12 months.
	Domestic Abuse: Actions Taken	+0.1pp		Data up to July 2019 from May 2019 Surveys The current 12 month satisfaction rate is 92.7% compared to 92.6% the previous 12 months.
	Domestic Abuse: Kept Informed	-1.2pp		Data up to July 2019 from May 2019 Surveys The current 12 month satisfaction rate is 78.1% compared to 79.3% the previous 12 months.
	Domestic Abuse: Treatment	-1.9pp		Data up to July 2019 from May 2019 Surveys The current 12 month satisfaction rate is 94.8% compared to 96.7% the previous 12 months.

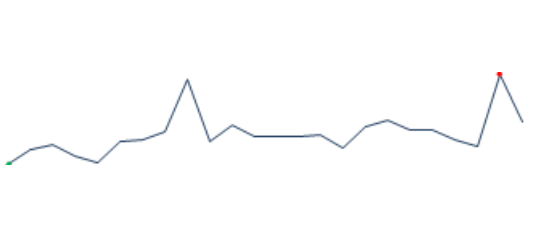
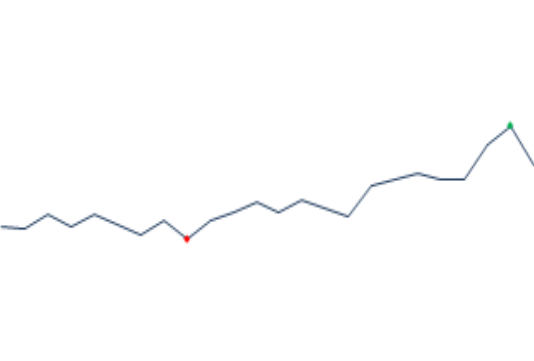
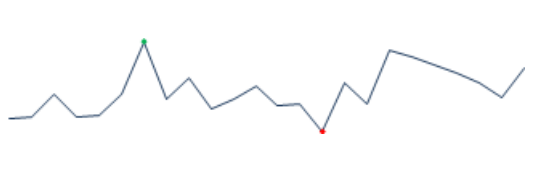
Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

T4A. Improve community and victim confidence and satisfaction in policing

	Measure	Performance	Trend	Insight
T4A.2	Hate Crime: Whole Experience	+0.8pp		Hate crime victim satisfaction is showing a slight upturn. In the 12 months to July 2019 (based on survey results to May 2019), on average, 86.4% of customers were satisfied compared to 85.6% in the previous 12 months. The overall trend line suggests a steady upturn and improved levels of satisfaction.
	Hate Crime: Ease of Contact	+3.0pp		Data up to July 2019 from May 2019 Surveys The current 12 month satisfaction rate is 97.9% compared to 94.9% the previous 12 months.
	Hate Crime: Actions Taken	+1.7pp		Data up to July 2019 from May 2019 Surveys The current 12 month satisfaction rate is 81.9% compared to 80.2% the previous 12 months.
	Hate Crime: Kept Informed	+3.5pp		Data up to July 2019 from May 2019 Surveys The current 12 month satisfaction rate is 75.2% compared to 71.7% the previous 12 months.
	Hate Crime: Treatment	+1.8pp		Data up to July 2019 from May 2019 Surveys The current 12 month satisfaction rate is 94.5% compared to 92.7% the previous 12 months.
T4A.3	Professional Standards Department Complaints	+9.3%		Nottinghamshire Police Professional Standards Department (PSD) receives an average of just over 84 complaints a month. The rolling year to July 2019 saw an additional 86 complaints received compared to the previous 12 months.

Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

T4A. Improve community and victim confidence and satisfaction in policing

Measure		Performance	Trend	Insight
T4A.4	PSD Complaints - Timeliness of Local Resolution	+15.5%		The force has seen a slight downturn in the timeliness of local resolutions to complaints, with an increase in the average number of days taken to resolve. On average in the last 12 months complaints have taken 55.2 days to resolve, compared to the previous average of 47.8 days.
T4A.5	Stop and Search Volume	+88.8%		<p>The trend for stop and search is relatively stable in the long term, although recent months have seen uplift in the number of stop and searches conducted. The force recorded 4,077 stop and searches in the 12 months to July 2019, which represents an increase of 88.8% (1,917 stop and searches) compared to last year; this is largely attributable to Op Reacher.</p> <p>This is a positive direction of travel, with a particular increase in weapons related searches driven by the force's proactive approach to dealing with knife crime.</p>
T4A.5a	Stop and Search with Positive Outcome	+3.9pp		Stop and Search positive outcomes have maintained a relatively stable trend line. A slight uplift has been seen in the current 12 month period of 41.7% compared to 37.7% in the previous 12 months.
T4A.6	Satisfied with service of the Police			<p>Police & Crime Survey to June 2019</p> <p>Data to June 2019 - respondents that had contact with the police over the last year (26%) were asked how satisfied they were with the service they received.</p> <p>59% of respondents were very or fairly satisfied. As this measure was only added in October 2018, it is not yet possible to determine the trend.</p>

Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

T4A. Improve community and victim confidence and satisfaction in policing

Measure		Performance	Trend	Insight
T4A.7	Percentage of people who believe Police do a good job	+0.5pp		Police & Crime Survey to June 2019 Data to June 2019 – 47.7% of respondents thought the Police were doing a good job in their area; marking a marginal (+0.5pp) increase on June 2018.
T4A.8	Percentage of people who have confidence in the Police treating them fairly and with respect	All: -0.3pp BME Communities: -3.4pp		Police & Crime Survey to June 2019 Data to June 2019 – 53.4% of ALL respondents reported having confidence in the Police, marking no significant change on last year. BME Communities – 65.4% of non-white British respondents report having confidence in the police, which while higher than that of overall respondents, has fallen by 3.4pp over the last year.

Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

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

Measure		Performance	Trend	Insight
T4B.1	Budget vs. Spend: a. Capital b. Revenue			<p>Latest position statement – June 2019.</p> <p>We are currently predicting a £0.9m overspend on the current outturn revenue position for 2019/20. The overspend is predominantly being caused by unexpected costs in Information Services for renewal of the data bundle contract, higher MFSS costs from early life support and additional costs in estates due to buildings not being sold as quick as planned.</p> <p>Capital budget for 2019/20 is £12.797m which is currently looking to be out turning at £9.241m for 2019/20 with £3.202m slipping into 2020/21 and the remaining £0.354m being an underspend versus budget. The budget is continually scrutinised and challenged with budget holders which is triggering the underspend as it stands over a variety of projects, this will continue to happen to see if any can be permanently reduced in order to lower the capital spend expected for 2019/20.</p>
T4B.2	Revenue Efficiencies Against Plan			<p>Latest position statement – August 2019</p> <p>As of the end of July 2019, there is still no data available to provide an update. This is due to on-going issues with the migration over to Oracle Cloud Apps.</p> <p>This will be reported to the FEB in September 2019.</p>



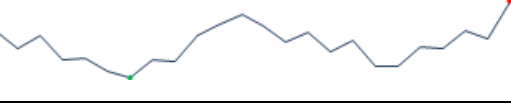
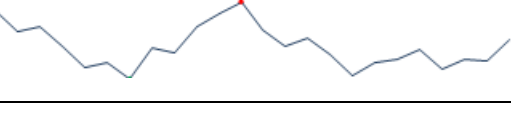

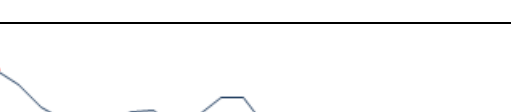
Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

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

Measure		Performance	Trend	Insight
T4C.1	Staffing Levels – Actual vs. Budget a. Officers b. Staff c. PCSOs	a = 97.93% 1,939.11 v 1,980.00		Update as of 30/06/2019 In terms of Police Officer establishment, at the end of July 2019 the force had 1,939.11 FTE (full time equivalent) in post. The planned FTE was for 1,980 by the 30 th April 2019.
		b = 96.26% 1,157.14 v 1,131.50		
		c = 85.71% 171.42 v 200.00		
T4C.2	BME Representation as at report date: a. All Force b. Officers c. PCSOs d. Staff e. Specials	a. 213/3652 = 5.83%		Update as of 31/07/2019 Figures shown are 'headcount' and exclude Officers and Staff seconded out of force. Representation of BME for All Force stands at 5.83% Specials have the largest ration of BME staff with 10.53%
		b. 110/1993 = 5.52%		
		c. 8/177 = 4.52%		
		d. 75/1292 = 5.81%		
		e. 20/190 = 10.53%		

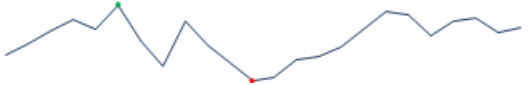
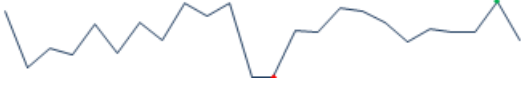
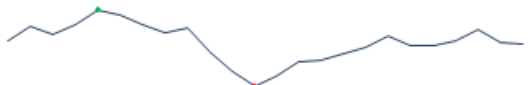

Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

T4D. Value for money is delivered and waste is minimised

Measure		Performance	Trend	Insight
T4D.1	Percentage spend on visible Front Line Policing	32.4%		2018 – Value for Money Profile, HMICFRS. 32.4% spend on visible front line policing, with a further 39.7% spent on non-visible front line policing.
T4D.2	Days lost to sickness: a. Officers b. Staff	+0.1pp		In the 12 months to July 2019, police officer sickness is at 5.2% compared to 5.1% the previous 12 months; however, the collective trend is still below the peak of 5.8% seen in January 2018.
		0.0pp		Staff sickness remains relatively stable at 5.2% compared to 5.1% the previous 12 months.
T4D.3	Calls For Service: a. 999 b. 101	a. +4.0%		The trend for both 999 and 101 calls remains relatively stable in the long term.
		b. -6.1%		999 calls have increased by 4.0% (7,186 calls) in the last 12 months, and 101 calls have reduced by 6.1% (26,577 calls) over the same period.
T4D.4	Abandoned Call Rates: a. 999 b. 101	a. -0.1pp		The abandoned call rate shows the number of calls where the caller has hung up before their call has been answered by the force control room. The abandoned call rate for 999 calls has remained low for more than eighteen months, with an average rate of 0.04% in the 12 months to July 2019.
		b. -6.8pp		The abandoned call rate for 101 calls is relatively stable at 2.3%, following several high months in summer 2017. It should be noted, that the force has put actions in place to reduce the

Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

T4D. Value for money is delivered and waste is minimised

Measure		Performance	Trend	Insight
				abandoned 101 call rates, with the trend showing generally lower monthly abandonment rates in the last twelve months.
T4D.5	Response Times: a. Grade 1 Urban b. Grade 1 Rural c. Grade 2	a. +0.4pp		The advised times for attending grade 1 (immediate attendance) incidents are 15 minutes for an incident in an urban area and 20 minutes for an incident in a rural area. The trend for the percentage of grade 1 urban and grade 1 rural incidents attended within the advised times remains relatively stable.
		b. +0.5pp		In the 12 months to July 2019 the force attended 78.2% of incidents in an urban area within 15 minutes, and 74.9% of incidents in a rural area within 20 minutes.
		c. -1.9pp		Grade 2 (urgent attendance) incidents are monitored in respect of the average time to attend the incident. The mean average time to attend Grade 2 incidents in the last 12 months is 382 minutes. The median attendance time for the same period is 50 minutes – this is a more meaningful measure and indicates how long the majority of Grade 2 incidents take to arrival on scene.
T4D.6	Crimes Recorded at First Point of Contact	-7.7pp		On average over the last 12 months, 33.9% of all crime recorded by the force has been recorded by the Contact Resolution Incident Management (CRIM) team based in the force control room. This approach means that crimes can be created as close as possible to the initial call from the public, and also frees up response officers to attend incidents. A slight downward trend in the proportion recorded by CRIM continues, with the rate in the previous 12 months higher at 41.7% compared to 33.9% for the current 12 months.

Strategic Priority Theme Four: Transforming Services and Delivering Quality Policing

T4D. Value for money is delivered and waste is minimised

Measure		Performance	Trend	Insight
T4D.7	Compliance with National Crime Recording Standards			<p>NCRS Compliance Report – August 2019 Update</p> <p>Compliance for the first quarter of 2019/20 remains very strong with overall compliance at 95% - compliance for Burglary, Robbery, Violence, Sexual Offences, Rape, and Other crime are very high with rates in excess of 95%.</p> <p>The new national requirements in relation to the way in which ‘course of conduct’ offences are recorded (stalking, harassment, controlling coercive behaviour) are becoming embedded with compliance rates increasing. In effect, all forces are now required to record a course of conduct offence in addition to the most serious victim based crime in cases involving the same victim and offender. All forces nationally are finding this a challenge to implement and embed fully. Nottinghamshire are no exception to this and are working very hard to ensure that the correct numbers of crimes are being recorded where appropriate. It is important to note, however, that the tailored service to victims of these crimes is not being affected as a result.</p>

For Decision	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance
Date of Meeting:	4th September 2019
Report of:	Mark Kimberley – CFO
Report Author:	Tracey Morris
E-mail:	Tracey.morris@nottinghamshire.pnn.police.uk
Other Contacts:	Charlotte Radford
Agenda Item:	14

Capital Report for Period 3; Quarter 1 2019/20

1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update on the financial outturn position for capital as at 30th June 2019 (Period 3, Quarter 1).

2. Recommendations

- 2.1 Recommendation 1 Outturn Position
That the Police and Crime Commissioner note the outturn position as set out in Appendix A.

Recommendation 2 Virement

That the Police and Crime Commission approve the virement request as set out in Appendix B.

2.2 Background

The Capital Programme for 2019/20 to 2023/24 was presented and approved at the Police and Crime Panel Meeting on 7th February 2019.

The capital budget for 2019/20 is £12,797k. This is calculated as slippage from 2018/19 of £1,470k and new allocations in 2019/20 of £11,327k.

Finance in conjunction with project leads and budget holders have continued to review the outturn position (Appendix A). At the end of June 2019 the projected year end outturn is £9,241k.

Actual spend to the end of June 2019 is £2,168k. Please also refer to section 8 of this report.

3. Reasons for Recommendations

- 3.1 To update the Chief Officer Team and the Office of the PCC on the Force's projected outturn position for 2019/20 and also to comply with good financial management and Financial Regulations.

4. Summary of Key Points

4.1 Executive Summary

The review during quarter one of the capital expenditure is forecasting an under spend of £354k and anticipated slippage of £3,202k.

The under spend is predominately being driven by procurement savings within the command and control project. The slippage is being driven by financial profiling issues within the new custody suite project which will be addressed when a meeting with Gleeds is held.

Monitoring has been exceptionally problematic during quarter 1, with proven errors in the data recoded on the financial system. Work is progressing to address these issues, it should be noted that the year to date actual spend is inaccurate at this present time. There is confidence that the budget set is robust and will be sufficient to manage capital plans during 2019/20.

The table below shows the projected Force under spends and slippage against the 2019/20 budget plus virements (revised budget) as at the end of June 2019.

Variances greater than £50k are explained in more detail within section 4 of this report.

Data explaining the variance between original budget and revised budget can be found in Appendix A. Data explaining the virements can be found in Appendix B.

Capital Outturn Position as at the end of June 2019, by Project.

Over spends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

Project Name	Revised Budget £'000	Forecast Outturn £'000	Underspend £'000	Slippage to 2020/21 £'000
Estates				
New Custody Suite	6,430	3,296	0	(3,134)
Building Improvement, Renovation & Conversion Works	1,172	1,171	(0)	0
Hucknall EMAS	637	632	(5)	0
Custody Improvements	360	360	(0)	0
New HQ Joint Build	352	285	0	(67)
Northern Property Store	246	246	(0)	0
Bunkered Fuel Tanks	76	57	(19)	0
Automatic Gates & Barriers	52	52	0	0
Community Rehabilitation Companies Renovations	25	25	0	0
	9,350	6,123	(25)	(3,202)
Information Services				
Command & Control	2,000	1,673	(327)	0
Technology Services Refresh & Upgrades	1,090	1,090	0	0
ANPR Camera Project	126	126	0	0
NEP	112	110	(2)	0
SICCS Upgrade	59	59	0	0
	3,387	3,058	(329)	0
Other Projects				
Vehicle & Equipment Replacement	60	60	0	0
	12,797	9,241	(354)	(3,202)

4.2 Estates – Under spend (£25k) and Slippage (£3,202k)

4.2.1 New Custody Suite – slippage (£3,134k)

The projected slippage figure is likely to change by the end of the year, Estates and Finance are awaiting a meeting with Gleeds to identify the milestone payments and progress expected during this year. This is a multi-year project and overall the project is expected to be delivered on target.

4.2.2 New HQ Joint Build – slippage (£67k)

The projected slippage figure is likely to change by the end of the year, Estates and Finance are awaiting a meeting with Gleeds to identify the milestone payments and progress expected during this year. This is a multi-year project and overall the project is expected to be delivered on target.

4.3 Information Services – Under spend (£327k)

4.3.1 Command & Control – under spend (£327k)

The project is expected to under spend to reflect the balance of procurement savings achieved during the tendering phase of the project.

4.4 Other Projects – on budget

There are no significant variances to report.

5 Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within item 4.1 and Appendix A.

6 Human Resources Implications

6.1 There are no immediate Human Resource implications arising from this report.

7 Equality Implications

7.1 There are no equality implications arising from this report.

8 Risk Management

8.1 It should be noted that the actual year to date figures shown within this report are not considered to be accurate at this point in time, work is progressing with our outsourced service to rectify current issues.

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

9.1 There are no policy implications arising from this report.

10 Changes in Legislation or other Legal Considerations

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

11 Details of outcome of consultation

11.1 The figures included in this report are presented to the Force Executive Board on a monthly basis.

12. Appendices

12.1 Appendix A – Detailed Report to June 2019.

12.2 Appendix B – Virements requiring approval.

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

NB

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

Capital Position as at the end of June 2019.

The table shows the original budget, approved slippage, requested virements and outturn position. Overspends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

Project Name	Slippage From 2018/19	New Budget 2019/20	In Year Virements	Total Available for Project	Total Actual Spend YTD	Outturn	Under Spend	Slippage to 2020/21
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
Estates								
New Custody Suite	0	6,430	0	6,430	276	3,296	0	(3,134)
Building Improvement, Renovation & Conversion Works	0	1,250	(78)	1,172	13	1,171	(0)	0
Hucknall EMAS	637	0	0	637	25	632	(5)	0
Custody Improvements	260	100	0	360	122	360	(0)	0
New HQ Joint Build	0	352	0	352	59	285	0	(67)
Northern Property Store	168	0	78	246	11	246	(0)	0
Bunkered Fuel Tanks	76	0	0	76	0	57	(19)	0
Automatic Gates & Barriers	52	0	0	52	0	52	0	0
Community Rehabilitation Companies Renovations	0	25	0	25	0	25	0	0
	1,193	8,157	0	9,350	505	6,123	(25)	(3,202)
Information Services								
Command & Control	0	2,000	0	2,000	1,457	1,673	(327)	0
Technology Services Refresh & Upgrades	0	1,090	0	1,090	167	1,090	0	0
ANPR Camera Project	106	20	0	126	28	126	0	0
NEP	112	0	0	112	0	110	(2)	0
SICCS Upgrade	59	0	0	59	0	59	0	0
	277	3,110	0	3,387	1,652	3,058	(329)	0
Other Projects								
Vehicle & Equipment Replacement	0	60	0	60	12	60	0	0
	0	60	0	60	12	60	0	0
Total	1,470	11,327	0	12,797	2,168	9,241	(354)	(3,202)

Virements Quarter 1 – 2019/20

Project	Description	Amount £
Building Improvement, Renovation & Conversion Works	Expected underspend to be used to provide racking within Northern Property Store	(78,000)
Northern Property Store	Additional racking required within store	78,000
Total		0

For Decision	
Public/Non Public*	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	4th September 2019
Report of:	Mark Kimberley - CFO
Report Author:	Tracey Morris
E-mail:	tracey.morris@Nottinghamshire.pnn.police.uk
Other Contacts:	Mark Kimberley
Agenda Item:	15

Revenue Report for Period 3; Quarter 1 2019/20.

1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update on the financial outturn position for revenue as at 30th June 2019 (Period 3, Quarter 1).

2. Recommendations

2.1 Recommendation 1

It is recommended that the contents of the attached report and virements approved under delegated arrangements for Quarter 1 2019 shown in Appendix B are noted.

2.2 Recommendation 2

That the Police and Crime Commissioner approve the virements of greater than £100k which have been recommended by the Chief Constables as set out in Appendix C. These virements will be reflected in the outturn position once fully approved.

2.3 Recommendation 3

That the Police and Crime Commissioner note the overspend position and consider any action that might be required as set out in Appendix D.

2.4 Background

The Revenue Budget 2019/20 was presented and approved at the Police and Crime Panel Meeting on 7th February 2019.

The net revenue budget for 2019/20 is £206,283k. This is split between the Force £201,308k and the Office of the Police and Crime Commissioner (OPCC) £4,975k.

Finance in conjunction with the organisation has continued to review the outturn position. At the end of June 2019 the projected year end outturn is £207,218k, which represents an over spend of £935k against the budget. Please also refer to section 8 of this report which identifies risk issues in respect of this report.

Actual spend to the end of June 2019 is £50,736k.

3. Reasons for Recommendations

- 3.1 To update the Chief Officer Team and the Office of the PCC on the Force's projected outturn position for 2019/20 and also to comply with good financial management and Financial Regulations.

4. Summary of Key Points

Executive Summary

- 4.1 The review during quarter one of revenue expenditure is forecasting an over spend in the Force budget of £935k; and an on budget position within the OPCC. It is assumed that any underspends within the OPCC during the year will be transferred to OPCC's commissioning reserve.

The over spend is predominately being driven by unexpected costs in information services for renewal of the data bundle contract and slow progress on realising the £300k efficiency saving. An over spend on MFSS relating to the extension of early life support and an increase on estates costs. Expectations were that Bingham, Worksop and Holmes House sales would be realised and the budget was reduced accordingly.

Monitoring has been exceptionally problematic during Quarter 1, with proven errors in the data recoded on the financial system. Whilst work is progressing to address these issues, it should be noted that outturn monitoring in relation to pay has not been able to be completed due to inconsistencies within the data. There is confidence that the budget set is robust and will be sufficient to manage known moves, changes, recruitment and leavers within Quarter 1 and those planned for the remainder of the year at this point in time.

The table below shows the projected Force (including externally funded and seconded officers/staff) variances against the 2019/20 budget plus virements (revised budget) as at the end of June 2019.

Variances greater than £10k are explained in more detail within section 4 of this report.

Data explaining the variance between original budget and revised budget can be found in appendix A. Data explaining the virements can be found in appendix B and appendix C.

Nottinghamshire Police Group Position as at the end of June 2019, by Department.

Over spends are shown as + numbers, whilst under spends are shown as () numbers. No adjustments have been made for rounding.

	Revised Budget (RB) £'000	Forecast Outturn (FO) £'000	FO-RB Variance £'000
Local Policing			
County	43,095	43,095	0
City	29,449	29,450	1
Contact Management	16,354	16,354	0
	88,899	88,899	1
Crime & Operational Services			
Public Protection	12,438	12,438	0
Operational Support	10,179	10,202	24
Intelligence	9,191	9,204	13
Serious & Organised Crime	7,313	7,313	0
Archive & Exhibits	1,078	1,078	0
Other	255	280	25
	40,454	40,515	61
Corporate Services			
Technical Accounting	12,455	12,357	(98)
Information Services	11,321	11,821	500
Estates	6,235	6,383	148
Fleet	3,228	3,229	1
People Services	1,742	1,735	(7)
PSD	1,636	1,635	(1)
Command	1,263	1,285	22
Futures Board	1,083	1,083	0
Corporate Development	1,080	1,080	0
Corporate Communications	833	833	0
Finance	671	671	0
Information Management	503	511	8
Other smaller budget departments	215	215	0
	42,267	42,839	573
Collaboration			
EMSOU Operations	13,548	13,566	18
EMCJS	9,066	9,066	0
EMSOU Services	4,169	4,182	13
MFSS	2,567	2,837	270
ESN	186	186	0
EMSCU	153	153	0
	29,689	29,990	301
Force Total	201,308	202,243	935
OPCC	4,975	4,975	0
Group Total	206,283	207,218	935

4.2 Crime & Operational Support – over spend £61k

4.2.1 Operational Support – Over spend £24k

The over spend reflects an additional charge in respect of the National Police Air Support of £24k.

4.2.2 Intelligence – over spend £13k

The over spend represents a charge for fitting out one of the surveillance cars.

4.2.3 Other – Over spend £25k

Increase on interpreters contract to reflect an increase for rare and scarce languages £22k and £3k in respect of an increase in UKAS charges.

4.3 Corporate Services – over spend £573k

4.3.1 Technical Accounting – under spend (£98k)

The provision of savings expected through better contract negotiations of £250k has been released from this area of the budget, it is expected that the savings will show in the respective departments as they are realised. Additional income generation is expected of £344k in general as a result of reviewing the final outturn position for 2018/19.

4.3.2 Information Services – Over spend £500k

The over spend reflects an expected cost for replacement of the EE data bundle of £275k. The balance reflects slow progress to achieve the £300k efficiency saving.

4.3.3 Estates – Over spend £148k

Over spend of £128k relates to delays in the sale of Bingham, Holmes House and Worksop. £12k relates to an increase in the management fee for the uniform contract with Cooneen.

4.3.4 Command – over spend £22k

The majority of this over spend is an additional contribution towards the undercover policing public enquiry.

4.4 Collaboration and Partnerships – over spend £301k

4.4.1 EMSOU Operations – over spend £18k

£18k reflects an expected increase in UKAS inspection and accreditation fees.

4.4.2 EMSOU Services – over spend £13k

£13k reflects an additional cost for L&D equipment to facilitate training.

4.4.3 MFSS – over spend £270k

£20k reflects an extension of the local force costs to support the issues being experienced within the migration to Oracle Cloud. £250k reflects expected MFSS costs due to the extension of early life support. In addition reports are in progress to the Joint Oversight Committee requesting additional funding which could have further cost implications of up to an additional £450k.

4.5 OPCC – on budget

The OPCC is projecting an on budget performance with an outturn of £4,975k. It is assumed that any under spend that may arise during the year will be transferred to the OPCC's Commissioning reserve at year end.

4.6 Grant Funding

This section of the reports shows grant funded projects for 2019/20. The grant and outturn figures are not shown in the tables reported under item 4.1 and will be monitored separately.

4.6.1 Op Scorpion – Grant £1,540k

The spending plan against this grant is shown below. An update on spend against the grant will be shown in P4.

Home Office Knife Crime Surge Grant	£'000
Increased Resources	561
Surge Activity	651
Increased Capability	289
Preventative / Diversionary Initiatives	39
	1,540

4.6.2 ARV Uplift – Grant £263k

The spending plan against this grant is shown below. An update on spend against the grant will be shown in P4.

Home Office ARV Uplift Funding Grant	£'000
RAPT, TST, TAPT related overtime & staffing	55
Armoury Improvement	52
Armed team support vehicle	50
X2 Tasers for initial firearms courses	33
1 x duty planning staff	27
Targetry proposals	26
Method of entry rig and shelter	20
	263

4.6.3 Cyber Crime – Grant £111k

The spending plan against this grant is shown below. An update on spend against the grant will be shown in P4.

Home Office Cyber Crime Grant	£'000
Employee costs	99
Crypto currency equipment	2
Travel & accommodation for Cyber Team	10
	111

4.7 **Efficiencies**

The 2019/20 efficiency target in order to achieve a balanced budget is £3,300k as per the table below:

Efficiencies Target for 2019/20		
	Target £'000	Outturn £'000
Pay & Expenses		
Ongoing staff pay savings	1,500	
Overtime	500	
	2,000	Unable
Non Pay		to
Procurement	300	assess
Comms & Computing	300	due to
Capital Financing	300	MFSS
Supplies & Services	200	quality
Income	200	issues.
	1,300	
Total Savings	3,300	

The procurement saving was included within the Technical Accounting area for budget purposes and has been reversed out in the June forecast on the basis that the savings will be delivered across numerous lines of expenditure. All other savings targets/achievements are captured in the outturn summary on page 3.

Finance is constantly reviewing all efficiency targets with the organisation to identify any possible risks or opportunities to delivering the yearend target.

5 Financial Implications and Budget Provision

- 5.1 The financial information relating to this item is contained within item 4.1 and Appendix A.

6 Human Resources Implications

- 6.2 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 has been exceptionally problematic during Quarter 1, with proven errors in the data recoded on the financial system. Whilst work is progressing to address these issues, it should be noted that outturn monitoring in relation to pay has not been able to be completed due to inconsistencies within the data.
- 8.2 There is concern on the number of instances where force governance is not being fully complied with. This can create a risk where by the outturn position is understated.
- 8.3 Recent information relating to pay awards is not reflected in the outturn figures in this report. An increase of 2% was identified in the budget. It is expected that the additional cost to the Force will be circa £470k assuming that staff will follow officers with a 2.5% approved increase in September 2019.

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

- 11.2 The figures included in this report are presented to the Force Executive Board on a monthly basis.

12. Appendices

- 12.2 Appendix A - Revenue Report to June 2019 CIPFA format.
- 12.3 Appendix B - Virements approved under delegated arrangements.
- 12.4 Appendix C – Virements greater than £100k requiring PCC approval.
- 12.5 Appendix D - Forecast movements.

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

NB

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

Nottinghamshire Police Group Position as at the end of June 2019, by CIPFA format.

The table shows the original budget and approved virements to represent the revised budget. Over spends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

	Budget £'000	Virements £'000	Revised Budget RB £'000	Forecast Outturn FO £'000	FO-RB Variance £'000
Pay & Allowances					
Police Officer	107,907	0	107,907	107,907	0
Police Staff	43,151	0	43,151	43,151	0
PCSO	5,723	0	5,723	5,723	0
	156,781	0	156,781	156,781	0
Overtime					
Police Officer	4,016	0	4,016	4,016	0
Police Staff	743	0	743	743	0
PCSO	60	0	60	60	0
	4,819	0	4,819	4,819	0
Other Employee Expenses					
Medical Retirements	4,929	0	4,929	4,929	0
Other Employee Expenses	2,156	18	2,174	2,167	(8)
	7,085	18	7,103	7,096	(8)
Total Pay & Allowances	168,685	18	168,703	168,695	(8)
Non Pay					
Collaboration Contributions	10,246	265	10,511	10,785	274
Comms & Computing	8,683	5	8,688	9,188	500
Other Supplies & Services	5,853	(70)	5,783	6,129	346
Premises	5,767	0	5,767	5,905	138
Transport	5,652	33	5,685	5,678	(7)
Capital Financing	4,335	0	4,335	4,335	0
Forensic & Investigative costs	2,090	0	2,090	2,112	22
Custody costs & Police Doctor	1,483	0	1,483	1,488	5
Partnership Payments	1,312	(251)	1,061	1,088	27
Clothing, Uniform & Laundry	527	0	527	537	10
Income	(13,325)	0	(13,325)	(13,697)	(372)
Total Non-Pay	32,623	(18)	32,605	33,548	943
OPCC	4,975	0	4,975	4,975	0
TOTAL GROUP POSITION	206,283	(0)	206,283	207,218	935

Nottinghamshire Police Group Position as at the end of June 2019, by Department.

The table shows the original budget and approved virements to represent the revised budget. Over spends are shown as + numbers, whilst under spends are shown as () numbers. No manual adjustments have been made for rounding.

	Budget £'000	Virements £'000	Revised Budget RB £'000	Forecast Outturn FO £'000	FO-RB Variance £'000
Local Policing					
County	43,081	15	43,095	43,095	0
City	29,450	(1)	29,449	29,450	1
Contact Management	16,479	(125)	16,354	16,354	0
	89,010	(111)	88,899	88,899	1
Crime & Operational Services					
Public Protection	12,438	0	12,438	12,438	0
Operational Support	10,156	23	10,179	10,202	24
Intelligence	9,191	0	9,191	9,204	13
Serious & Organised Crime	7,313	0	7,313	7,313	0
Archive & Exhibits	1,078	0	1,078	1,078	0
Other	(47)	302	255	280	25
	40,129	325	40,454	40,515	61
Corporate Services					
Technical Accounting	12,776	(321)	12,455	12,357	(98)
Information Services	11,272	49	11,321	11,821	500
Estates	6,235	0	6,235	6,383	148
Fleet	2,876	352	3,228	3,229	1
People Services	1,715	27	1,742	1,735	(7)
PSD	1,635	1	1,636	1,635	(1)
Futures Board	1,280	(197)	1,083	1,083	0
Command	1,235	28	1,263	1,285	22
Corporate Development	1,628	(548)	1,080	1,080	0
Corporate Communications	833	0	833	833	0
Finance	671	0	671	671	0
Information Management	0	503	503	511	8
Other smaller budget departments	215	0	215	215	0
	42,372	(105)	42,267	42,839	573
Collaboration					
EMSOU Operations	13,781	(232)	13,548	13,566	18
EMCJS	9,066	0	9,066	9,066	0
EMSOU Services	4,195	(27)	4,169	4,182	13
MFSS	2,418	150	2,567	2,837	270
ESN	186	0	186	186	0
EMSCU	153	0	153	153	0
	29,798	(109)	29,689	29,990	301
Force Total	201,308	0	201,308	202,243	935
OPCC	4,975	0	4,975	4,975	0
Group Total	206,283	0	206,283	207,218	935

Virements Quarter 1 - Approved under delegated arrangements

Expenditure Type	Description	Amount £
Other Employee Costs	Overspend on Xpert HR licences, is to be funded from saving on External Assessment Centres	(1,300.00)
	Staff Survey - Uni of Durham costs - to be funded from saving on External Assessment Centres	(7,500.00)
	Counselling Service saving from collaboration to off-set local costs of new contract	26,580.00
	TOTAL	17,780.00
Supplies & Services	Drone costs realigned under Air Support from Specialist Operational Equipment	(32,700.63)
	Realignment of funds to support the EMRICC charge for 19/20	(40,972.00)
	Overspend on Xpert HR licences, is to be funded from saving on External Assessment Centres	1,300.00
	Staff Survey - Uni of Durham costs - to be funded from saving on External Assessment Centres	7,500.00
	TOTAL	(64,872.63)
Third Party Payments	Realignment of funds to support the EMRICC charge for 19/20	40,972.00
	Counselling Service saving from collaboration to off-set local costs of new contract	(26,580.00)
	TOTAL	14,392.00
Transport Related	Drone costs realigned under Air Support from Specialist Operational Equipment	32,700.63
	TOTAL	32,700.63
OVERALL MOVEMENT		-

Virements Quarter 1- Requiring PCC approval.

Expenditure Type	Description	Amount £
Grant, Trading & Reimb Income	Additional Income generated & expected to be generated over several areas	(371,724.85)
Other Employee Costs	Overall reduction in Assessment Centre requirements	(7,520.00)
Property Related	Increase in forecast to reflect utility & rates charges for Holmes House, Worksop and Bingham	137,952.00
Supplies & Services	Additional Inflation costs and uplift in UKAS Accreditation fee and NPFDPDPU uplift, change to translation contract.	197,475.85
Third Party Payments	NPAS additional charge; contribution to undercover policing enquiry; contribution to Op Elter.	50,997.00
Transport Related	2018/19 Year end adjustment (release of accrual)	(7,180.00)
OVERALL FORECAST MOVEMENT		-

Forecast Movements Quarter 1- 2019/20

Expenditure Type	Description	Amount £
Supplies & Services	Increase in Hotel Accommodation costs, primarily due to overnight stays in Cheshire	21,179.69
	50% Alicen Puntin from Towers Holt - one-off, in respect of MFSS	10,000.00
	PS TAX advice for EMSCU becoming an independent legal entity	6,650.00
	Overspend in Information services for EE data bundle and not achieving efficiency saving	397,407.14
	Release of expected savings through contract negotiations	250,000.00
	TOTAL	685,236.83
Third Party Payments	Contingency for extension in early life support MFSS	250,000.00
	TOTAL	250,000.00
OVERALL FORECAST MOVEMENT		935,236.83

For Consideration	
Public/Non Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	04 September 2019
Report of:	The Chief Executive
Report Author:	Noel McMenamin
E-mail:	noel.mcmenamin@nottsc.gov.uk
Other Contacts:	
Agenda Item:	17

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**

6 November 2019

6 November 2019			
	ITEM	FREQUENCY	REPORT AUTHOR
	Police and Crime Plan Priority Theme 1 • <i>Protecting People from Harm</i>		
	Children and Adult Safeguard		
	Safeguarding		
	Modern Slavery – Improving our Response		
	Cyber enabled Crime and Keeping People Safe Online		
	Improve Response to Missing Persons		
	Strategic Items		
	SARC Facility		
	Standard Items		
	Performance and Insight Report		
	Revenue and Capital Monitoring		
	Chief Constable's Update		
	Regional Collaboration (Verbal Update)		

HOW STRATEGIC RESOURCES & PERFORMANCE WILL FEED IN TO THE POLICE AND CRIME PANEL 2019

SR&P Meeting Date	SR&P Report Deadline	P&CP Meeting Date	P&CP Pre Agenda Deadline
6 November 2019	29 October 2019	25 November 2019	25 October 2019