Nottinghamshire
POLICE & CRIME COMMISSIONER

STRATEGIC RESOURCES & PERFORMANCE MEETING

Thursday 07 September 2017 at 10.00 am
Gedling Borough Council Offices

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
Paul Dawkins – Assistant Chief Officer, Finance, Notts Police

A G E N D A

1 Apologies for absence

2 Minutes of the previous meeting held on 6 July 2017

3 Workforce Planning

4 Staff Health and Wellbeing

5 Office of Surveillance Commission Annual Report and recommendations

6 Equality, Diversity and Human Rights Performance and Monitoring

7 Performance & Insight Report

8 Finance Performance & Insight Report for 2017/18 as at June 2017

9 Regional Collaboration Update (verbal)

10 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 9670999 extension 801 2005 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: sara.allmond@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 THURSDAY 6TH JULY 2017

AT GEDLING BOROUGH COUNCIL, CIVIC CENTRE, ARNOT HILL ROAD, ARNOLD, NOTTINGHAM, NG5 6LU

COMMENCING AT 10.00AM

MEMBERSHIP

(A – denotes absence)

Paddy Tipping – Police and Crime Commissioner
Kevin Dennis – Chief Executive, OPCC
A Charlie Radford – Chief Finance Officer, OPCC
Craig Guildford – Chief Constable, Nottinghamshire Police
A Rachel Barber – Deputy Chief Constable, Nottinghamshire Police
A Paul Dawkins – Assistant Chief Officer, Finance

OTHERS PRESENT

Sara Allmond – Democratic Services, Notts County Council
Helen Kane – Executive Support Officer, OPCC
Jackie Nash – Volunteer Manager, OPCC
Viv Goulder – Volunteer
Christine Shellard - Volunteer

APOLOGIES FOR ABSENCE

An apology for absence was received from Charlie Radford.

DECLARATIONS OF INTEREST

None.

MINUTES OF THE PREVIOUS MEETING HELD ON 25 MAY 2017

Agreed.

VICTIMS' CODE OF PRACTICE (FORCE)

The Chief Constable introduced the report which provided a 12 month update on progress in implementing the Victims Code of Practice.

During discussions the following points were raised:

- The Code of Practice was a key theme for responders and there had been good feedback from domestic abuse victims. When reflecting on where the Force was, the situation was now better with more still to do. An operational lead had now been appointed.
- There was a push towards self-service in relation to victims receiving updates on progress on their case with victims being able to check progress online. This was also being looked at regionally.
- There had to be a balanced approach, considering the needs of the victim as well as resource requirements.

RESOLVED 2017/0024

To note the report.

VICTIMS' CODE COMPLIANCE AND QUALITY ASSURANCE (OPCC)

Helen Kane introduced the report and gave a presentation on victims' code compliance and quality assurance, with input from Viv Goulder and Christine Shellard who were volunteers for the service.

During discussions the following points were raised:

- The telephone survey was carried out by volunteers, which was in addition to any feedback requested from the Force. There was some concern by victims about being contacted twice, but once explained they generally understood the independence of this survey. However it did mean some chose not to participate. The consent to contact issue needed to be resolved.
- It was proposed to start contacting victims in the evenings in the hope of increasing response rates.
- Volunteers were positive about the contribution they were adding to developing the service for victims.
- A suggestion of an online service for victims of car crimes was proposed.

RESOLVED 2017/0025

To note the report

CHIEF CONSTABLE'S UPDATE REPORT

The Chief Constable introduced the report and highlighted key areas within the report including the work being carried out in relation to hate crime, the recent intake of new PCSOs and the national Banking Protocol.

RESOLVED 2017/0026

To note the report.

PERFORMANCE AND INSIGHT REPORT

RESOLVED 2017/0027

Resolved to note the report.

REGIONAL COLLABORATION UPDATE (VERBAL)

No updates to provide

WORK PROGRAMME

RESOLVED 2017/0028

That the contents of the report be noted.

The meeting closed at 10.50am

CHAIR

For Information	
Public/Non Public:	**Public**
Report to:	**Strategic Resources and Performance**
Date of Meeting:	**7th September 2017**
Report of:	**Claire Salter**
Report Author:	**Linda Nelson – HR Partner Workforce Planning**
E-mail:	**Linda.nelson@nottinghamshire.pnn.police.uk**
Other Contacts:	**Claire Salter – HR Senior Manager**
Agenda Item:	**3**

WORKFORCE PLANNING

1. Purpose of the Report

1.1 To provide an update on the police officer and police staff numbers as at 30 June 2017.

2. Recommendations

2.1 It is recommended that the meeting note the report.

3. Reasons for Recommendations

3.1 **Police Officers**

The Priority Plan will confirm the future operating model for Nottinghamshire Police and determine the targeted establishment for police officers and police staff.

As at 30 June the number of police officers funded by Nottinghamshire Police is **1743.22 FTE**. In addition, there are **18.73 FTE** officers who are externally funded through our partnership arrangements, for example, via Nottingham Community Protection. A further **37** officers in regional posts are classed as collaboratively funded plus **7 FTE** on secondment and **7.64 FTE** on career break. This provides a total FTE of **1813.59** police officers.

The budget forecast for 31 March 2018 is 1824.80 FTE force funded police officers and 1894.20 FTE in total. This is based on a conservative prediction of around 121.9 FTE police officer leavers during 2017/18. *(67.9 FTE '30 year' leavers and 54 FTE 'other' leavers).*

At 31 March 2017, Nottinghamshire Police closed on 1770.34 core funded officers and 1849.92 in total, which was around 65 officers under the quarter 2 forecasted numbers.

During June 2017 we had **2** 'other' leavers (1 resignation and 1 medical retirement).

Appendix 2 shows the police officer numbers by business area and Appendix 3 highlights the number of deployable resources by business area.

Appendix 4 shows the actual strength at 30 June further broken down by substantive rank and current rank, including officers classed as externally funded and on secondment.

Table 1 - Officers in **Acting and Temporary Roles**

Temporary & Acting Rank	**Local**	**Collaborative Partnership Regional**	**Secondment**	**Total FTE**	**Variance to last month**
Chief Superintendent	1	-	-	**1**	-1
Superintendent	1	1	3	**5**	-1
Chief Inspector	10	3	-	**13**	-1
Inspector	28	0	1	**29**	-1
Sergeant	50.75	7	-	**57.75**	+2
	90.75	**11**	**4**	**105.75**	**-2**

8 officers were successful at Inspector promotion process. 4 will be promoted as Temporary Inspector (in line with Step 4 of the NPPF) and 4 will be promoted substantively. All promotions are effective from 1 August. Overall, this will result in a reduction of 1 Temporary Inspector which will be reflected in the August figures.

3.2 **Police Staff**

Appendix 2 details the force funded Police Staff numbers as at 30 June.

As at this date, the number of substantive Police Staff, excluding PCSOs was **983.32 FTE.** This is a decrease of **4.44 FTE** from last month which is due to a combination of joiners and leavers.

The HR matrix (Appendix 3) breaks this information down by Police Staff and Police Community Support Officers (PCSO) and provides additional information relating to available resources by business area.

The police staff establishment was recorded as **1113.72 FTE**. This decrease is the result of adopting the establishment as outlined within the Strategic Service Specification.

3.3 **PCSOs**

As at 30 June the number of PCSO's was **180.28 FTE**. This is a decrease of **3.80 FTE** from last month. (4 FTE leavers and a 0.20 FTE increase in hours).

However, 13 conditional offers have been made. 8 have accepted (and will join us on 18 August) 4 were unable to commit to an August start date due to holidays (but will join us in October) and 1 offer was withdrawn due to drugs screening results.

In terms of the latest process, of the **115** applications received, 3 were unsuccessful at pre-employment vetting checks. 47 passed CBQ and have been invited for interview (along with 2 others from a previous process). Interviews are being held from 19 July to 1 August. It is envisaged that both cohorts will be fully resourced in October (5th and 20th).

The PCSO review in 2015 resulted in the establishment reducing from 340 FTE to 246.7 FTE. Subsequent voluntary redundancies and natural wastage led to a further reduction. The ambition is to maintain the establishment at 200 FTE.

4. Summary of Key Points

4.1 Workforce planning is a process used to identify current and future staffing needs and development needs of the workforce to meet future requirements.

4.2 There are typically four stages to developing a workforce plan as follows:

- Identify the workforce requirements for the future
- Develop a profile of the current workforce (e.g. skills, training etc.)
- Carry out a gap analysis between current and future requirements
- Develop an action plan to meet future requirements

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.

6. Human Resources Implications

6.1 Developing the detailed workforce plan and supporting the Priority Plan will require HR 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.

8. Risk Management

8.1 Recruitment and training plans are in place and reviewed on an on-going basis.

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

9.1 The MTFP workforce plan was 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 2017/18 Police Officer Forecast – Appendix 1

12.2 Performance & Insight Establishment Report – Appendix 2

12.3 HR Matrix detailing available resources – Appendix 3

12.4 Police Officer – Actual Rank Breakdown – Appendix 4

Appendix 1 - Police Officer Tracker (FTE Information for Q2 Forecast & 2017/18 Budget)

	Mar-17	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	Mar-18
Core	**1840.9**	**1764.1**	**1757.7**	**1751.2**	**1774.7**	**1764.2**	**1795.7**	**1783.3**	**1773.8**	**1766.6**	**1790.1**	**1801.6**	**1824.8**
Chief Constable	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Deputy Chief Constable	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Assistant Chief Constable	1.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0
Chief Superintendent	2.0	5.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	4.0	3.0	3.0	3.0
Superintendent	12.0	12.0	12.0	12.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0
Chief Inspector	25.0	23.0	22.0	22.0	22.0	21.0	21.0	20.0	20.0	20.0	20.0	20.0	19.0
Inspector	103.9	104.0	103.0	103.0	101.0	99.0	99.0	97.0	97.0	97.0	96.0	95.0	95.0
Sergeant	323.4	311.6	309.6	308.6	307.6	305.6	305.6	303.6	301.6	300.9	299.9	299.9	296.9
Constable	1,371.7	1,304.5	1,303.1	1,297.6	1,325.1	1,319.6	1,351.1	1,343.7	1,336.2	1,329.7	1,356.2	1,368.7	1,395.9
Transferees/New Recruits	-	-	7.0	7.0	43.0	43.0	79.0	79.0	79.0	79.0	115.0	133.0	169.0
EF	**30.0**	**23.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**	**22.4**
Chief Inspector	2.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Inspector	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Sergeant	8.0	4.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Constable	17.0	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4
Seconded Officers	**44.0**	**51.0**	**51.0**	**50.0**	**50.0**	**49.0**	**48.0**	**48.0**	**48.0**	**48.0**	**47.0**	**47.0**	**47.0**
Chief Superintendent	-	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Superintendent	4.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0
Chief Inspector	3.0	7.0	7.0	7.0	7.0	6.0	6.0	6.0	6.0	6.0	5.0	5.0	5.0
Inspector	4.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
Sergeant	7.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0	11.0
Constable	26.0	23.0	23.0	22.0	22.0	22.0	21.0	21.0	21.0	21.0	21.0	21.0	21.0
Grand Total	**1,914.9**	**1,838.5**	**1,831.1**	**1,823.6**	**1,847.1**	**1,835.6**	**1,866.1**	**1,853.7**	**1,844.2**	**1,837.0**	**1,859.5**	**1,871.0**	**1,894.2**
Actual Funded	1,770.3	1,757.4	1,748.0	1,743.2									
Variance	(70.6)	(6.8)	(9.7)	(8.0)	(1,774.7)	(1,764.2)	(1,795.7)	(1,783.3)	(1,773.8)	(1,766.6)	(1,790.1)	(1,801.6)	(1,824.8)
Actual Grand Total	1,849.9	1,834.9	1,819.3	1,813.6									
Variance	(65.0)	(3.6)	(11.8)	(10.0)	(1,847.1)	(1,835.6)	(1,866.1)	(1,853.7)	(1,844.2)	(1,837.0)	(1,859.5)	(1,871.0)	(1,894.2)

March 2017: 21 Leavers (8 retirements, 8 transfers, 2 dismissal, 1 medical retirement, 2 resignations)
April 2017: 17 Leavers (8 retirements, 3 transfers, 1 dismissal, 2 medical retirement, 3 resignations)
May 2017: 21 Leavers (15 retirements, 3 transfers, 3 resignations)
June 2017: 5 Leavers (3 retirements, 1 medical retirement, 1 resignation)
July 2017:
August 2017:
September 2017:
October 2017:
November 2017:
December 2017:
January 2018:
February 2018:
March 2018:

Appendix 2 - P&I Establishment

	Police Officers				Police Staff					
	Substantive Actual Headcount	Substantive Actual FTE	Budgeted Establishment	Externally Funded Actual FTE	Substantive Headcount	Substantive Actual FTE	Budgeted Establishment	Variance to Establishment	Externally Funded Actual FTE	Total Substantive Actual FTE
Uniform Operations Command										
Force Response	660	646	654		35	34	51	(17)		680
Strategic Partnerships	249	245	259	14	208	196	211	(15)	38	441
Contact Management	65	60	56		295	265	280	(15)		325
	974	**951**	**969**	**14**	**538**	**495**	**542**	**(47)**	**38**	**1,446**
Investigations & Intelligence										
Complex Crime	138	133	139		12	12	14	(2)		145
Organised Crime	59	58	70		13	12	19	(7)		71
Intelligence	112	110	114	5	151	141	170	(29)	1	251
Public Protection	192	179	202		39	37	37	(0)		215
	501	**480**	**525**	**5**	**215**	**202**	**240**	**(37)**	**1**	**683**
EMCJS	51	51	55		154	136	146	(10)	1	187
EMOpSS	148	148	130	-	23	20	9	11		168
EMSOU	72	70	81	37	52	48	58	(10)	4	118
	271	**269**	**266**	**37**	**229**	**203**	**213**	**(9)**	**5**	**473**
Command	3	3	3		1	1	1	-	-	4
Senior Leaders	2	2	2		-	-	-	-	-	2
Corporate Services	39	38	43		286	263	318	(55)	18	300
	1,790	**1,743**	**1,808**	**56**	**1,269**	**1,164**	**1,313**	**(149)**	**62**	**2,907**

Budgeted Establishment (30 June 2017)	**1,751**
Variance to budgeted establishment	**(8.0)**

Headcount	
Specials	**227**

PCSO (included within Staff)

	Substantive Headcount	Substantive Actual FTE	Budgeted Establishment	Variance to Establishment	Externally Funded Actual FTE
	189	180	200.0	(19.7)	-

Appendix 3 - HR Matrix Available Resources - Police Officers - 30 June 2017

	Senior Leaders	UOC Force Response	UOC Strategic Partnerships	UOC Contact Management	Corporate Services	I&I Complex Crime	I&I Organised Crime	I&I Intelligence Command	I&I Public Protection	EMCJS	EMOpSS	EMSOU	Secondments	Total Police
Orignal Budgeted Establishment	**2.00**	**654.00**	**256.00**	**56.00**	**45.93**	**139.00**	**70.00**	**114.00**	**202.00**	**55.00**	**130.00**	**80.86**	**0.00**	**1804.79**
Adjustments +/-	**0.00**	**0.00**	**3.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**3.00**
Revised Budgeted Establishment	**2.00**	**654.00**	**259.00**	**56.00**	**45.93**	**139.00**	**70.00**	**114.00**	**202.00**	**55.00**	**130.00**	**80.86**	**0.00**	**1807.79**
Actual Strength (FTE) **SUBSTANTIVE POST** excluding External Funding, Secondments AND Career Breaks @ month end	2.00	646.11	244.50	60.48	40.72	133.37	58.13	110.01	178.68	51.00	148.00	70.22	0.00	**1743.22**
Actual Strength (FTE) **CURRENT POST** including temporary posts excluding External Funding, Secondments AND Career Breaks @ month end	2.00	639.11	238.82	70.78	40.72	136.52	58.13	109.67	176.88	51.00	142.00	69.22	0.00	**1734.85**
Variance from Force Funded SUBSTANTIVE POST	**0.00**	**-14.89**	**-20.18**	**14.78**	**-5.21**	**-2.48**	**-11.87**	**-4.33**	**-25.12**	**-4.00**	**12.00**	**-11.64**	**0.00**	**-64.57**
MANAGEMENT INFORMATION (Based on Current Post)														
Maternity / Adoption / Shared Parental Leave		8.15	2.00	0.78		2.11	1.00	0.68	3.00		1.00	1.00		**19.72**
Probationers prior to Independent Patrol		18.79												**18.79**
Long Term Sickness		12.00	3.00	7.65	2.00	1.00	3.00	2.90	9.21	1.00	2.00	1.00		**44.76**
Suspended			1.00					1.00						**2.00**
Total Abstractions	0.00	38.94	6.00	8.43	2.00	3.11	4.00	4.58	12.21	1.00	3.00	2.00	0.00	85.27
Total Available Resources	**2.00**	**600.17**	**232.82**	**62.35**	**38.72**	**133.41**	**54.13**	**105.09**	**164.67**	**50.00**	**139.00**	**67.22**	**0.00**	**1649.58**
Other Funding (Based on Substantive Post)														
Partnership Funding Actual Strength (FTE)			14.00					4.73						**18.73**
Collaborative Funding Actual Strength (FTE)												37.00		**37.00**
Secondments Actual Strength (FTE)													7.00	**7.00**
Career Breaks		**2.00**	**3.00**			**0.80**		**0.65**	**1.19**					**7.64**
Total Substantive Police Officer														**1,813.59**

Appendix 3 - HR Matrix Available Resources - Police Staff - 30 June 2017

	UOC Force Response	UOC Strategic Partnerships	UOC Contact Management	Corporate Services	I&I Complex Crime	I&I Organised Crime	I&I Intelligence Command	I&I Public Protection	EMCJS	EMOpSS	EMSOU	Secondments	Total Police
Police Staff - Excluding PCSOs													
Orignal Budgeted Establishment	**51.00**	**16.00**	**279.50**	**320.35**	**14.00**	**19.00**	**164.72**	**37.00**	**146.00**	**8.69**	**58.00**	**0.00**	**1114.26**
Adjustments +/-	**0.00**	**0.00**	**0.00**	**-0.54**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**0.00**	**-0.54**
Revised Budgeted Establishment	**51.00**	**16.00**	**279.50**	**319.81**	**14.00**	**19.00**	**164.72**	**37.00**	**146.00**	**8.69**	**58.00**	**0.00**	**1113.72**
Actual Strength (FTE) **SUBSTANTIVE POST** excluding External Funding, Secondments AND Career Breaks @ month end	33.95	16.50	264.51	263.59	12.00	12.49	140.15	36.77	135.99	19.54	47.83	0.00	**983.32**
Actual Strength (FTE) **CURRENT POST** including temporary posts excluding External Funding, Secondments AND Career Breaks @ month end	33.95	17.50	260.87	267.12	12.00	12.49	142.12	39.50	135.08	19.54	47.83	0.00	**988.00**
Variance from Force Funded CURRENT POST	**-17.05**	**1.50**	**-18.63**	**-52.69**	**-2.00**	**-6.51**	**-22.60**	**2.50**	**-10.92**	**10.85**	**-10.17**	**0.00**	**-125.72**
PCSOs													
Orignal Budgeted Establishment		**195.00**					**5.00**						**200.00**
Adjustments +/-		**0.00**											**0.00**
Revised Budgeted Establishment		**195.00**	**-**	**-**			**5.00**		**-**	**-**	**-**		**200.00**
Actual Strength (FTE) **SUBSTANTIVE POST** excluding External Funding AND Career Breaks @ month end		179.28					1.00						**180.28**
Actual Strength (FTE) **CURRENT POST** including temporary posts excluding External Funding, Secondments AND Career Breaks @ month end		175.28					3.00						**178.28**
Variance from Force Funded SUBSTANTIVE POST	**-**	**-15.72**	**-**	**-**	**-**	**-**	**-4.00**	**-**	**-**	**-**	**-**	**-**	**-19.72**
MANAGEMENT INFORMATION (Based on Current Post)													
Abstractions out of Force													
Maternity / Adoption	2.00	3.00	3.71	4.57			3.64	1.00	1.74		1.00		**20.66**
Long Term Sickness		3.87	2.00	2.72			3.96	1.95	3.84				**18.34**
Suspended							1.00						**1.00**
Total Abstractions	2.00	6.87	5.71	7.29	0.00	0.00	8.60	2.95	5.58	0.00	1.00		**40.00**
Total Available Resources	**31.95**	**185.91**	**255.16**	**259.83**	**12.00**	**12.49**	**136.52**	**36.55**	**129.50**	**19.54**	**46.83**		**1126.28**
Temporary Agency Staff	1.00	1.00	2.00	51.69			7.00		1.00			2.00	**65.69**
Available Resources for Deployment	**32.95**	**186.91**	**257.16**	**311.52**	**12.00**	**12.49**	**143.52**		**130.50**	**19.54**	**46.83**		**1191.97**
Other Funding (Based on Substantive Post)													
Partnership Funding Actual Strength (FTE)		37.81		18.04			1.00		1.00				**57.85**
Collaborative Funding Actual Strength (FTE)											4.00		**4.00**
Secondments Actual Strength (FTE)												1.00	**1.00**
Career Breaks	**1.00**		**1.70**	**1.00**		**0.61**			**0.84**				**5.15**
Total Substantive Police Staff													**1,231.60**

Appendix 4 - Actual Rank Breakdown as at midnight 30 June 2017 (current posts - includes temporary and acting duties)

Force Funded Officers (excludes career break)

	Senior Leaders	UOC Force Reponse	UOC Strategic Partnerships	UOC Contact Management	Command Team	Corporate Services	I&I Complex Crime	I&I Organised Crime	I&I Intelligence Command	I&I Public Protection	EMCJS	EMOpSS	EMSOU	**Grand Total**
Chief Constable					1.00									**1.00**
Deputy Chief Constable					1.00									**1.00**
Assistant Chief Constable					1.00									**1.00**
Chief Superintendent	1.00													**1.00**
Detective Chief Superintendent	1.00													**1.00**
Temporary Chief Superintendent						1.00								**1.00**
Superintendent		1.00	2.00	1.00		1.00		1.00		1.00		1.00		**8.00**
Detective Superintendent						1.00	1.00		1.00					**3.00**
Temporary Superintendent						1.00								**1.00**
Chief Inspector		2.00	5.00	1.00								1.00		**9.00**
Detective Chief Inspector						1.00	2.00		1.00	2.00				**6.00**
Temporary Chief Inspector		1.00	1.00			1.00			2.00					**5.00**
Temporary Detective Chief Inspector				1.00			1.00	1.00		2.00				**5.00**
Inspector		19.95	15.00	6.00		3.37			2.00		8.00	5.00		**59.32**
Detective Inspector						2.00	2.00	2.00	4.00	6.00	1.00		5.00	**22.00**
Temporary Inspector		5.00		4.00			1.00		1.00		4.00	2.00		**17.00**
Temporary Detective Inspector							5.00	2.00	1.00	3.00				**11.00**
Sergeant		63.34	44.37	4.67		5.75	1.00	2.00	10.80	1.81	37.00	14.00	2.00	**186.75**
Detective Sergeant						3.00	14.00	5.00	5.80	26.02	1.00	2.00	10.00	**66.81**
Temporary Sergeant		23.00	3.85	9.00		1.00	1.00		3.90			1.00		**42.75**
Temporary Detective Sergeant				1.00			1.00	1.00		3.00		1.00	1.00	**8.00**
Constable		522.82	167.60	42.11		13.00	36.36	14.75	61.24	59.00		112.00	4.00	**1032.89**
Detective Constable		1.00		1.00		3.60	71.16	29.38	15.93	73.05		3.00	47.22	**245.35**
Grand Total	**2.00**	**639.11**	**238.82**	**70.78**	**3.00**	**37.72**	**136.52**	**58.13**	**109.67**	**176.88**	**51.00**	**142.00**	**69.22**	**1734.85**

Partnership Funded Officers

	UOC Strategic Partnerships	I&I Intelligence Command	**Grand Total**
Temporary Chief Inspector	1.00		**1.00**
Inspector	2.00		**2.00**
Sergeant	2.00		**2.00**
Temporary Sergeant	1.00	2.00	**3.00**
Constable	7.00	4.11	**11.11**
Detective Constable		0.63	**0.63**
Grand Total	**13.00**	**6.73**	**19.73**

Collaborative Funded Officers

	I&I Public Protection	EMSOU	**Grand Total**
Detective Chief Superintendent		1.00	**1.00**
Detective Superintendent		1.00	**1.00**
Temporary Detective Superintendent		1.00	**1.00**
Detective Chief Inspector		4.00	**4.00**
Temporary Chief Inspector	1.00	1.00	**2.00**
Inspector		1.00	**1.00**
Sergeant		2.00	**2.00**
Detective Sergeant		2.00	**2.00**
Temporary Sergeant		2.00	**2.00**
Temporary Detective Sergeant		2.00	**2.00**
Constable		8.00	**8.00**
Detective Constable		13.00	**13.00**
Grand Total	**1.00**	**38.00**	**39.00**

Seconded Officers

	Corporate Services	Secondments	**Grand Total**
Superintendent		1.00	**1.00**
Temporary Superintendent		3.00	**3.00**
Chief Inspector		1.00	**1.00**
Inspector		1.00	**1.00**
Temporary Detective Inspector		1.00	**1.00**
Sergeant	1.00	1.00	**2.00**
Constable		4.00	**4.00**
Grand Total	**1.00**	**12.00**	**13.00**

Appendix 4 - Actual Rank Breakdown as at midnight 30 June 2017 (substantive posts)

Force Funded Officers (excludes Career Break)

	Senior Leaders	UOC Force Response	UOC Strategic Partnerships	UOC Contact Management	Command Team	Corporate Services	I&I Complex Crime	I&I Organised Crime	I&I Intelligence Command	I&I Public Protection	EMCJS	EMOpSS	EMSOU	**Grand Total**
Chief Constable					1.00									**1.00**
Deputy Chief Constable					1.00									**1.00**
Assistant Chief Constable					1.00									**1.00**
Chief Superintendent	1.00													**1.00**
Superintendent		1.00	2.00	1.00		2.00		1.00		1.00		1.00		**9.00**
Detective Superintendent						2.00	1.00		1.00					**4.00**
Detective Chief Superintendent	1.00													**1.00**
Chief Inspector		2.00	5.00	2.00								1.00		**10.00**
Detective Chief Inspector						1.00	2.00		1.00	2.00				**6.00**
Inspector		19.95	17.00	5.00		3.37			4.00		8.00	5.00		**62.32**
Detective Inspector				1.00		3.00	4.00	2.00	6.00	8.00	1.00		5.00	**30.00**
Sergeant		70.34	43.37	6.67		7.75	1.00	2.00	13.80	1.81	41.00	18.00	2.00	**207.75**
Detective Sergeant						4.00	16.00	6.00	5.80	30.02	1.00	2.00	11.00	**75.81**
Constable		551.82	177.13	42.88		11.00	34.36	14.75	63.41	62.80		117.00	4.00	**1079.16**
Detective Constable		1.00		1.92		3.60	75.01	32.38	15.00	73.05		4.00	48.22	**254.19**
Grand Total	**2.00**	**646.11**	**244.50**	**60.48**	**3.00**	**37.72**	**133.37**	**58.13**	**110.01**	**178.68**	**51.00**	**148.00**	**70.22**	**1743.22**

Partnership Funded Officers

	UOC Strategic Partnerships	I&I Intelligence Command	**Grand Total**
Chief Inspector	1.00		**1.00**
Inspector	4.00		**4.00**
Sergeant	2.00		**2.00**
Constable	7.00	4.11	**11.11**
Detective Constable		0.63	**0.63**
Grand Total	**14.00**	**4.73**	**18.73**

Collaborative Funded Officers

	EMSOU	**Grand Total**
Detective Superintendent	1.00	**1.00**
Detective Chief Superintendent	1.00	**1.00**
Detective Chief Inspector	5.00	**5.00**
Inspector	1.00	**1.00**
Sergeant	2.00	**2.00**
Detective Sergeant	2.00	**2.00**
Constable	8.00	**8.00**
Detective Constable	17.00	**17.00**
Grand Total	**37.00**	**37.00**

For Information	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**7th September 2017**
Report of:	**Jacky Lloyd**
Report Author:	**Jacky Lloyd, Ch Insp Shaun Ostle and Steve Mitchel**
E-mail:	**Wellbeing** **jacky.lloyd@nottinghamshire.pnn.police.uk** HR Wellbeing lead **shaun.ostle@nottinghamshire.pnn.police.uk** Operational Wellbeing lead **Attendance** **stephen.mitchel10911@nottinghamshire.pnn.police.uk**
Other Contacts:	**Denise Hill**
Agenda Item:	**4**

*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 a summary of the work being undertaken in relation to 'Health and Wellbeing'.

2. Recommendations

2.1 It is recommended that the report is noted by members of the meeting.

3. Reasons for Recommendations

3.1 To provide the Strategic Resources and Performance meeting with a summary of the current position.

4. Summary of Key Points

4.0 **Health and Wellbeing**

4.1 **Health and Wellbeing Report Overview**

The Health and Wellbeing of all policing professionals is essential to the safe and effective operation of the police service and in assisting Nottinghamshire Police in achieving its vision and objectives.

The Force had taken action on previous staff surveys including the introduction of a People Board, now chaired by the DCC, which is a collection of people from around the force with the fundamental goal of making Nottinghamshire Police a better place to work and turning staff and officers ideas into action.

Recognising the need for momentum and to make wellbeing 'centre stage' in supporting efforts to improve workplace health, enhance productivity and to have a more sustainable and motivated workforce the Force, in April this year, appointed an

Operational and a HR lead with a specific focus on 'Wellbeing'. A Health and Wellbeing Working Group, which includes Trade Unions, Police Federation, Superintendents Association and other subject matter experts has subsequently been established and an action plan has also been put into place.

A strategic overview will be provided by the proposed Health and Wellbeing Programme Board, to be held quarterly, chaired by the DCC.

A Health and Wellbeing Strategy is under development and, together with an Internal Action Plan will be informed by audit and analysis of existing data, available tools and existing support to provide a benchmark to measure against going forwards. These include the analysis of sickness data [see Appendix 1]; additionally information such as the Superintendents Association Personal Resilience Survey 2016, conducted nationally, broken down into Nottinghamshire responses and the self-assessment of the Force against the Oscar Kilo National Wellbeing Framework for all UK police forces will be used to inform this work.

4.2 **Health and Wellbeing Work to date**

This section of the report details some of the work to date, and outlines the plans to take this forwards:

- A Health and Wellbeing Working Group was established with the purpose of improving the health and wellbeing of all staff and officers; draft Terms of Reference have been drawn up, currently awaiting sign off, the key objectives include:

    - Writing and overseeing the delivery of a 'Health and Wellbeing Strategy' for staff and Officers
    - Defining all the current areas of support and focus
    - Identifying blocks and barriers to improving staff and Officer health and wellbeing
    - Promoting a sense of mutual responsibility to improve and maintain health and wellbeing.
    - Defining measureable outcomes for staff health and wellbeing and establish an annual programme of work
    - Developing communications which ensures that staff and officers are aware of all opportunities to improve health

- The Health and Wellbeing group undertook an initial assessment of the workplace against Public Health England's national wellbeing framework. A Blue-Light Wellbeing framework recognising the unique issues and complex challenges faced by the emergency services was recently introduced, under the branding of 'Oscar Kilo' and work was undertaken then, by the group, to map across the assessment to this framework and to inform further action plans; the framework is based on the following areas –

    - Leadership
    - Absence Management
    - Creating the Environment
    - Mental Health
    - Protecting the Workforce
    - Personal Resilience

Nottinghamshire Police are the first force to have completed this self-assessment. The next step will be a peer review by another force, known to perform well in this area.

- A Health and Wellbeing site has been published on the Force Intranet containing information and signposting links to a range of support and help such as to the new National Wellbeing information site for the Police service – Oscar Kilo, the Occupational Health Unit for the East Midlands Forces website that provides information on health and fitness and many other links.

- A Health and Wellbeing Strategy is under development and will be informed by audit and analysis of existing data including [this is not an exhaustive list]

    - Current Sickness data
    - The last Staff Survey undertaken by Durham University
    - Basic demographic/equality information of Nottinghamshire Police Officers and Staff.
    - Review of the assessment from Oscar Kilo Wellbeing framework
    - RDIL balances
    - Grievances
    - Police Superintendents Association of England and Wales Personal Resilience Survey 2016

- A Wellbeing Action Plan has been put in place which will be further developed and informed by the assessment against the Blue-Light framework and data indicated above.

- 'Enable' has been launched [A Staff Support group that covers Disability and all Wellbeing issues].

4.2.1 **Mental Wellbeing**

Early assessment of both sickness data and from the work carried out in undertaking the review against the Wellbeing framework clearly showed the need to make the mental wellbeing of staff a key point of focus. Whilst work had already been done to support mental wellbeing, both ENABLE and the Health and Wellbeing Working group have made this area a priority, with a number of activities already initiated or under development; initiatives include:

- Mind, the Mental Health Charity has established a 'Blue Light Programme' for people within emergency services that aims to make sure anyone with a mental health problem has somewhere to turn for advice and support. One in four people in the UK will experience a mental health problem each year and independent research shows that people who work in the emergency services are more likely to experience a mental health problem than the general public.

  The Chief Constable, DCC and PCC have all recently signed the MIND 'Pledge', to demonstrate the Forces commitment to challenge mental health stigma and promote positive wellbeing.

  The pledge commitment is backed by an action plan, which details the tangible activity we aim to deliver. By pledging, our aim is that everyone will feel more able to speak openly about mental health and to seek support when they need it. It will help to improve mental health awareness, which will thus enable bigger

problems having a better chance of being prevented if people feel able to get support as soon as they need it. Information is available on the Force Intranet site; other information including a booklet on 'How to manage your mental wellbeing' is also available.

- A Mental Health Wellbeing and Awareness workshop for managers was held on 25th April 2017 this was very well received and requests made for follow up days.

- A Wellbeing 'Peer to Peer' support group was established with volunteers across the force. Training to increase awareness of mental health issues was provided to give the skills to support colleagues in the short term and to signpost them to structures and support that is already in place. Peer supporters are outside of rank or structure and will attempt to help those they support find the right vehicle to help. Employees are able to self refer, referral by a supervisor or work colleague [as long as an individual agrees]. There is an e mail box for referrals and also a list of contacts of all Peer to Peer volunteers listed on the Force Intranet site.

- CIC – our Employee Assistance Provider a confidential and free counselling and practical advice service is available to all employees and their immediate families, 24 hours a day.

- Additional Professional Support is available to those working in a stressful environment or who are exposed to distressing material in the course of their work. The goal is to provide help in processing the emotional impact of the work, identifying a support network and coping strategies and providing information for other help or treatment.

- Psychological Screening for all staff

  On line screening for all staff to voluntarily check their own mental wellbeing. This is a free service offered by Social Support Systems, a company led by some members of the Fire Service. The screening will show up levels of anxiety and PTSD in individuals. Any concerns will be flagged up to the Force Mental Health lead so that this can be fed them into the current force support mechanisms.

- Mindfulness

  'Mindfulness' is a technique which can help people manage their mental health or simply gain more enjoyment from life.

  It can help to:
  •increase awareness of thoughts and feelings and manage unhelpful thoughts
  •develop more helpful responses to difficult feelings and events
  •feel calmer and able to manage stress better
  •manage some physical health problem, like chronic pain

  Studies show that practicing mindfulness can help manage mild depression, anxiety and other common mental health problems. The National Institute of Health and Clinical Excellence (NICE) – [the organisation that produces guidelines on best practice in health care] recommends using mindfulness to treat mild depression and to help prevent further episodes of depression.

Scoping work is currently taking place regarding the possibility of introducing mindfulness training into the Force as a way of helping individuals manage their personal resilience and managing anxiety.

4.2.2 Examples of Other Wellbeing Initiatives

It is recognised that there are many other wellbeing initiatives but some may not be well known; part of the work of the newly established Health and Wellbeing Working group is to identify and sign post to these. Some of these include -

- Nottinghamshire Police joined officer and staff representatives from UNISON and GMB Trade Unions and the Nottinghamshire Police Federation recently to sign a seven-point pledge to say being assaulted is not part of the day job, will not be tolerated and that action will be taken against offenders.

- A menopause wellbeing event was held earlier this year which was very well received; more recently a menopause policy and risk assessment has been introduced.

- Within the last 12 months, Police Mutual came into Force as part of their *Be* fit4life programme to run health screening and information sessions at a number of locations. The Intranet has links to the Wellbeing site run by Police Mutual.

- Work is in progress to develop guidance for Managers and Staff on 'reasonable adjustments'.

- The Health and Wellbeing intranet site signposts staff to other wellbeing information on such topics and areas as physical wellbeing and fitness, healthy eating etc

- Risk assessment guidance is available for managers to prevent risks and improve workplace wellbeing.

4.3 Moving Forwards

The Health and Wellbeing group are developing a strategy with the objective to embed wellbeing into the Force DNA; based on the following principles –

- Senior Level Ownership
- The investigation, understanding and targeting of local needs and underlying influences
- Mapping all health and wellbeing services
- Involving staff in identifying and designing appropriate interventions
- Learning from good practice.

And that success can be measured and celebrated.

The delivery and strategic oversite will be provided by the Forces' 'Wellbeing Board', which will be chaired by the DCC.

5. Financial Implications and Budget Provision

5.1 Financial implications that are considered within the work are:

- Cost of sickness absence
- Cost of wellbeing initiatives

6. Human Resources Implications

6.1 The resource implications are outlined in the main part of this report.

7. Equality Implications

7.1 Potential disability related claims

8. Risk Management

8.1 Any risk management matters are outlined in the main part of the report and below in the appendices.

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

9.1 Improving police officer and police staff wellbeing is central to ensuring that we have a more sustainable and motivated workforce. This is clearly linked to the Police and Crime Plan priority, 'spending your money wisely'. Further improving the Force's efficiency and effectiveness through this work allows us to actively pursue all areas of policing and the Commissioner's seven priorities for tackling crime.

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 The Force's Health and Wellbeing Group has been established, which involves Staff Associations and Trade Unions.

12. Appendices

12.1 Twelve month rolling sickness data as at the end of July 2017

12.1 Appendices

Appendix 1 - Sickness data

1. 12 month rolling sickness data (as at the end of July 2017)

Table 1 below summarises the rolling 12 month sickness data as at the end of July 2017 (latest available data).

Table 1 – 12 month rolling sickness

	Officers	**Police Staff**
UOC – Response	4.86%	2.80%
UOC – Strategic Partnerships	3.98%	3.12%
Contact Management	13.62%	5.39%
Corporate Services	12.22%	3.59%
I & I – Complex Crime	3.54%	4.17%
I & I – Organised Crime	8.88%	3.40%
I & I – Intelligence Command	6.05%	5.29%
I & I – Public Protection	6.93%	6.90%
EMCJS	9.35%	8.75%
EMOpSS	4.71%	0.65%
EMSOU	1.00%	2.43%
Force-wide	5.38%	4.63%

The Force wide total for July 2017 data represents a 9% increase for officers and a 16% decrease for police staff when compared to the July 2016 data (4.93% and 5.50% respectively).

Sickness rates have consistently been reported higher since the introduction of 'BOBO'. This may be due to more accurate recording or conversely individuals finding it easier to report sick via the BOBO system.

In respect of current MFSS Forces, table 2 below provides officer and police staff sickness rates and the 'ranking' using latest Iquanta sickness data.

Table 2 – MFSS Forces

	Officers		Police Staff	
	March 2017	March 2016	March 2017	March 2016
Cheshire	4.7% (23rd)	4.6% (26th)	4.9% (34th)	3.8% (13th)
Northamptonshire	5.0% (29th)	3.9% (12th)	4.6% (29th)	4.3% (25th)
Nottinghamshire	5.5% (39th)	4.6% (27th)	4.9% (33rd)	5.1% (35th)
National average	4.6%	4.4%	4.5%	4.4%

All three MFSS Forces mirrored the national increase for officers between 2016 and 2017. For police staff Nottinghamshire recorded a decrease.

2. **Thematic areas where 12 month rolling sickness rates are greater than 5%**

In areas where 12 month rolling sickness rates are 5% or greater:-

Contact Management – Officers and police staff

- Eight officers (CRIM) and two police staff on LTS as at the end of June
- Officer sickness increased from 12.46% to 13.62% between July 2016 and July 2017. There are nine officers are on 'adjusted duties' and five on 'recuperative duties'. In addition six officers in CRIM are progressing through the A20 (medical retirement) process. In addition there are a number of officers posted in CRIM with restrictions (medical, PSD).
- HR Consultant to arrange monthly review meetings with the CRIM Inspectors re officer sickness
- Police staff sickness decreased from 9.12% to 5.36% between July 2016 and July 2017. This has resulted from concentrated effort by management

Corporate Services – Officers

- As at the end of June two officers and one police staff were on LTS. Two cases related to a psychological condition and one for MSD. One of the individuals has recently left the Force through medical retirement
- Both the 12 monthly rolling average and the July monthly sickness reduced (to 12.22% and 6.49% respectively).

Organised Crime - Officers

- Two officers on LTS - meeting held between the DCI, DI and HR to review cases
- Active management of cases / short term triggers

Intelligence Command - Officers and police staff

- Three officers and three police staff on long term sickness (one Serious illness, three Psychological and two MSD)
- Officer sickness reduced to 6.05% as at the end of July 2017. Increase in police staff short term absence.

Public Protection (PP) - Officers and police staff

- Nine officers and one police staff on LTS - four relate to 'Psychological', three 'serious illness', two 'MSD' and 1 'other'
- New structure commenced in June 2017
- The 12 month rolling average sickness rate is reducing - between July 2016 and June 2017 Officers sickness reduced from 7.45% to 6.93% and police staff sickness reduced from 10.17% to 6.90%
- Professional support available
- Link from PP intranet site to health and well-being information

EMCJS - Officers and staff

- In Custody, one Officer and two Police Staff (Detention Officers) on long term sick. In prosecutions, one LTS member of police staff which is related to a serious illness. This individual is currently being progressed through a police staff medical retirement application
- An Inspector has recently been allocated to work with HR to ensure that line managers are supported to deal with an absence and ensuring the attendance management policy is applied correctly and formal meetings are held. Since this introduction, there has been an increase in Stage 1 meetings held
- Chief Inspector and HR discussing sickness on a monthly basis
- During 2017/18 the monthly sickness for both officers and police staff is below the 12 month rolling average. This has contributed to the reduction in sickness rates.

3. **Monthly sickness rates 2017/18**

The tables below summarise the monthly sickness rates during 2017/18 for police officers and police staff.

Table 3 – monthly sickness 2017/18 Police Officers

	Apr 17	**May 17**	**June 17**	**July 17**
Response	4.10%	4.20%	5.15%	4.85%
Strategic Partnerships	4.01%	4.30%	3.71%	4.67%
Contact Management	15.75%	14.10%	20.89%	14.36%
Corporate Services	6.94%	11.69%	6.71%	6.49%
Complex Crime	4.04%	2.31%	4.07%	6.49%
Organised Crime	4.45%	9.67%	10.66%	6.64%
Intelligence Command	4.12%	4.13%	5.22%	5.01%
Public Protection	6.19%	7.07%	8.33%	8.13%
EMCJS	8.60%	6.79%	3.17%	5.70%
EMOpSS	3.49%	3.39%	3.85%	3.65%
EMSOU	2.01%	1.13%	1.66%	0.59%
Force-wide	**4.69%**	**4.87%**	**5.60%**	**5.13%**

Table 4 – monthly sickness 2017/18 police staff

	Apr 17	**May 17**	**June 17**	**July 17**
Response	3.45%	0.15%	2.18%	6.18%
Strategic Partnerships	3.05%	3.60%	3.82%	2.73%
Contact Management	5.66%	4.47%	3.42%	4.47%
Corporate Services	3.35%	3.26%	3.02%	3.37%
Complex Crime	2.58%	14.45%	7.77%	2.32%
Organised Crime	5.35%	2.16%	2.91%	8.45%
Intelligence Command	5.99%	5.71%	4.29%	3.13%
Public Protection	3.72%	7.17%	7.49%	8.83%
EMCJS	5.44%	6.08%	5.31%	5.33%
EMOpSS	0	0.29%	0	1.12%
EMSOU	0	1.56%	0.50%	0.86%
Force-wide	**4.16%**	**4.16%**	**3.66%**	**3.85%**

4. **Headcount**

Police Officer headcount reduced by 5.9% and police staff by 6.4% from the end of June 2016 to the end of June 2017 (see table 5 below). Since the introduction of MFSS in April 2015, officer headcount has reduced by 13.9% and police staff by 21.7%. As fewer hours are available, this may have contributed to an increase in the sickness rates when compared to March 2015 '12 month rolling average' sickness data (police officers 3.58% and police staff 3.68%).

Table 5- Headcount summary

	1st April 2015	1st April 2016	30th June 2016	1st April 2017	30th June 2017
Officers	2148	2020	1965	1888	1850
Police Staff	1723	1455	1441	1352	1349
Total	3871	3475	3406	3240	3199

5. **WINs (Written Improvement Notices)**

Table 6 below summarises those currently in the 'attendance management process'.

Table 6 - Officers / Police staff in Attendance Management Process as at the end of July

Department	**WIN**		**WIN**		**WIN**		
	Stage 1		**Stage 2**		**Stage 3**		
	Staff	**Officers**	**Staff**	**Officers**	**Staff**	**Officers**	**Total**
I&IC	4	9		1			14
EMCJS	6		2				8
UOC	6	33					39
Enabling Services	6		1				7
Contact Mgt	22	2	8	3	1		36
EMSOU							0
EMOpSS		1					1
Total	**44**	**45**	**11**	**4**	**1**	**0**	**105**

6. **I-Quanta sickness benchmarking**

The latest Iquanta benchmarking data (initially received June 2017 and updated in July), relating to the year ending March 2017) identified a continuing increase in sickness across Forces.

Nationally (average of all Forces), with the exception of 2014, sickness rates for officers and police staff have recorded a year on year increase since 2012.

A summary of the end of financial year reporting periods for officers and police staff is as follows:-

Table 7 - Officers

	Nottinghamshire Officer sickness rate	Nottinghamshire rank	Average national officer sickness rate
March 2012	5.1%	41st	3.6%
March 2013	4.7%	35th	3.9%
March 2014	4.3%	33rd	3.8%
March 2015	4.0%	16th	4.1%
March 2016	4.6%	27th	4.4%
March 2017	5.5%	39th	4.6%

For MSG's, Nottinghamshire Police were 8th out of the eight forces for Officers, and 7th for Police Staff. For officers, there is a relatively small difference between the Forces ranked 4th, 5th, 6th and 7th (all 5.3%) and Nottinghamshire (5.5%).

Table 8 – Police Staff

	Nottinghamshire Police staff sickness rate	Nottinghamshire rank	Average national Police staff sickness rate
March 2012	4.3%	32nd	3.9%
March 2013	4.2%	27th	4.0%
March 2014	3.9%	26th	3.8%
March 2015	3.9%	17th	4.1%
March 2016	5.1%	35th	4.4%
March 2017	4.9%	33rd	4.5%

For police staff, sickness reduced to 4.9% and the Force ranking improved compared to 2016.

7. **Reason for absence**

A comparison of the reasons for absence as for police officers at the end of May 2016 and May 2017 is shown in Table 9 below

.

Table 9

	May 16			**May 17**		
Reason	**Instances**	**Days**	**Average**	**Instances**	**Days**	**Average**
Psychological	24	305	12.7	36	532	14.8
MSD	34	295	8.7	36	368	10.2
Respiratory	15	59	3.9	12	37	3.1
Digestive	24	60	2.5	14	30	2.1
Serious	14	221	15.8	11	165	15.0
Minor	37	213	5.8	34	157	4.6
Operation	1	19	19.0	0	0	0
Unknown	61	124	2.0	48	172	3.6
Total	**210**	**1296**	**6.2**	**191**	**1461**	**7.6**

8. **Psychological absence**

A summary of the reasons for psychological reasons for officers is below in Table 10.

Table 10

	May 2016		**May 2017**	
	Instances	**Days**	**Instances**	**Days**
Short term	3	6	5	14
Medium Term	12	148	7	71
Long term	9	151	24	447
Total	**24**	**305**	**36**	**532**

9. **Psychological absences 2016 / 17 Police officers and police staff**

A summary of the psychological related absences for police officers by thematic area is summarised in table 11 below.

Table 11

Area	**Instances**	**Days**	**Average**
Response	58	2613	45
Strategic Partnerships	15	197	13
Contact Management	15	378	25
Corporate Services	20	711	36
Complex Crime	6	320	53
Organised Crime	7	388	55
Intelligence Command	18	673	37
Public Protection	23	871	38
EMCJS	13	430	33
EMOpSS	9	290	32
EMSOU	1	22	22
Total	**185**	**6893**	**37**

A summary of the psychological related absences for police staff for 2016 / 17 is summarised in table 12 below.

Table 12

Area	**Instances**	**Days**	**Average**
Response	3	64	21
Strategic Partnerships	16	426	27
Contact Management	39	1004	26
Corporate Services	21	807	38
Complex Crime	0		
Organised Crime	2	30	15
Intelligence Command	17	675	40
Public Protection	6	202	34
EMCJS	30	980	33
EMOpSS	1	8	8
EMSOU	0		
Total	**135**	**4196**	**31**

For Information	
Public/Non Public:	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**7th September 2017**
Report of:	**D/Supt Austin Fuller**
Report Author:	**D/Supt Austin Fuller**
E-mail:	**Austin.fuller@nottinghamshire.pnn.police.uk**
Other Contacts:	
Agenda Item:	**5**

Office of Surveillance Commission Annual Report & Recommendations

1. Purpose of the Report

1.1 The Regulation of Investigatory Powers Act 2000 requires the Chief Surveillance Commissioner to keep under review the performance of functions under Part III of the Police Act 1997 and Part II of RIPA 2000 by all law enforcement agencies and other public authorities. This takes the form of an annual inspection and report.

1.2 Nottinghamshire Police were last inspected between the 5th and 8th September 2016. The inspection resulted in 3 recommendations and 5 areas of advice, all of which are administrative in nature and have now been implemented by the force.

2. Recommendations

2.1 It is recommended that the meeting notes the content of the report.

3. Reasons for Recommendations

3.1 To ensure that the Nottinghamshire Office of the Police and Crime Commissioner (OPCC) are updated with regards to the progress taken by the Force following the 2016 annual inspection report.

4. Summary of Key Points

Recommendations and Updates:

1. **Collaboration Agreement required clarity of the roles undertaken by different forces in the region relating to the management of CHIS and undercover deployments.**

   Action taken: In November 2016 DCC Bates wrote to Lord Judge and summarised the position regarding the EMSOU collaboration agreement between all forces in the region. He clarified that an agreement was in place that covered the relevant roles involved in the management of Covert Human Intelligence Sources.

Lord Judge replied on the 22nd November and commented on the confusion caused by a “plethora of collaboration agreements.” He concluded that the issues identified by Mr Smart (OSC Inspector) had been dealt with in the explanation given by DCC Bates.

In December 2016 Sir George Newman completed a follow up visit to the force in relation the annual Inspection. It was accepted that there was confusion caused by having a number of collaboration agreements, but Sir George agreed that our existing agreement did cover the CHIS roles.

2. Urgent oral authorities required contemporaneous records being made in all instances.

Action taken: Refreshed guidance published by force together with the introduction of urgent authority booklets for use by both applicants and Authorising Officers. Since the inspection the force has used the booklets for 9 urgent RIPA authorities (6 x Directed Surveillance and 3 x Property Interference).

3. Force Authorising Officer should introduce a means by which he is cognisant of new CHIS cases in a contemporaneous manner and prior to them being presented for authorisation.

Action taken: Improved use of recruitment tab on SMS together with regular weekly meetings with the Authorising Officer has reduced this identified risk. This process has resulted in 10 potential CHIS being put under recruitment as opposed to progressing straight to authorised use and conduct. This allows for a more informed and balanced of consideration of risk v benefit and avoids unnecessary authorisations

5. Financial Implications and Budget Provision

5.1 There are no financial implications arising from this report.

6. Human Resources Implications

6.1 There are no HR implications arising from this report.

7. Equality Implications

7.1 There are no equality implications arising from this report.

8. Risk Management

8.1 Reputational risk should the organisation fail to deliver the recommendations to a sufficient standard leading to adverse comment from Chief Surveillance Commissioner.

8.2 Legal implications should RIPA breaches be identified – not relevant with 2016 recommendations as considered administrative in nature.

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

9.1 There are no policy implications in relation to this report.

10. Changes in Legislation or other Legal Considerations

10.1 None, but will be changes to policy and guidance when the Investigatory Powers Act is fully operational, including the replacement of the OSC with the Investigatory Powers Commissioner. Inspection regimes for forces are expected to remain unchanged.

11. Details of outcome of consultation

11.1 Not applicable.

12. Appendices

12.1 None

For Information	
Public	
Report to:	**Strategic Resources & Performance**
Date of Meeting:	**7 September 2017**
Report of:	**James Lunn – Senior HR Manager**
Report Author:	**James Lunn**
E-mail:	**james.lunn@nottinghamshire.pnn.police.uk**
Other Contacts:	**Lynda Kelly – Equality, Diversity & Inclusion Advisor**
Agenda Item:	**6**

Equality, Diversity and Human Rights Performance and 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 That the Police and Crime Commissioner note the progress of Nottinghamshire Police in the areas of Equality, Diversity and Human Rights.

3. Reasons for Recommendations

3.1 To ensure that the Police and Crime Commissioner is kept updated on these issues

4. Summary of Key Points

4.1 **Equality Objectives**

As part of the Police and Crime Commissioner and Chief Constables' commitment to equality and diversity, 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 current leads for these objectives are

Proportionality	ACC Stuart Prior
Engagement	ACC Stuart Prior
Culture	DCC Rachel Barber
Representation	ACO Human Resources – Ali Naylor

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, it has helped in promoting and empowering the support network and in building a belief from the top that the issues that they raise are important.

Over the past year significant work has taken place towards these objectives the highlights of which include:

Stop and Search

Continued hard work has been dedicated to improving the use and monitoring of stop and search powers, and in particular to ensure that any issues of apparent disproportionality are tackled robustly.

The work programme, which is managed at Chief Officer level, has consisted of a variety of activities which include; the launch of a new stop and search mobile data application; audit of more thorough and strip searches; improved data collection and monitoring allowing more effective performance management by supervisors; and refresher training for all officers covering legislation, community impact, behaviours and attitudes.

Front-line officers have undergone equality training on unconscious bias provided by an external consultant. Work also continues with EMCHRS L&D to develop train the trainer scenario testing of officers knowledge of stop and search and the recording equipment.

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

Hate Crime

The force introduced Misogyny and Alternative Subculture (ASC) into the force hate crime procedure. As a result the force is seen as leading the way nationally on Misogyny and several other forces are committed to recording Misogyny.

A consolidated action plan for tackling hate crime and improving outcomes has been developed by the Hate Crime Steering Group of the Safer Nottinghamshire Board. Superintendent Ted Antill has been designated as the

[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).

primary crime lead for this area and his work is supported by a hate crime manager post that is responsible for the day to day implementation of the action plan. The plan incorporates recommendations from national reports[2], 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 force Hate crime risk assessment tool was reviewed and developed in partnership with Nottingham Trent University. As a result the force has introduced a new comprehensive risk assessment that provides more detailed analysis of risk and is leading edge in the country. The force is now one of two leading the work to develop a national hate crime risk assessment.

In partnership with the National Holocaust Centre, local authorities, youth justice service and Nottingham universities a programme has been developed to "break the cycle". After trialling this is now being rolled out for referrals across the force and with partners. There is interest in this programme from regional police forces.

We worked with Nottingham city council and members of the trans+ community to facilitate a trans picnic /celebration event. The LGBT+ staff network attended and sponsored part of the Transgender day of remembrance event held at Barker gate Memorial Gardens. In addition to hosting the Nottingham premier of 'Trashing Transphobia' hate crime film and positive action special constable recruitment event.

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.

Internally, the Force has signed up to the MIND Blue Light Time to Change Pledge to show a commitment to challenge mental health stigma and promote positive wellbeing within Nottinghamshire Police. The Force has an action plan that goes hand in hand with the Blue Light Pledge.

[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.

The disability network Enable has been re-launched and provides awareness and support on physical and mental health and well-being. The Force has produced a managers' guide to understanding and supporting colleagues with Dyslexia and recruited internal mental health champions to be an additional point of contact with a the workplace, raise awareness of mental health and wellbeing and work to challenge the stigma colleagues may face. We have continued to promote MIND mental health workshops and self-help guides to build resilience and awareness.

Positive Action

The Force has continued to work closely with the College of Policing on the BME Progression 2018 programme. The College's BME action and evaluation plans for recruitment and progression form the foundation of Force's positive action plans.

Positive action initiatives were put in place to support the police officer, police community support officer, specials and cadet recruitment and also the Fast-Track 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 three police officer recruitment campaigns attracted 1561 applicants with 11.34% from our BME communities and 3.27% from our Easter European communities and 11.66% from our LGBT+ communities.

The positive action support will continue throughout the recruitment and selection process 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. This has included confidential discussions with BME and LGBT+ officers and police staff in order to gather information to review the current provision to identify strengths, gaps and areas for development. The aim is to increase the representation of people from groups that are currently under represented in leadership positions via a tailored development programme aimed at enabling officers to pursue their own professional development and assist them to fulfil their career aspirations and potential.

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, including:

- Unconscious bias for managers involved in promotion selection decisions
- Trans equality & inclusion
- Mental Health and Asperger's awareness (Unison and MIND)
- A 'Lite Bites' event focussing on Gender identity, race & religion and issues for an aging LGBT+ community

In addition to facilitating a joint staff network event - Faith Allies for LGBT+ Equality hosted by the University of Nottingham. The event promoted understanding, awareness and challenge to colleagues to work together across networks. The keynote speakers included Ruth Hunt CEO of Stonewall, Sabah Choudrey Trans activist, Superintendent Matthew MacFarlane chair of the Christian Police Association and the former CC Sue Fish.

Engagement

As part of an on-going programme of public engagement the Corporate Communication department and Positive Action 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 Emergency Services Day, Nottinghamshire Pride, and the Carnival. Colleague's engaged with members of the community and 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. Following the sign up to the British Deaf Association Charter in 2015, Nottinghamshire Police continues work in relation to the action plan. We have launched the Police Link Officers for Deaf People (PLOD) Scheme and provided deaf awareness training to several PLOD officers plus representatives from the prisoner handling teams and front counters. The video launching PLOD was shared with the Nottingham Deaf Centre who also received crime prevention presentations aimed to improve accessibility to advice; in addition to providing a monthly outreach/painting session at the centre.

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 Trans awareness, Mental Health, Gender Agenda 3 and LGBT+ ‘LITE BITES’. A Holocaust Memorial Event was also held at Police Headquarters.

The Force joined the National Menopause Action Group and instigated its own Menopausal Working Group; which undertook a confidential online survey to better understand the support needed for colleagues working through the menopause. The culmination of this work was marked by a regional event during Menopause Awareness month and the development of a menopause Policy and supporting guidance for managers.

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.

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 Minority Ethnic and other under-represented sections of the community with the aim of creating greater engagement between the force and young people. Engagement sessions were also held Outburst and WOW (Workshop Out on Wednesday) LGBT+ youth groups to recruit cadets.

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 Nottingham pride and the Holocaust Memorial Day events.

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 will provide 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 2016**

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 available on the Nottinghamshire Police website and is attached 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 2016 to the 31st March 2017.

Highlights from the report include

- The reporting of Hate Crimes has continued to improve with 31.6% more crimes recorded and the number of incidents has risen by 20.6% during 2016/2017. Detection rates for Hate Crime, at 25.7%, remain higher than the average for all other types of crime. Racially and religious aggravated offences have increased by 20.2%.

- The force continues to review practices, mobile data solutions and training for stop and search. The number of searches per 1000 population continues to reduce as officers are tasked more effectively.

- Satisfaction rates from victim of crime surveys showed over 81% of all respondents, for all surveys were satisfied, with the service they received. However BME victims showed a slightly lower satisfaction rate when compared with White victims. Male victims had a lower satisfaction rate when compared with female victims.

- Reporting of domestic violence incidents has increased by 3.74% with detection rates continuing to remain higher than the average for all other types of crime.

- Speakers of 58 languages required translators during 2016/17 with Polish, Romanian and Urdu being the most commonly requested languages. Overall the number of translation requests reduced by just under 13.7% from the previous year.

- The Pegasus system; which is designed to make contacting and communicating with the Police easier for disabled people, now has over 400 members and is in use by both Nottingham Fire and Rescue service and East Midlands Ambulance service.

- 29.70% of our officers are women; which is slightly higher than the national average for the Police Service in England and Wales.

- BME representation amongst Police Officers has increased slightly to 4.51% which creates a representation gap with the local population of 6.69%. This is slightly better than the representation gap for all Police Services in England and Wales which is 7.1%.

- BME Officer representation remains lowest at the rank of Chief Inspector and Superintendent. Female Officer representation has reduced at Superintendent level but improved at Inspector and Chief Inspector ranks.

- Those roles classified as "Specialist Posts" by the Home Office showed higher representation for women (35.54%) compared with representation figures for all officers.

- The proportion of the workforce working part time is 17%.

4.4 Stonewall Workplace Equality Index (WEI) 2017

Nottinghamshire Police is a Stonewall Diversity Champion and participates in the Stonewall Workplace Equality Index (WEI) each year. The Stonewall WEI is a benchmarking tool which enables us to benchmark our work on LGBT+ equality against best practice.

Nottinghamshire Police have received confirmation that we remain a Stonewall top 100 employer, improving our ranking from 64th to 35th place within the index, making us the 4th highest ranking force within the index.

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

- Promotion of our 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 detectives
- 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
- 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 development of the North Notts 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 have been identified and will built into equality objective work plans with a view to improving Nottinghamshire Police's standing in the index, which includes:

- Improving equality monitoring data in relation to sexual orientation and gender identity
- Improved mechanisms for engaging with existing and potential suppliers to promote LGBT+ equality.
- Joint working and delivering LGBT+ partnership events

We will also seek to promote Trans inclusion & equality, career development workshops for colleagues who identify as LGBT+ and other underrepresented groups. Other work to foster inclusion will include promoting Black History month and BHM 356, Disability History Month, International Women's Day, LGBT+ History Month and Mental Health Awareness week.

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 2017

Equality & Diversity Information 2017

NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

disability confident EMPLOYER

Stonewall DIVERSITY CHAMPION

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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, sexual orientation, 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 get 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

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 & Minority Ethnic (BME[1]) 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

Our service delivery

- The reporting of hate crimes has continued to improve with 31.6% more crimes recorded and the number of incidents has risen by 20.6% during 2016/2017. Detection rates for hate crime, at 25.7%, remain higher than the average for all other types of crime. Racially and religious aggravated offences have increased by 20.2%

- The force has introduced new practices, mobile data solutions and additional training for stop and search. 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 81% of all respondents were satisfied, with the service they received. BME victims showed a slightly lower satisfaction rate when compared with White victims. Male victims had a lower satisfaction rate when compared with female victims.

- Reporting of domestic abuse incidents has increased by 3.74% with detection rates continuing to remain higher than the average for all other types of crime.

- Translators were required for 58 different languages during 2016/17, with Polish, Romanian and Urdu being the most commonly requested languages. Overall the number of translation requests reduced by 11.80% 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.

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

Our People and Culture

- At the end of March 2017 Nottinghamshire Police employed 1886 police officers, 184 Police Community Support Officers (PCSOs), 1168 police staff, and 239 Special Constables.

- 29.7% of our officers are women, which is slightly higher than the national average for the police service in England and Wales (29.1%).

- BME representation amongst police officers has increased slightly to 4.51%, with the aim being to have 11.2% representation - this means there is a representation gap with the local population of 6.69%. This is slightly better than the representation gap for all police services in England and Wales, which is 7.1%.

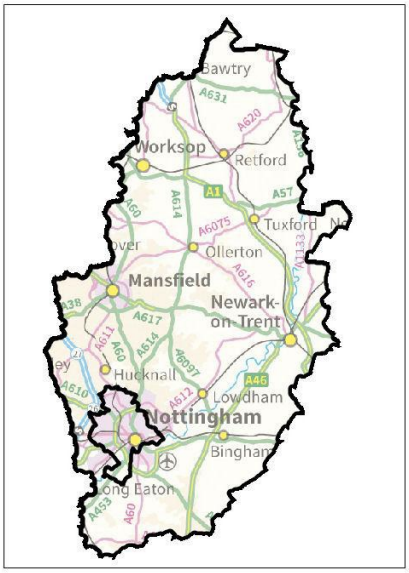
- BME Officer representation is lowest at the rank of Chief Inspector and Superintendent. Female Officer representation was reduced at Superintendent level but has improved at Inspector and Chief Inspector ranks.

- Those roles classified as “specialist posts” by the Home Office show higher representation for women (35.54%) and slightly lower for BME officers (4.22%) compared with representation figures for all officers.

- Around 17% 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 groups

	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 2011, 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 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 – sex

	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 sexuality. 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

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NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

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 these objectives and demonstrates our progress towards these 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.

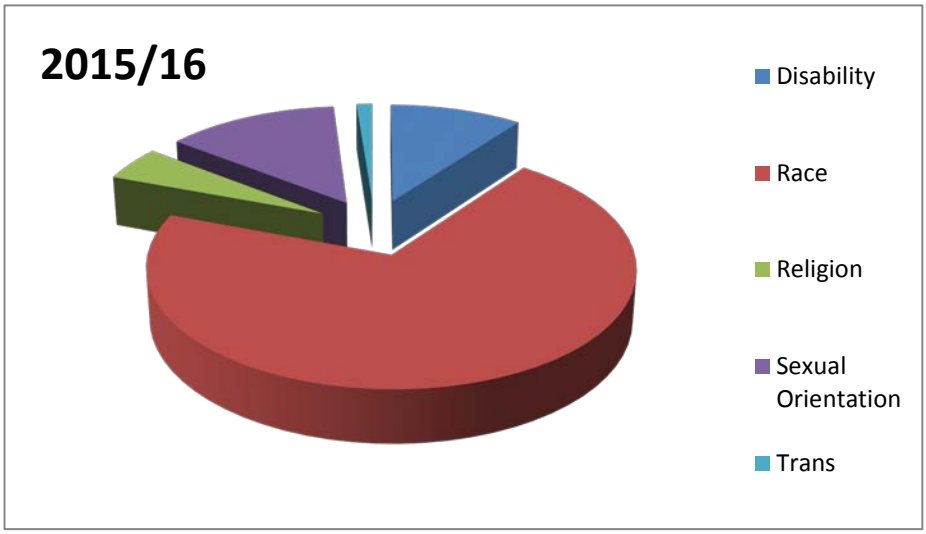
All hate crime and hate incidents

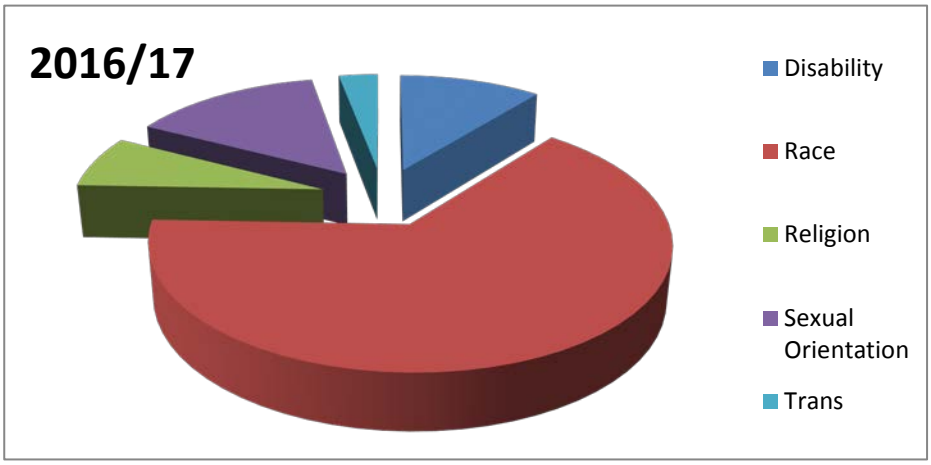
	2015/16	2016/17	Vol. change	% change
City	808	1,051	243	30.1%
County	772	965	193	25.0%
Total	1,604	2,045	441	27.5%

Number of hate crimes and incidents by hate category

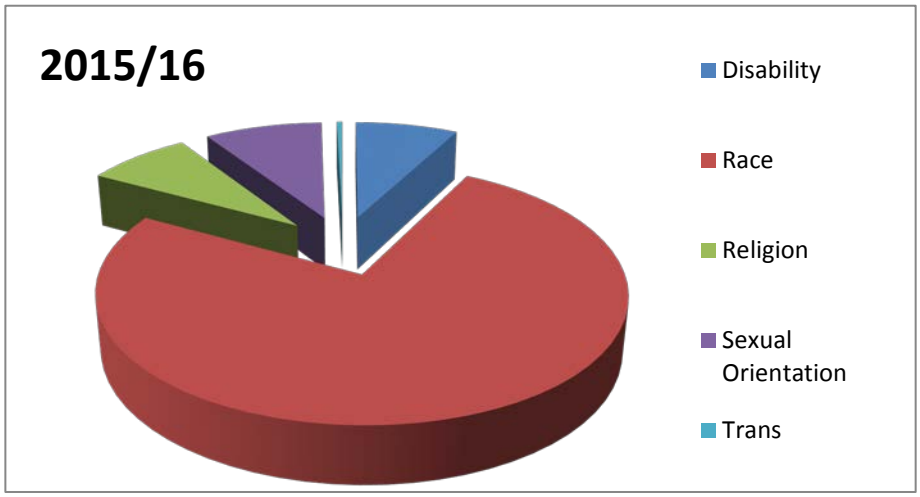
Note-: Some crimes may involve more than one hate element and therefore subtotals for the different hate elements may not add up to the overall total.

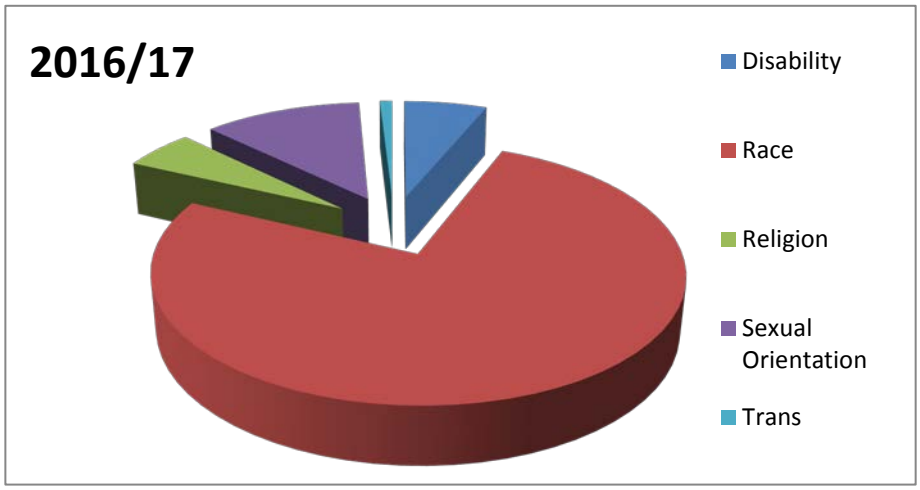
Category	Incidents			
	2015/16	2016/17	Vol. change	% change
Disability	59	69	10	16.9%
Race	40	41	6	1.5%
Religion	28	45	17	60.7%
Sexual orientation	77	92	15	19.5%
Trans	7	19	12	171.4%
Alternative subculture	2	4	2	100.0%
Misogyny	-	63	63	n/a
Other	42	46	4	9.5%
Total	59	72	123	20.6%





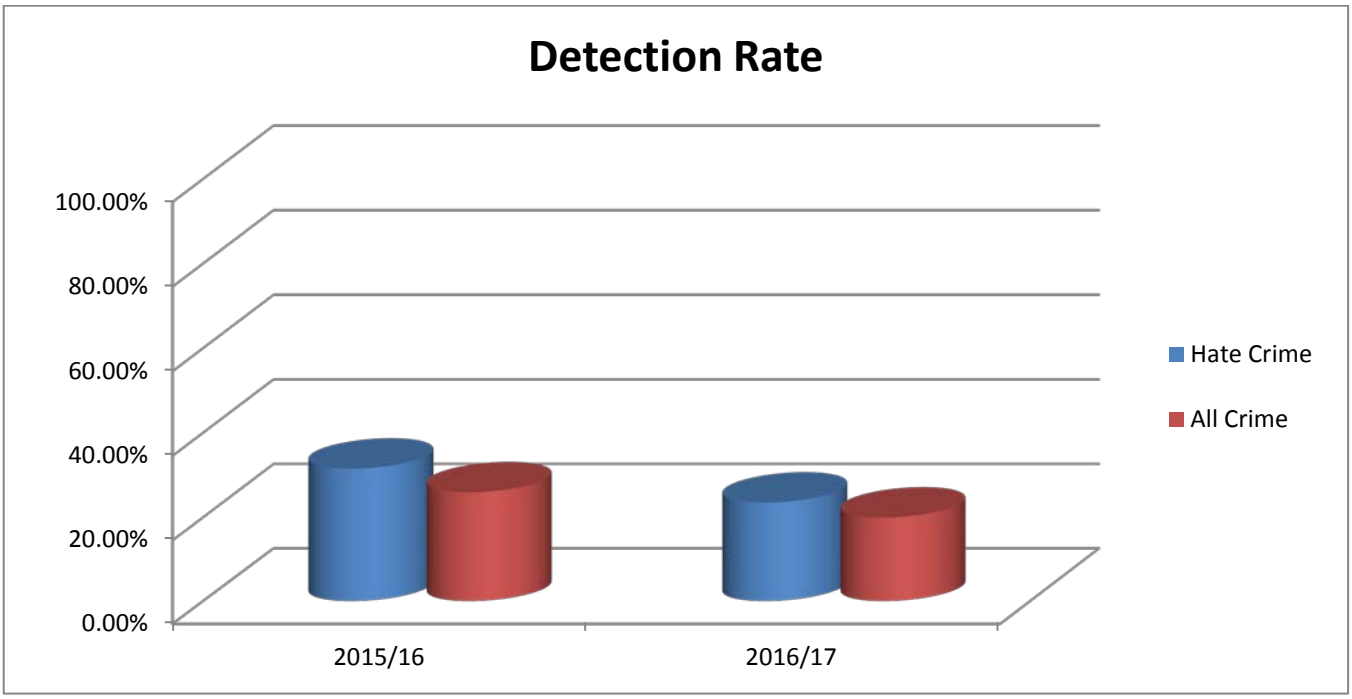
Category	Crimes			
	2015/16	2016/17	Vol. change	% change
Disability	75	80	5	6.7%
Race	734	976	242	33.0%
Religion	76	68	-8	-10.5%
Sexual orientation	86	152	66	76.7%
Trans	4	12	8	200.0%
Alternative subculture	-	8	8	n/a
Misogyny	-	32	32	n/a
Other	71	38	-33	-46.5%
Total	1,006	1,324	318	31.6%





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.



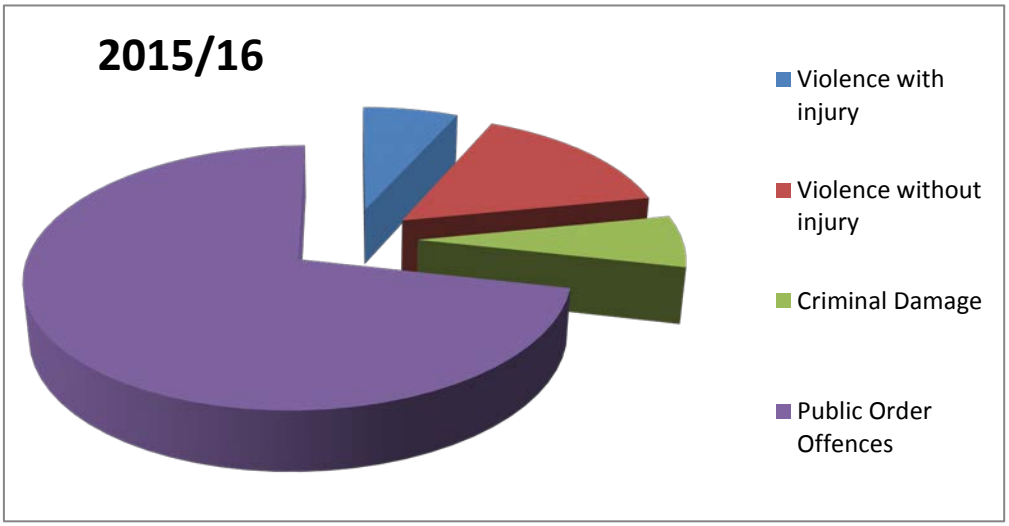
Racially and religiously aggravated offences

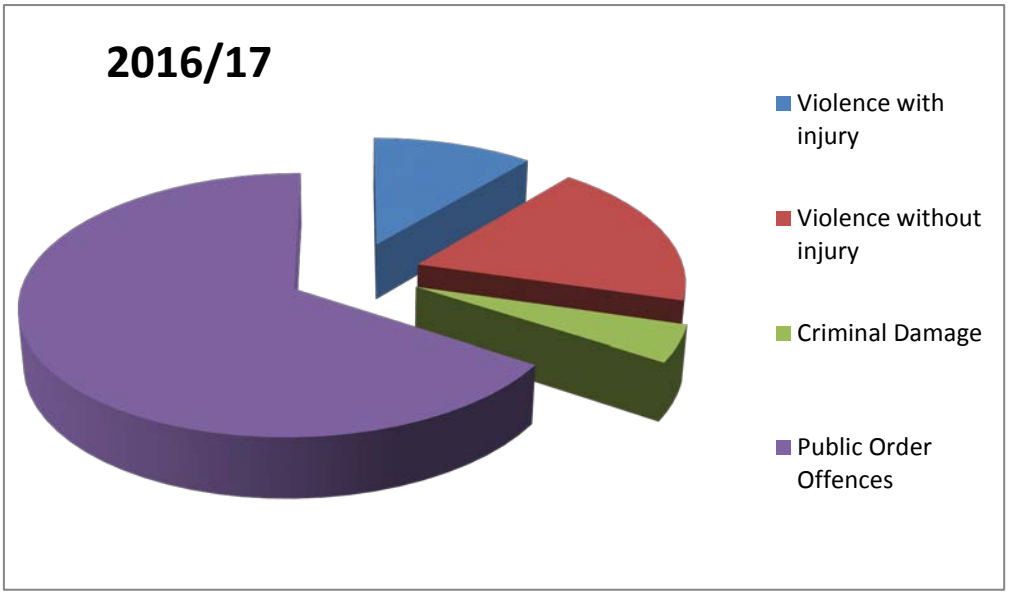
Racially and religiously aggravated offences are specific offences created within the Crime and Disorder Act (as amended) where the offender is motivated by hostility or hatred towards the victim's race or religious beliefs. These offences carry higher maximum penalties than the basic offence equivalents.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

Division	2015/16	2016/17	Vol. change	% change
City	323	405	82	25.4%
County	246	283	37	15.0%
Total	580	697	117	20.2%

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.

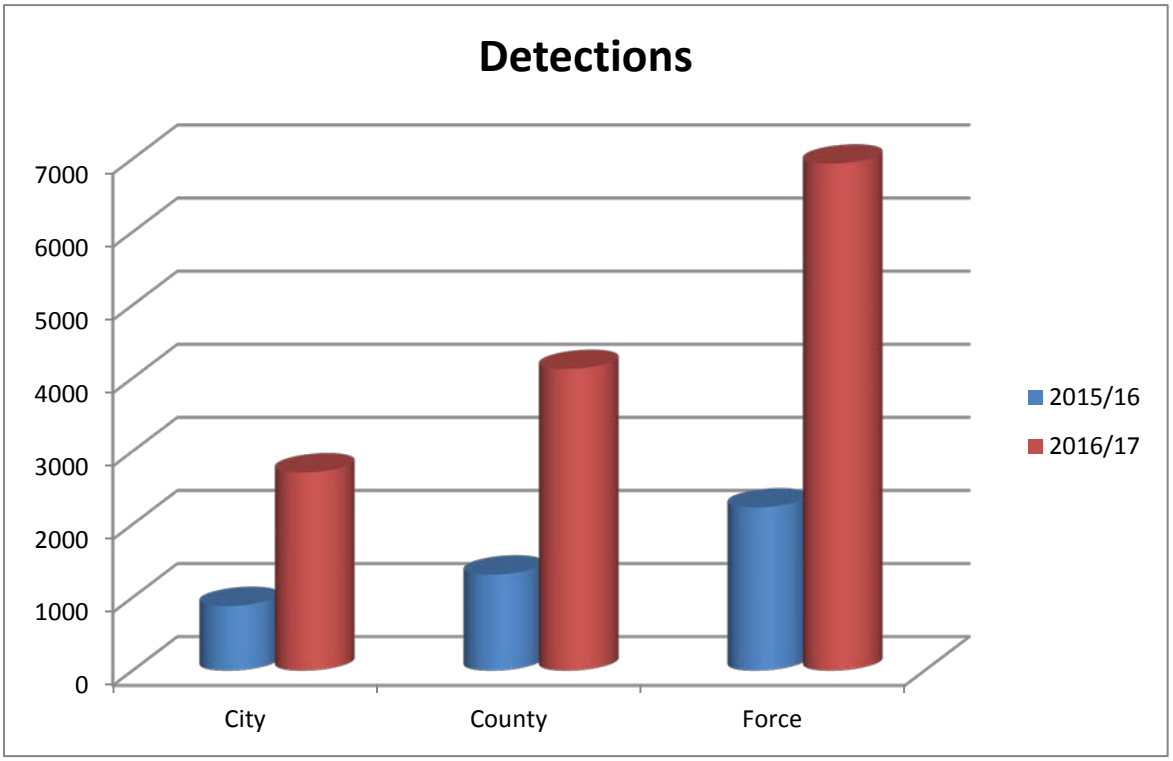
	2015/16	2016/17	Vol. change	% change
Violence with injury	39	77	38	97.4%
Violence without injury	88	129	41	46.6%
Criminal damage	38	32	-6	-15.8%
Public order offences	415	459	44	10.6%
Total	580	697	117	20.2%





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 by a margin of 19.6%.



Domestic abuse

The tables below provide information in relation to domestic abuse offences and survivors. The data is based on all violence offences which meet the Home Office or Nottinghamshire Police 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.

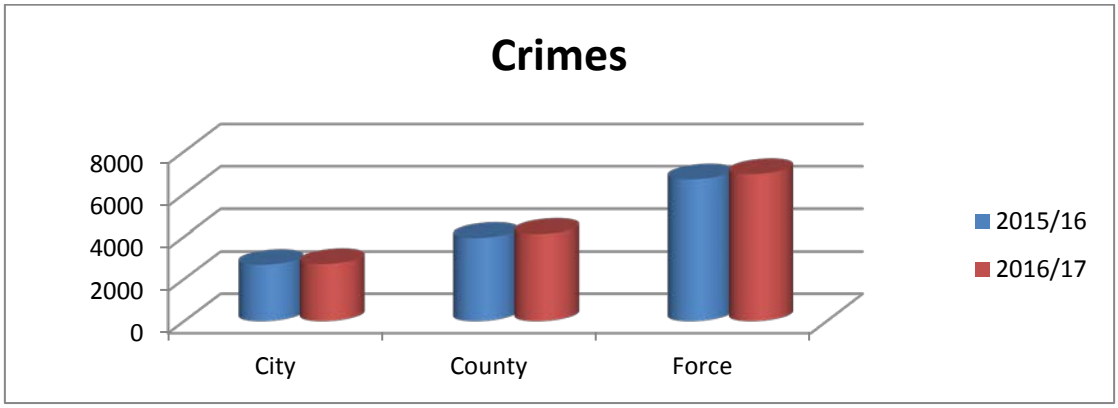
This definition includes 'honour' based violence, female genital mutilation (FGM) and forced marriage and it is clear that survivors are not confined to one gender or ethnic group. The definition is not a statutory or legal definition, so any change does not mean a change in the law. It is used by government 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.

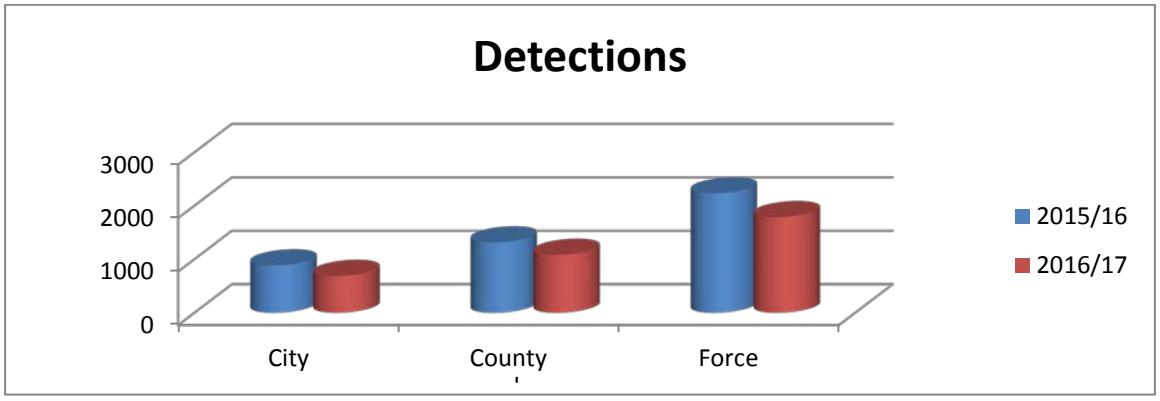
Domestic abuse detections

Although there has been a decrease since last year in detection rates across all crime types including domestic abuse, the rates of detection for domestic abuse continues to remain higher than the rate for all recorded crime.

Location	Crimes			
	2015/16	2016/17	Vol. change	% change
City	2,673	2,712	39	1.46%
County	3,935	4,127	192	4.88%
Force	6,687	6,937	250	3.74%



Location	Detections				
	2015/16	Detection Rate	2016/17	Detection Rate	Difference from last year
City	884	33.1%	688	25.4%	-7.7%
County	1314	33.4%	1082	26.2%	-7.2%
Total	2232	33.4%	1786	25.7%	-7.7%



Domestic abuse victims by gender, age and ethnicity

Gender	2015/16	Proportion	2016/17	Proportion	Vol. change	% change
Female	5,227	79.75%	5,304	78.60%	77	1.47%
Male	1,208	18.43%	1,442	21.37%	234	19.37%
Unknown	119	1.82%	2	0%	-117	-98%
Total	**6554**		**6748**		**194**	**3.22%**

Age	2015/16	Proportion	2016/17	Proportion	Vol. change	% change
0 - 15	30	0.46%	98	1.42%	68	69.39%
16 - 24	1,857	28.42%	1,754	25.37%	-103	-5.87%
25 - 44	3,431	52.51%	3,501	50.64%	70	2.00%
45 - 64	1,026	15.7%	1,208	17.47%	182	15.07%
65 - 74	84	1.29%	86	1.24%	2	2.33%
75+	47	0.72%	61	0.88%	14	22.95%
Total	**6475**		**6708**		**233**	

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

Ethnicity	2015/16	Proportion	2016/17	Proportion	Vol. Change	% Change
Asian or Asian	255	3.9%	244	3.53%	-11	-4.51%
Black or Black British	240	3.7%	220	3.18%	-20	-9.09%
Chinese or Other	35	0.5%	44	0.6%	9	20.45%
Multiple Heritage	148	2.3%	156	2.3%	8	5.13%
Prefer not to say	574	8.78%	527	7.62%	-47	-8.92%
White	5,235	80.12%	5,516	79.78%	281	5.09%
Total	**6487**		**6707**		**220**	**1.033914**

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

Victims of crime

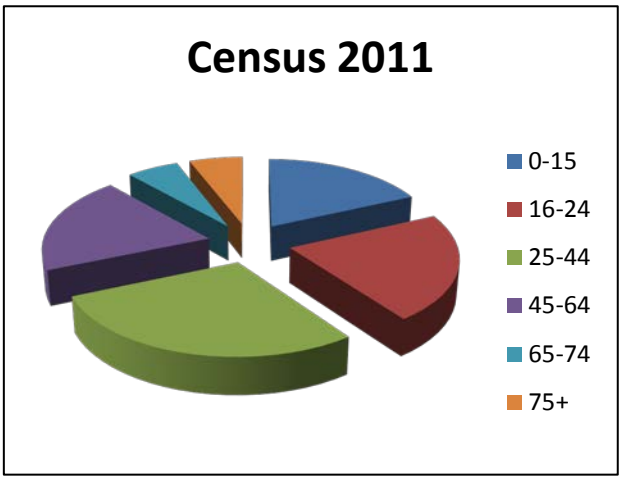
The tables below provide information on victims of crime based on the protected characteristics currently recorded. This information relates to those who have been a victim of "victim-based" crimes, as defined by Her Majesty's Inspectorate of Constabulary (HMIC).

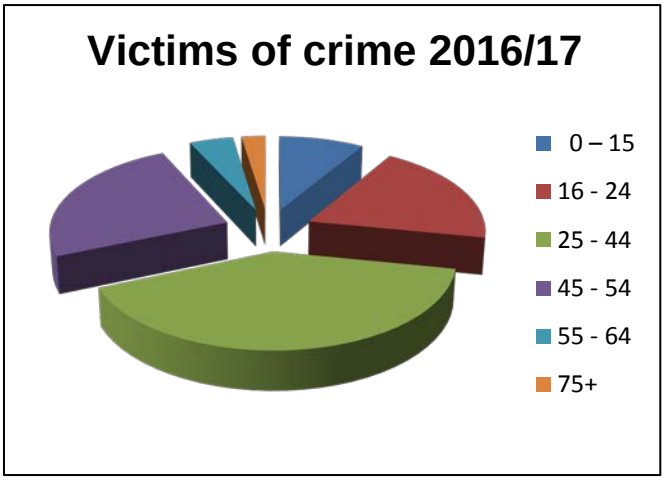
The HMIC crime tree classification identifies four main crime groups under the heading "victim-based crime". These are: violence against the person; sexual offences; stealing, and criminal damage / arson. With some of these offences, such as shoplifting (theft), criminal damage or arson, the victim may 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 provided above.

Age	2015/16	Proportion	2016/17	Proportion	Vol. change	% change
0 – 15	3566	5.47%	4742	6.51%	1176	32.98%
16 - 24	9626	14.75%	10646	14.61%	1020	10.60%
25 - 44	19638	30.10%	22216	30.50%	2578	13.13%
45 - 54	11496	17.62%	13448	18.46%	1952	16.98%
55 - 64	2205	3.38%	2446	3.36%	241	10.93%
75+	1281	1.96%	1331	1.83%	50	3.90%
Crimes against an organisation	13190	20.22%	14249	19.56%	1059	8.03%
Not Stated	3728	5.71%	4694	6.44%	966	25.91%
Total	65239		72851		7612	11.67%

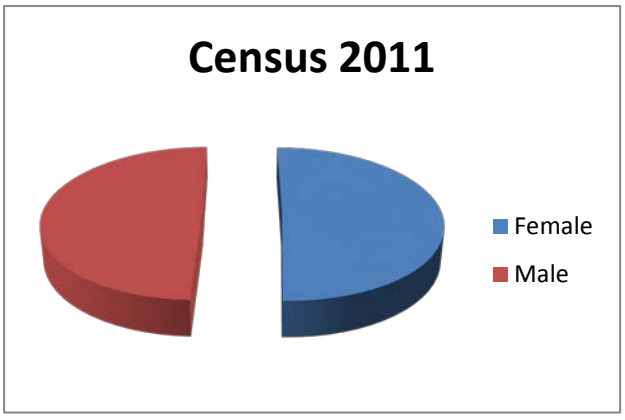
The following charts provide a comparison between the age breakdown of victims and the age profile of Nottinghamshire from the 2011 Census.

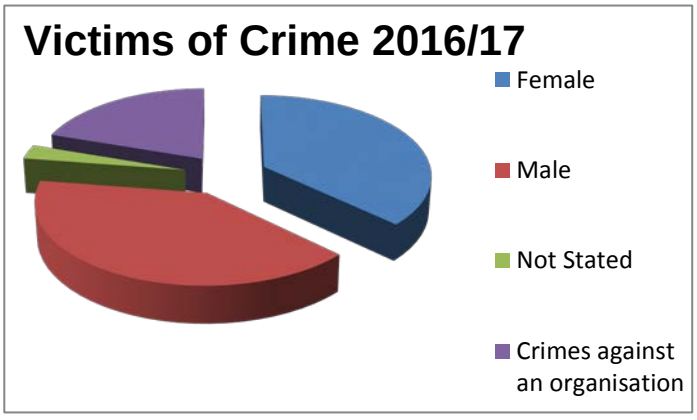




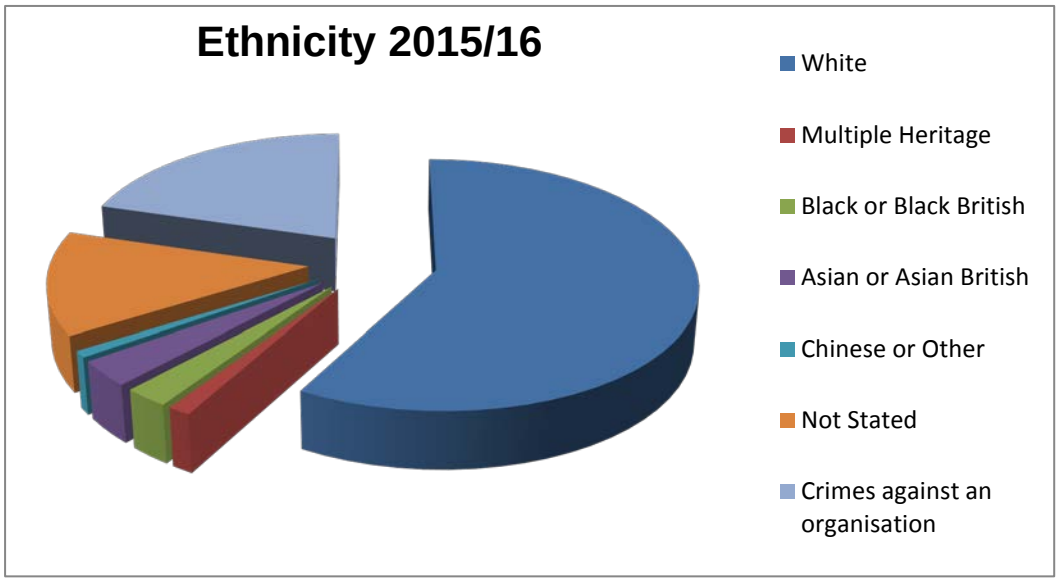
Gender	2015/16	Proportion	2016/17	Proportion	Vol. change	% change
Female	23,417	35.89%	26,670	36.61%	3,253	13.90%
Male	23,847	36.55%	29,041	39.86%	5,194	21.80%
Not Stated	4,216	6.46%	2,028	2.78%	-2,188	8.00%
Crimes against an organisation	13,190	20.22%	14,249	19.56%	1,059	8.03%
Total	65,239		72,851		7,612	11.67%

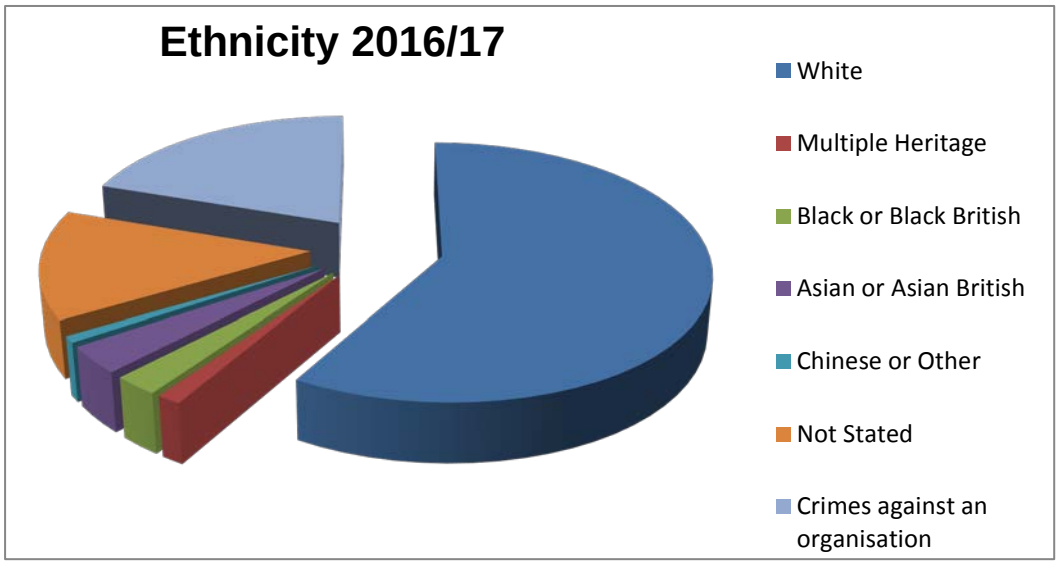
The following charts provide a comparison between the gender breakdown of victims and the gender profile of Nottinghamshire from the 2011 Census.





Ethnicity	2015/16	Proportion	2016/17	Proportion
White	37,662	57.73%	42,309	58.08%
Multiple Heritage	824	1.26%	933	1.28%
Black or Black British	1,618	2.48%	1,758	2.41%
Asian or Asian British	2,150	3.30%	2,470	3.39%
Chinese or Other	555	0.85%	597	0.82%
Not Stated	8,721	13.37%	9,939	13.64%
Crimes against an organisation	13,207	20.24%	14,313	19.65%
Force	65,239		72,851	





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 powers within the BME community has been raised as a concern, but this is now being addressed through ongoing 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 1000 population figure in the tables below, the number of stop and searches conducted by Nottinghamshire Police has been divided by population for that ethnic group in Nottinghamshire, and then multiplied by 1,000.

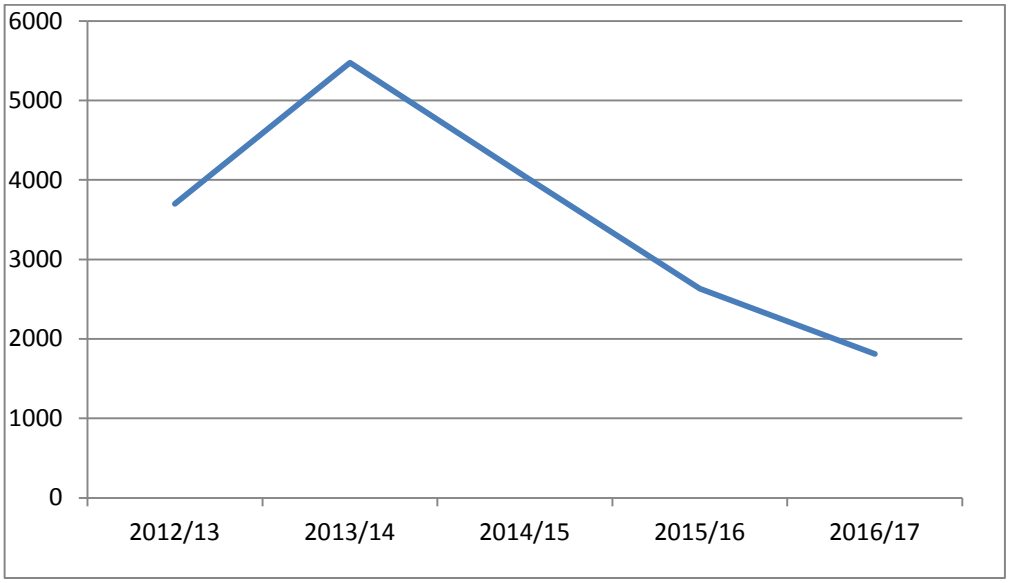
The following two tables show the number of stop and searches carried out by Nottinghamshire Police, broken down using the ONS 2+1 ethnic group categories. The tables cover the periods 1 April 2015 to 31 March 2016 and 1 April 2016 to 31 March 2017 and are for the whole of the Nottinghamshire area.

	2015/2016		
	Volume	Rate	Proportionality
White	1871	1.9	1
BME	598	4.9	2.5
Not Stated	163		

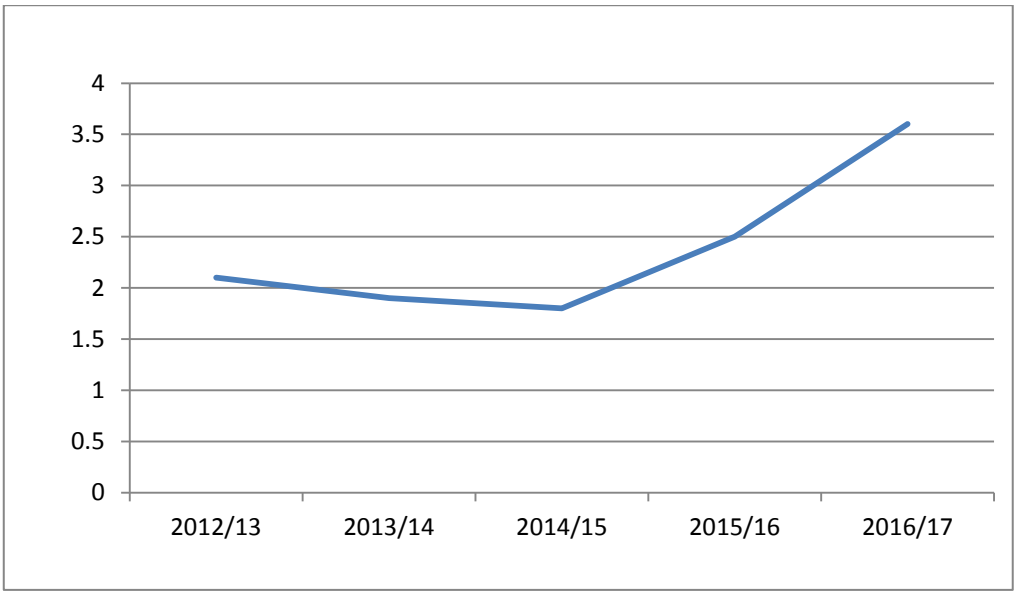
	2016/2017		
	Volume	Rate	Proportionality
White	1074	1.1	1
BME	489	1.0	3.6
Not Stated	249		

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

Stop and Search Volume



Stop and Search
Ratio of BME:White



The above tables show the total volume of stop and search 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 2015 to 31 March 2016 and 1 April 2016 to 31 March 2017.

2015 / 2016

	Nottinghamshire Police area		
	Volume	Rate	Proportionality
White	1871	1.9	1
Dual Heritage	123	4.0	2.1
Asian	231	3.6	1.9
Black	244	8.9	4.6
Not Stated	163		

	City of Nottingham		
	Volume	Rate	Proportionality
White	1200	5.5	1
Dual Heritage	100	4.9	0.9
Asian	205	4.6	0.8
Black	222	10.0	1.8
Not Stated	127		

	Nottinghamshire County		
	Volume	Rate	Proportionality
White	671	0.9	1
Dual Heritage	23	2.1	2.4
Asian	26	1.4	1.5
Black	22	4.3	4.8
Not Stated	36		

2016 / 2017

	Nottinghamshire Police area		
	Volume	Rate	Proportionality
White	1074	1.1	1
Dual Heritage	127	4.1	3.7
Asian	129	2.0	1.8
Black	233	8.5	7.7
Not Stated	249		

	City of Nottingham		
	Volume	Rate	Proportionality
White	618	2.8	1
Dual Heritage	100	4.9	1.7
Asian	106	2.4	0.8
Black	207	9.3	3.3
Not Stated	171		

	Nottinghamshire County		
	Volume	Rate	Proportionality
White	456	0.6	1
Dual Heritage	27	2.5	4.1
Asian	23	1.2	2.0
Black	26	5.1	8.4
Not Stated	78		

By adopting a mobile data solution to record stop and search encounters, performance data is now immediately available to us 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

The following tables show the number of arrests carried out by Nottinghamshire Police during the periods 1 April 2015 to 31 March 2016 and 1 April 2016 to 31 March 2017. 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 Statistic' 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."

Ethnicity	2015/2016		
	Volume	Per 1000 population	Proportionality ratio
White	18,153	18.7	1
BME	4,189	34.3	1.8
Not stated	280		

Ethnicity	2016/2017		
	Volume	Per 1000 population	Proportionality ratio
White	15,642	16.1	1.0
BME	3,189	26.1	1.6
Not stated	1,143		

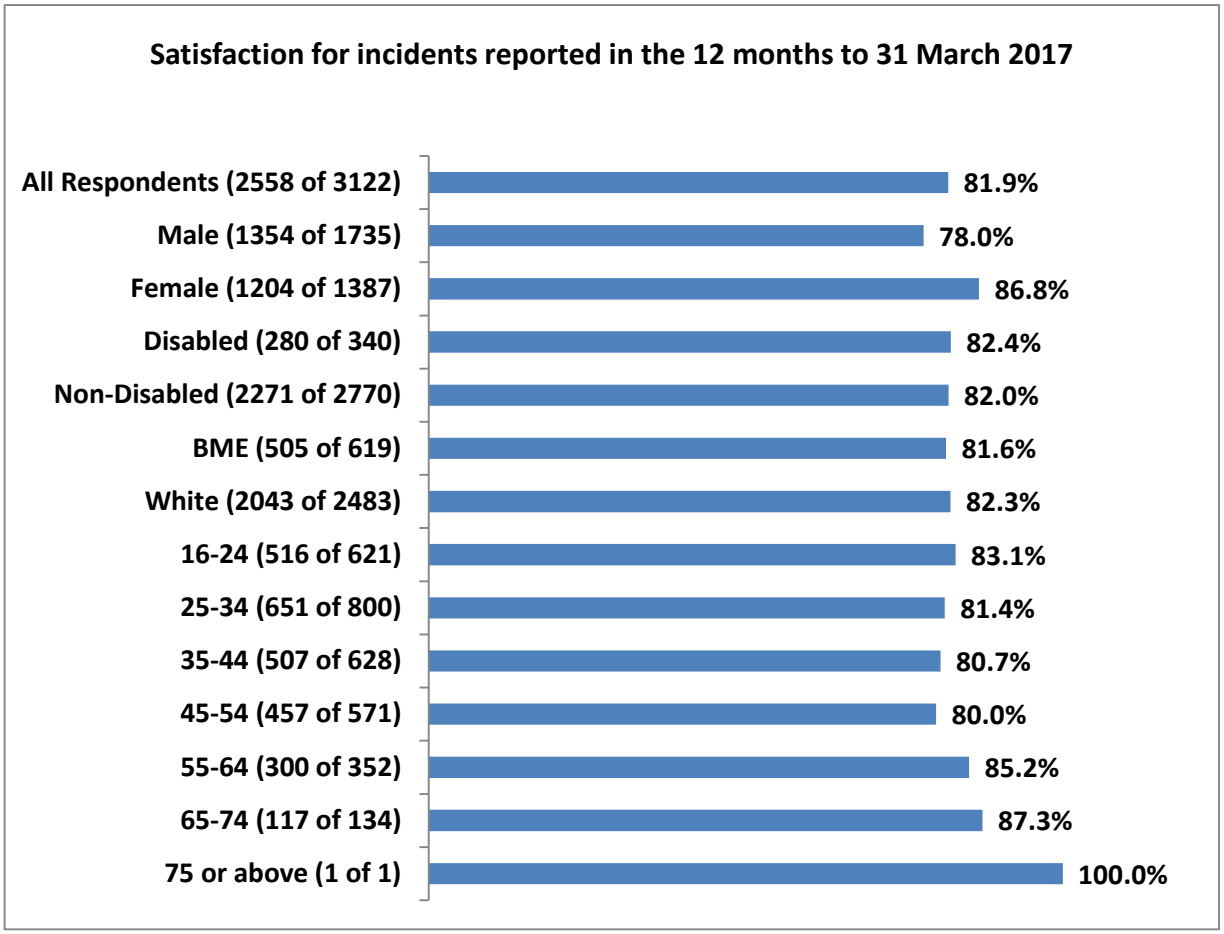
It can be seen from the above that the number of arrests and the arrest rates have dropped for both BME and White detainees, resulting in a slight drop in the proportionality ratio compared to last year.

Victim satisfaction surveys

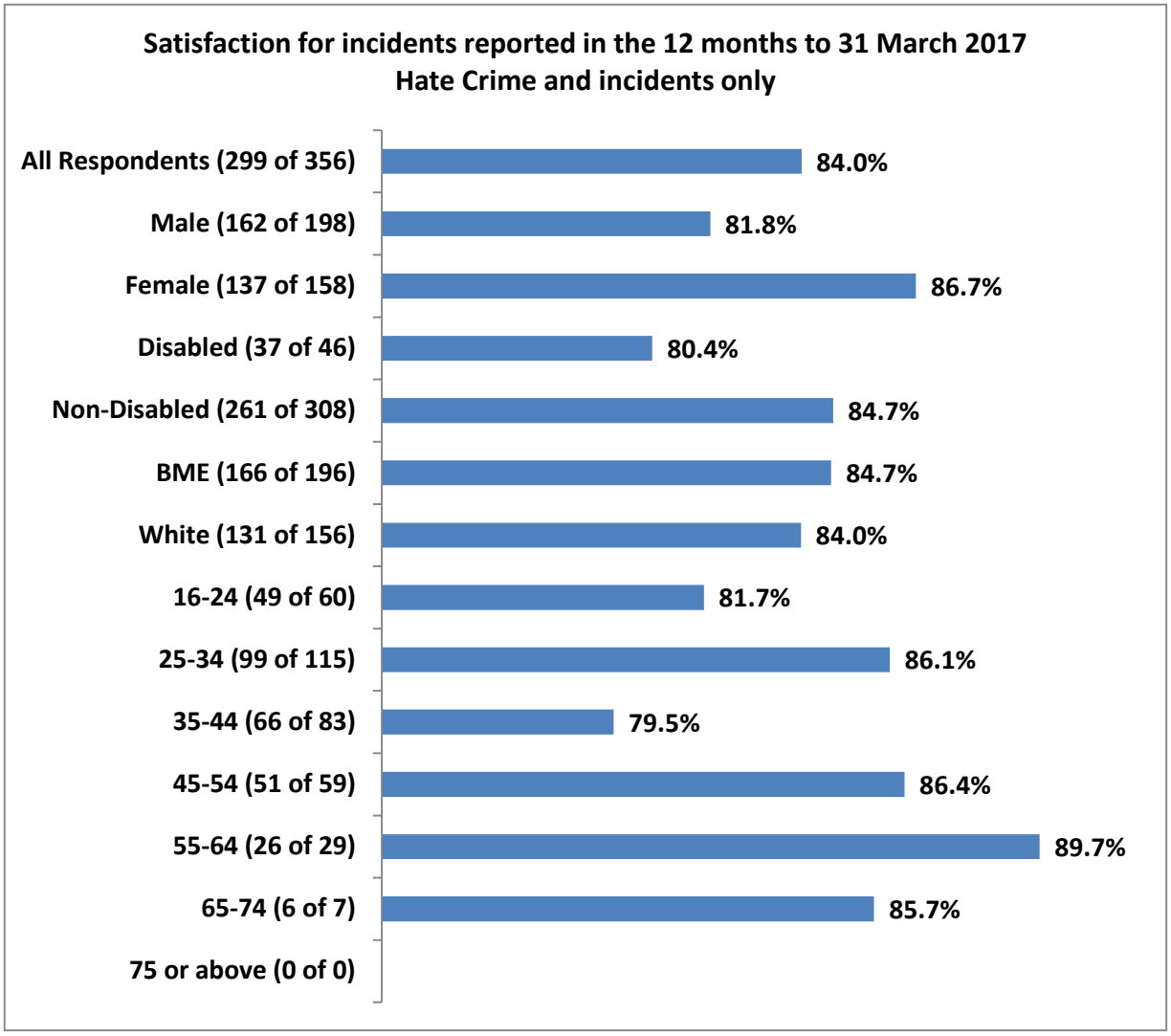
We regularly survey victims of crime to find out how happy they are with the service they have received.

Our telephone interviewers carry out approximately 270 surveys every month with victims of dwelling burglary, racist incidents, vehicle crime and violent crime. 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 racist incidents 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.



Accessibility and communication

Use of interpreters

Nottinghamshire Police uses interpreting services in a variety of circumstances. In the main, these will be when in contact with victims, witnesses and suspects but will also include the translation of documents, training of officers and staff and engagement with community members.

The translation providers for face-to-face and document translation for Nottinghamshire Police is 'Cintra'.

Number of Contacts					
2015/16			2016/17		
Rank	Language	Cintra	Rank	Language	Cintra
1	Polish	1,168	1	Polish	876
2	Romanian	220	2	Romanian	345
3	Lithuanian	163	3	Urdu	114
4	Hungarian	62	4	Lithuanian	100
5	Urdu	168	5	Kurdish Sorani/Badini	93
6	Russian	95	6	Hungarian	71
7	Punjabi India/P.Mipuri	77	7	Arabic	69
8	Slovak	27	8	Russian	63
9	Arabic	42	9	Punjabi Indian/P.Mirpuri	51
10	Kurdish- Sorani/Badini	98	10	Farsi –Dari/Iranian	42
11	Farsi –Dari/Iranian	48	11	Latvian	38
12	Vietnamese	29	12	Chinese Mandarin	36
13	Czech	27	13	Slovakian	33
14	Spanish	22	14	Portuguese	29
15	British Sign	94	15	British Sign	77
Remainder (41 Languages)		217	Remainder (43 Languages)		236
Totals		2,577	Totals		2,273

Source: The information below has been provided by the service providers for 1 April 2015 - 31 March 2016 and 1 April 2016 – 31 March 2017.

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 – or '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 then access the information submitted by the user in advance, so that they do not have to spend 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 then 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 ninth anniversary in April 2017. 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 2016 and 31 March 2017 there were 446 contacts made via Pegasus, covering a wide variety of incidents. 77 of these incidents were 'crimed', meaning the police judged that a crime took place. The incidents reported cover a whole range of incident types, but some key types do reoccur. What is reassuring is that the usage for the deaf community has increased significantly, as they can now report incidents via the deaf text phone.

Pegasus incidents are graded as detailed below:

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
2015/16	39	90	46	105	31	311
2016/17	40	88	83	179	56	446

Pegasus reports 2016/17

Month	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
April 2016	2	6	3	11	3	25
May 2016	4	4	8	25	5	46
June 2016	2	6	11	22	4	45
July 2016	2	5	7	16	2	32
August 2016	4	9	7	19	4	43
September 2016	3	6	6	6	4	25
October 2016	1	7	11	16	5	40
November 2016	2	9	6	15	6	38
December 2016	6	12	6	14	4	42
January 2017	4	10	4	14	6	38
February 2017	4	7	6	11	5	33
March 2017	6	7	8	10	8	39
Total	**40**	**88**	**83**	**179**	**56**	**446**

Pegasus reports crimed 2016/17

Year	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total
2016/17	14	23	24	1	15	77

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, there are a significant number of users for whom no equality data has been gathered. This issue is currently being addressed.

	Male	Female	Transgender	Non Binary	Prefer not to say
Gender	6,423	7,179	2	4	4,929

	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	570	1,781	2,702	2,976	2,486	2305	833	6,384

	White	Multiple Heritage	Black	Asian	Chinese	Other	Prefer not to say
Ethnicity	11,248	148	112	261	88	35	6,481

	Disability	No Disability	Prefer not to say
Disability	1,211	10,298	7,028

Our people and culture

NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

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 are also underpinned by two of our equality objectives.

Equality objective 3 – culture

Equality objective 4 – representation

Workforce data

The following tables provide a variety of information on the demographic of the workforce of Nottinghamshire Police.

All information includes those taking a prolonged absence from the force, e.g. for those 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 are in relation to workforce as it appeared on 31 March 2017.

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 2017	
Police officers	**1,886**
PCSOs	**184**
Police staff	**1,168**
Special Constabulary	**239**
Total	**3,477**

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	222	6.4%	22	1.2%	10	5.4%	128	53.56%
Over 55	269	7.74%	26	1.4%	12	6.5%	5	2.1%
Total	**491**	**14.12%**	**48**	**2.6%**	**22**	**11.96%**	**133**	**55.65%**

Disability - Number of employees who recorded themselves as disabled

	All employees		Police officers		PCSOs		Special Constabulary	
Disability	**Total**	**%**	**Total**	**%**	**Total**	**%**	**Total**	**%**
Yes	88	2.53%	38	2%	4	2.2%	4	1.7%
No	3,287	94.54%	1,846	97.9%	180	97.8%	153	64%
Undisclosed	102	2.93%	2	0.11%	0	0%	82	34.3%

Race and ethnicity - number of employees by ethnicity

	All employees		Police officers		PCSOs		Special Constabulary	
Ethnicity	**Total**	**%**	**Total**	**%**	**Total**	**%**	**Total**	**%**
White	3,197	91.95%	1,794	95.12%	178	96.74%	171	71.5%
Ethnic Minority	161	4.6%	85	4.5%	5	2.7%	16	6.7%
Not Stated	119	3.4%	7	0.3%	1	0.5%	52	21.7%

Gender - number of employees by gender

	All employees		Police officers		PCSOs		Special Constabulary	
Gender	**Total**	**%**	**Total**	**%**	**Total**	**%**	**Total**	**%**
Male	2,005	57.66%	1,316	70.30%	90	50.9%	160	62.7%
Female	1,472	42.34%	570	29.70%	94	49.1%	79	37.3%

Sexual orientation - number of employees by sexual orientation

	All employees		Police officers		PCSOs		Special Constabulary	
Sexual Orientation	**Total**	**%**	**Total**	**%**	**Total**	**%**	**Total**	**%**
Heterosexual	1,552	44.64%	760	40.30%	118	64.13%	92	38.5%
LGB	73	2.10%	40	2.12%	6	3.26%	6	2.5%
Prefer not to say	1,852	53.26%	1,086	57.58%	60	32.61%	141	59%
No % responded	**3477**	**100.00%**	**1886**	**100.00%**	**184**	**100.00%**	**239**	**100.00%**

Note: Percentages given in the above table are based on the number of those staff who have responded to the question relating to sexual orientation, rather than 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	1,156	33.25%	599	31.76%	72	39.13%	62	25.94%
Muslim	27	0.78%	13	0.69%	1	0.54%	1	0.4%
Sikh	29	0.83%	19	1.01%	1	0.54%	3	1.3%
Hindu	8	0.23%	2	0.11%	0	0.0%	0	0%
Jewish	5	0.14%	1	0.05%	0	0.0%	1	0.42%
Buddhist	7	0.20%	5	0.27%	1	0.54%	0	0%
Any other religion	73	2.10%	43	2.28%	6	3.26%	1	0.42%
No religion	229	6.59%	89	4.72%	10	5.43%	22	9.2%
Undeclared	1,943	55.88%	1,115	59.12%	93	50.54%	149	62.34%

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 table 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 2017.

Gender and ethnicity of workforce by department

	Male	%	Female	%	White	%	Ethnic Minority	%	Not Stated	%
Command Team	2	100%	0	0.00%	2	100%	0	0.00%	0	0%
Senior Leaders	2	100%	0	0.00%	2	100%	0	0.00%	0	0%
Corporate Services	187	47.34%	208	52.66%	343	86.84%	31	7.85%	21	5.32%
UOC - Force Response	484	68.65%	221	31.35%	664	94.18%	36	5.11%	5	0.7%
UOC - Strategic Partnerships	472	66.1%	242	33.89%	635	88.94%	30	4.20%	49	6.8%
UOC - Contact Management	126	34.9%	235	65.10%	337	96.12%	12	3.32%	12	3.3%
I & I - Complex Crime	91	59.87%	61	40.13%	145	95.39%	6	3.95%	1	0.66%
I & I - Organised Crime	54	69.23%	24	30.77%	71	91.03%	4	5.13%	3	3.85%
I & I - Intelligence	165	57.69%	121	42.31%	262	91.61%	11	3.85%	13	4.55%
I & I - Public Protection	89	38.36%	143	61.64%	220	94.83%	11	4.74%	1	0.43%
Regional - EMCJS	97	44.09%	123	55.91%	204	92.73%	7	3.18%	9	4.09%
Regional - EMOpSS	137	81.55%	31	18.45%	161	93.45%	4	2.38%	3	1.79%
Regional - EMSOU	99	61.11%	63	38.89%	151	93.21%	9	5.56%	2	1.23%
Total	**2005**	**57.73%**	**1,472**	**42.27%**	**3,197**	**94.04%**	**161**	**4.29%**	**119**	**1.67%**

Age and disability of workforce by department

					Disability					
	25 and Under	%	Over 55	%	Yes	%	No	%	Not Stated	%
Command Team	0	0%	0	0.00%	0	0.00%	2	100%	0	0%
Senior Leaders	0	0%	0	0.00%	0	0.00%	2	100%	0	0 %
Corporate Services	35	8.86%	53	13.42%	11	2.78%	375	94.94%	9	2.28%
UOC - Force Response	21	2.98%	9	1.28%	11	1.56%	694	98.44%	0	0 %
UOC - Strategic Partnerships	115	16.11%	50	7.00%	13	1.82%	620	86.83%	81	11.34%
UOC - Contact Management	34	9.42%	37	10.25%	14	3.88%	339	93.91%	8	2.22%
I & I – Complex Crime	0	0%	5	3.29%	2	1.32%	150	98.68%	0	0%
I & I – Organised Crime	0	0%	5	6.41%	2	2.56%	75	96.15%	1	1.28%
I & I – Intelligence	4	1.40%	32	11.19%	19	6.64%	265	92.66%	2	0.70%
I & I – Public Protection	3	1.29%	11	4.74%	5	2.16%	227	97.84%	0	0 %
Regional - EMCJS	9	4.09%	38	17.27%	6	2.73%	214	97.27%	0	0%
Regional - EMOpSS	1	0.60%	4	2.38%	2	1.19%	165	98.21%	1	0.60%
Regional - EMSOU	0	0%	25	15.43%	3	1.85%	159	98.15%	0	0%
Total	**222**	**6.38%**	**269**	**7.73%**	**88**	**2.53%**	**3,287**	**94.48%**	**102**	**2.93%**

(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 and ethnicity by ranks for police officers.

	Male	%	Female	%
Superintendent and above	22	95.65%	1	4.35%
Chief Inspector/ Detective Chief Inspector	25	75.76%	8	24.24%
Inspector/ Detective Inspector	82	72.57%	31	27.43%
Sergeant / Detective Sergeant	251	75.6%	81	24.40%
Constable / Detective Constable	936	67.58%	449	32.42%
Total	**1,316**	**69.78%**	**570**	**30.22%**

	White	%	BME	%	Not Stated	%
Superintendent and above	23	100%	0	0.00%	0	0%
Chief Inspector/ Detective Chief Inspector	33	100%	0	0.00%	0	0%
Inspector/ Detective Inspector	109	96.46%	4	3.54%	0	0%
Sergeant / Detective Sergeant	312	93.98%	18	5.42%	2	0.6%
Constable / Detective Constable	1317	95.09%	63	4.55%	5	0.36%
Total	**1,794**	**95.12%**	**85**	**4.51%**	**7**	**0.42%**

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, Complains and Discipline, Dogs, Drugs, Firearms - Tactical, Firearms/Explosives, Fraud, Special Brach/Protection/Immigration/National, Surveillance, Traffic, Vice.

At the end of March 2017, there were 1089 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 & Ethnicity			Disability		
	25 and Under	Over 55	Male	Female	White	Ethnic Minority	Not Stated	Yes	No	Not Stated
Volume	3	17	702	387	1,039	46	4	28	1,059	2
%	0.27%	1.56%	64.46%	35.54%	93.61%	4.22%	0.37%	2.57%	97.25%	0.18%
Specialist % All Officers	0.16%	0.9%	37.22%	20.52%	64.65%	2.44%	0.21%	1.48%	56.15%	0.11%

Part-time working

Staff working part-time during the period 1 April 2016 to 31 March 2017 by gender and disability

Gender	Total	%
Male	84	2.59%
Female	467	14.4%
Total	551	17.02%

Disability	Total	%
Yes	15	0.46%
No	533	16.46%
Undisclosed	3	0.09%

Leavers

The following tables provides details of the protected characteristics of staff and officers who left Nottinghamshire Police between 1 April 2016 and 31 March 2017.

The percentages given in each case are as a proportion of all leavers in that group (officers / staff). During the specified period, 162 police officers and 213 police staff left the organisation.

	Age		Gender		Race and ethnicity		
Police officers	25 and under	Over 55	Male	Female	White	Ethnic Minority	Not stated
Volume	2	13	120	42	155	6	1
%	1.23%	8.02%	74.07%	25.93%	95.68%	3.70%	0.62%

	Age		Gender		Race and ethnicity		
Police Staff	25 and under	Over 55	Male	Female	White	Ethnic Minority	N.S.
Volume	12	67	102	111	197	5	11
%	5.63%	31.46%	47.89%	52.11%	92.49%	2.35%	5.16%

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 2016 to 31 March 2017.

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 and disability status.

	Complaint protected characteristics											
Date	Number of live cases	Discrimination	Bullying and harassment	Other	Male	%	Female	%	BME	%	Recorded disability	%
Apr-16	11	1	4	6	7	64%	4	36%	1	9%	1	9%
May-16	12	1	4	7	6	50%	6	50%	1	8%	1	8%
Jun-16	8	1	1	6	4	50%	4	50%	0	0%	1	13%
Jul-16	6	0	2	4	4	67%	2	33%	0	0%	1	17%
Aug-16	9	0	3	6	5	56%	4	44%	1	11%	1	11%
Sep-16	8	1	1	6	5	63%	3	37%	0	0%	2	25%
Oct-16	9*	1	2	5	5	56%	3	44%	0	0%	2	22%
Nov-16	7*	2	1	3	4	57%	2	29%	0	0%	2	29%
Dec-16	6*	2	1	2	3	50%	2	33%	0	0%	2	33%
Jan-17	9*	3	2	3	4	44%	4	44%	0	0%	3	33%
Feb-17	8*	2	2	3	4	50%	3	38%	0	0%	2	25%
Mar-17	11*	3	4	3	5	45%	5	45%	0	0%	2	18%

Note: *number includes one collective grievances which are not included in any figures other than number of live cases

Stonewall Workplace Equality Index

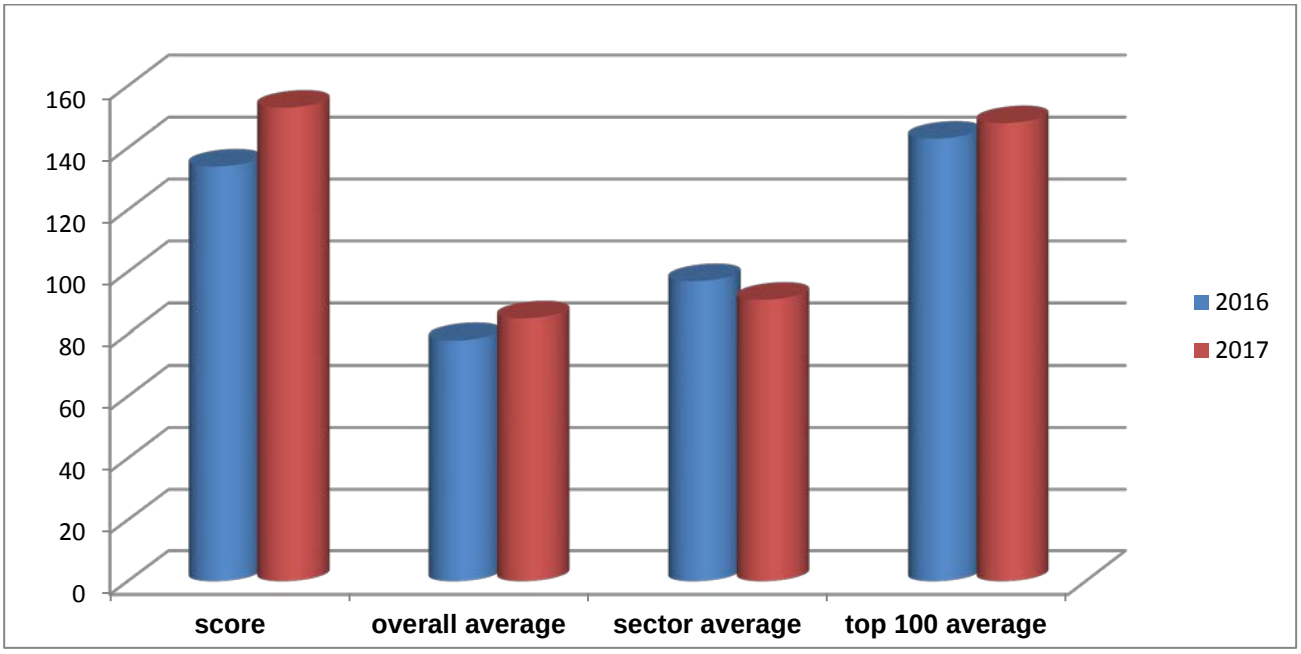
How the index works

The Workplace Equality Index is free to enter for any employer. 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 explores various areas of employment policy and practice including:

1	**Employee policy**	Written policy Resourcing and accountability Policy review	Employee benefits Tribunals Bullying and harassment
2	**Employee engagement**	Senior leadership on LGB issues Employee network groups	All-staff engagement
3	**Staff training and development**	Training Line managers	Career development for LGBT staff
4	**Monitoring**	Data collection Data analysis	Response rates Reporting and actions
5	**Supplier policy**	Procurement policy	Supplier engagement
6	**LGBT community engagement**	Community engagement Service delivery	Marketing and corporate responsibility
7	**The 'pink plateau'**	Visible LGBT leaders	Role models
8	**Additional evidence & staff feedback survey**	Staff attitudes and experiences	Innovative practices

This was the fifth year that Nottinghamshire Police entered the index and evidence provided as part of the submission related to activities, policies, training and engagement in place or occurring during the period September 2015 and September 2016. The organisation ranked 35th on the index, only being outranked by three other police forces.



We have increased our ranking consistently from 196th in 2014 to 167th in 2015. In 2016 we made incredible progress and increased our ranking to 64th. This year our ranking increased again to 35th out of 439 employers, our best ranking to date.

Our position within the emergency services sector has therefore also improved from 5th out of 33 in 2017.

Our score of 153 out of 200 was 85 points more than the overall average score for participants, and 91 points more than the average score for our counterparts within the emergency services sector. This is an extremely positive headline.

The key themes and areas where we have implemented change 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.

- 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 them.

- Developing cultural competence in relation to trans equality and inclusion.

- The need to ensure all staff receives equality and diversity training which identifies sexual orientation and gender identity / expression.

- Promotion of our “Diversity Allies” and reverse mentoring programme to support equality, diversity and inclusion development and engages managers at all levels.

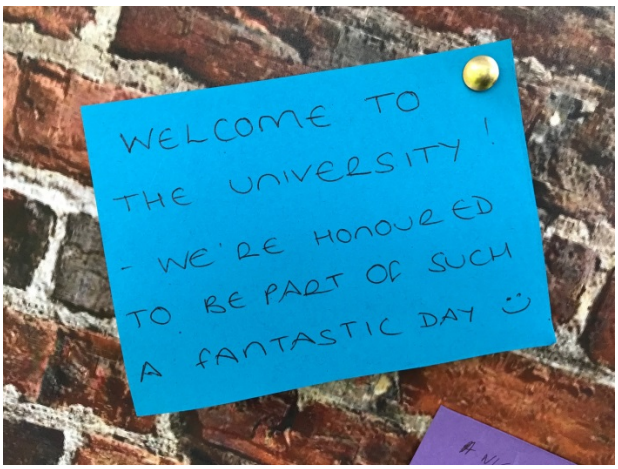
- Continuing to improve equality monitoring data in relation to sexual orientation and gender identity, to inform career development for LGBT+ colleagues.

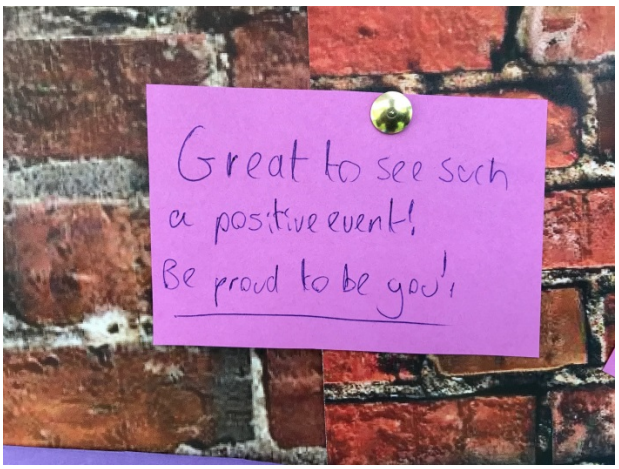
- Improved mechanisms for how the organisation engages with existing and potential suppliers to promote LGBT+ equality.

- A clear and visible commitment from senior managers in relation to LGBT+ equality and inclusion as a priority.

LGBT Conference 2017
Trans Picnic 2017

notts trans picnic
Breaking Down Walls


WELCOME TO THE UNIVERSITY! - WE'RE HONOURED TO BE PART OF SUCH A FANTASTIC DAY


Great to see such a positive event! Be proud to be you!

We have continued to make some positive gains in relation to engaging with LGBT+ colleagues through our staff networks, staff consultation and community engagement, which has continually shaped our organisational learning, and understanding.

We actively support 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 had 1010 respondents. This translated to 38% bisexual, 36% lesbian and 26% gay colleagues who responded. Although, the headline is positive, we still need to do more to promote equality and inclusion for our colleagues who may identify as trans, non-binary or 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.

Stonewall Event, London 2017

For more information about this document please contact:

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For Information	
Public/Non Public*	**Public**
Report to:	**Strategic Resources and Performance Meeting**
Date of Meeting:	**7 September 2017**
Report of:	**The Chief Constable**
Report Author:	**Kate Hemstock**
E-mail:	**Kate.hemstock@nottinghamshire.pnn.police.uk**
Other Contacts:	
Agenda Item:	**7**

PERFORMANCE & INSIGHT REPORT

1. Purpose of the Report

1.1 The purpose of this report is to inform the Office of the Police and Crime Commissioner (OPCC) of the key performance headlines for Nottinghamshire Police in the 12 months to July 2017.

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 OPCC is aware of current performance in line with the PCC 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 seven Police and Crime Plan strategic objectives. Performance compared to target (where applicable) as well as trends in the short and long term are considered, and operational insight is provided to add context.

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

PCC Themes One to Seven

Year-to-date 1st April 2017 – 31st July 2017

Guidance notes:

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2016-18. The information is organised in line with the seven strategic priority themes in the plan.

2. Summary performance information is for the period 1st April 2017 to 31st July 2017 compared to the equivalent period of last year, in line with the Police and Crime Plan requirements. Where information provided is for an alternative period this will be stated. Longer term trend information is provided wherever possible.

3. Where a measure has a designated target, a target position will also be provided and this will be assigned a RAGB status as follows;

- Where a measure is exceeding target (performance more than five per cent better than target) a measure will be rated blue
- For performance achieving target within five per cent it is rated green
- Measures not achieving target but within five per cent are rated amber
- Measures more than five per cent away from target are rated red

4. Additional insight is included in the report in order to provide context, particularly in relation to performance exceptions.

5. Some of the performance information in the report is refreshed quarterly. Where updated information is not available this is stated and the information from the previous report is provided.

6. Where data has been supplied by a source outside of the Nottinghamshire Police Management Information team, this will be stated.

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		**Objective / Target**	**Performance**		**Insight**
1.1	Percentage of victims of crime that are completely, very or fairly satisfied with the service they have received from the police	90% of victims completely, very or fairly satisfied	89.9%		In response to a change in the Home Office mandated survey requirements, the force is currently reviewing the local approach to surveying victims of crime and the wider community. While this review is on-going, the force continues to survey victims of Domestic Abuse (mandatory) and victims of Hate Crime (non-mandatory). In the 12 months to May 2017, the force surveyed a total of 522 Domestic Abuse survivors. 93.5% of those surveyed were fairly, very or completely satisfied with the service they received from the police. This figure represents a slight uplift compared to previous months. Over the same period, from a total of 360 Hate Crime victims surveyed, 84.6% were satisfied with the service they received from the police. Satisfaction among victims of hate crime appears stable.
1.3	Percentage of people who agree that the police and local councils are dealing with Anti-Social Behaviour and other crime issues	60% agreement by 2016-17	58.7%		**Current performance covers interviews in the year to December 2016[1]. Please note that this information is updated quarterly.** The Force is 1.3 percentage points below the 60% target. There is little change on the previous year's position (56.5%). The average for the Force's Most Similar Force group is 60.1% and Nottinghamshire is ranked in 4th place in this group of 8. In terms of a similar Crime Survey for England and Wales measure, there is a marked improvement in performance for the statement "The police do a good or excellent job", with the percentage of people agreeing with statement at 60.6% compared to 54.8% in the previous year.
1.4	Percentage reduction of people that been repeat	a) A reduction in the number of repeat victims[2] of domestic	+90		***The Force definition of a repeat victim is based on the national***

[1] *The sample size for the Crime Survey for England and Wales for Nottinghamshire in the current year is approximately 700 persons. The population of Nottinghamshire is 1,107,000 persons (Office for National Statistics mid-year estimate).*

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		**Objective / Target**	**Performance**		**Insight**
	victims within the previous 12 months	violence compared to 2016-17			***definition. A Domestic Abuse (DA) repeat victim is a victim of a DA crime or incident in the current month who has also been a victim of one or more DA crimes or incidents at any point in the previous twelve months.*** Of a total of 1,206 Domestic Abuse victims in the month of July, 441 had been a victim of one or more previous domestic abuse incidents or crimes in the 12 months prior (August 2016 – July 2017). This compares to a baseline monthly average for the 2016/17 year of 351 repeat victims per month, which equates to an increase of 25.6% in the month of July. As a proportion, 36.6% of DA victims in July were repeat victims, which is above the baseline average of 30.8%.
		d) A reduction in the number of repeat victims of hate crime[3] compared to 2016-17	-1	●	***The Force definition of a repeat victim is based on the national definition. A hate crime repeat victim is a victim of a hate crime or incident in the current month who has also been a victim of one or more hate crimes or incidents at any point in the previous twelve months.*** Of a total of 156 hate crime victims in the month of July, 14 had been a victim of one or more previous hate crimes in the 12 months prior (August 2016 – July 2017). This compares to a baseline monthly average for the 2016/17 year of 15 repeat victims per month, which represents 1 less repeat hate crime victim in July compared to the baseline figure. As a proportion, 9% of hate crime victims in July were repeat victims. This figure is lower than the baseline monthly average for

[2] *In order to capture the full picture of risk, repeats are counted as any repeat instance, whether incident or recordable crime. Victims are identified using a created golden nominal ID which is made up of information recorded on first name, surname and date of birth of the victim. This method is reliant on complete and accurate information being recorded on Niche for each victim. Data for Domestic Abuse and Hate Crime is reliant on the appropriate markers or qualifiers being added to records on Niche. Breach offences (such as breach of restraining order) are recorded as offences against the state and not against the victim (i.e. the subject of the order). As such it is not possible to include these in this measure.*

[3] *The term Hate Crime in relation to repeat victims includes incidents as well as recordable crimes.*

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people				
Measure		**Objective / Target**	**Performance**	**Insight**
				2016/17 (11.5%).
		e) To monitor repeat victims of ASB incidents.	1,076	There were 1,076 victims of ASB in July 2017 who had reported a previous incident or incidents in the 12 months prior. This is a slight increase on the figures reported in both June (1042) and May (1008). It is important to note that overall ASB incidents reported to the police increased in July with 3,321 incidents. (3,104 in June and 2,967 in May) This increase is expected due to seasonality with trends in ASB incidents increasing in Summer. As a proportion, repeat ASB accounts for 32.4% of all incidents in July, which is slightly less than the June figure (33.6%) and also the equivalent figure for May (34%).
		f) To monitor the number of domestic abuse non-crimes and crimes and the proportion of which are repeats	1,561 crimes and non-crimes	The Force recorded 1,561 domestic abuse crimes and non-crimes in July 2017. Last year, the Force recorded an average of 1,375 Domestic Abuse crimes and non-crimes per month.
			Proportion that are repeats	Please see measure 1.4a (above)
1.5	Public confidence in reporting offences to the police	a) To monitor the number of Sexual Offences as a whole	1,210 offences	The Force has recorded 1,210 sexual offences this year. This is a 99.3% increase against the same period last year (603 more offences). Rape offences have seen an increase of 126.1% (+256 offences) this year, while other sexual offences increased by 85.9% (+347 offences). Following the National Crime Recording Standards (NCRS) audit, the Force continues to record Sexual Offences at a higher level than previously. Comparisons to the early part of last year will

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people				
Measure		**Objective / Target**	**Performance**	**Insight**
				demonstrate large percentage increases when compared to the new 'normal' levels the force are now recording. Looking at the longer term trend, the force has recorded a 67.6% increase in sexual offences in the 12 months to July 2017, compared to the 12 months to July 2016, which equates to 1,293 additional offences recorded over the 12 month period. The last 3 months have seen significant increases in the recording of sexual offences in Nottinghamshire. Levels have been slightly higher than those recorded in the months following the NCRS audit in last year. This increase is in line with national increases and there has increases across many offence types. There have been some possible media influences with TV shows portraying rape and sexual offence story lines since April which could influence an increase in the reporting of offences. Further analysis to determine how much of the increase is the result of the reporting of historic offences is in progress.
		b) To monitor satisfaction levels of victims of Domestic Abuse through the force victim surveys	93.5%	See measure 1.1 for details.
		c) To monitor the number of Hate Crimes and the proportion of which are repeats	140 hate crimes 40 hate incidents	There have been a total of 140 hate crimes in July. Over the same time period the Force has recorded 40 hate incidents, meaning that the overall total for July stands at 180 hate crimes/incidents. Year-to-date figures (April to July) show an increase of 12.6% (77 more hate crimes and incidents) when compared to the same period last year. Last year the Force had an average of 111 hate crimes and 62 Hate Incidents per month, a total of 174 hate crimes on average per month.
			Proportion that are repeats	Please see measure 1.4d (above)

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		**Objective / Target**	**Performance**		**Insight**
1.6	The number of people Killed or Seriously Injured (KSIs)on Nottinghamshire's roads	a) 40% reduction in all KSI RTCs by 2020 (from 2005-09 average)	-40.1%		***Data as per the previous report, next update due in October.*** Data for quarter one (1st January 2017 – 31st March 2017) shows a 40.1% reduction (66 fewer persons) Killed or Seriously Injured (KSIs) on Nottinghamshire's roads compared to the 2005-2009 baseline period. A reduction is also seen when compared to the same quarter of 2016 (-18.2% or 22 fewer persons). All user groups are seeing a reduction in KSIs in quarter one when compared to the baseline average. There was a slight increase in pedestrian KSIs when compared to quarter one of 2016, however this is the result of a difference of one person over one quarter period and as such is not a reliable indication of a change in trend. KSIs in the 0-15 age group continue to reduce with a 51.4% reduction against the baseline.
		b) Monitor KSIs for 0-15 year olds	-51.4%		
1.7	The number of non-crime related mental health patients detained in custody suites	A reduction in the number of non-crime related mental health patients detained in custody suites	100%		***Data is for quarter one April-June 2017. Data for this measure is released quarterly, with the next update due November 2017.*** 2 people have been presented to custody as a first place of safety in quarter one 2017. This compares to a total of 1 for the same Q1 period last year. On average last year, less than three percent of mental health patients have been taken to custody, with the vast majority taken to the mental health suite. Source: East Midlands Criminal Justice Service (EMCJS).
1.8	The number of children detained in police custody overnight	A reduction in the number of children detained in police custody overnight[4] compared to 2015-16	24 detainees		***Data is for Quarter 1 April-June 2017. Data for this measure is released quarterly, with the next update due November 2017.*** There were 24 juveniles remanded into custody in quarter one 2017 compared to 26 in the same quarter in 2016. Source: East Midlands Criminal Justice Service (EMCJS).

[4] *It is not possible to define overnight detention for this measure and therefore figures given are for all juvenile detainees. Data for the 2016/17 performance year this data will be used to produce a baseline for future monitoring, so this indicator will be a monitoring indicator and not a reduction target.*

Strategic Priority Theme One: Protect, support and respond to victims, witnesses and vulnerable people				
Measure		**Objective / Target**	**Performance**	**Insight**
1.9	Percentage of incidents responded to within the target time[5]	To monitor the percentage of Grade 1 and 2 incidents attended within the recommended timescale* for a) Rural b) Urban **The recommended timescales for grade 1 (immediate) and grade 2 (urgent) response incidents are as follows:* ▪ *Grade 1 incidents in Urban areas within 15 minutes and Rural areas within 20 minutes; and,* ▪ *Grade 2 incidents within 60 minutes.*	Grade 1 77.6% Grade 2 59.7%	In terms of Grade 1 incidents, the Force attended 78.0% of Urban areas and 75.4% of Rural areas within the advised times this year, giving a total 77.6% for all Grade 1 incidents. Whilst 59.7% of Grade 2 incidents were attended within 60 minutes. On average, the Force attends Grade 1 incidents within the recommended times. The average attendance time for Grade 1 incidents has remained at around 14 minutes each month over the most recent three months. For the last 3 months the average attendance time for Grade 2 has been 89 minutes. The number of incidents requiring attendance has increased over the last three months due to the expected seasonal increases. In addition, there appears to have been a further increase as a result of an unprecedented increase in calls to the control room in the last three months.

[5] *Outliers have been excluded from the overall figures*

Strategic Priority Theme Two: Improve the efficiency and effectiveness of the criminal justice process					
Measure		**Objective / Target**	**Performance**		**Insight**
2.2	Crown and Magistrates' Courts conviction rates	To record a conviction rate in line with the national average	CC +1.7pp		**Data for this measure is released quarterly. The most recent quarter 4 data covers January to March 2017. Next update is due in the September report.** Quarter four figures provided by the East Midlands Criminal Justice Service (EMCJS) reveal that the Crown Court recorded a conviction rate of 80.7% which is higher than the national average of 79%. The Magistrates' Courts conviction rate is 84.8% for the same period and is slightly below the national average (85.5%). This continues to be an issue for Nottinghamshire and work is being carried out jointly with local partners using the EMCJS FIT model to deliver improvements in the quality of files submitted by the police to the CPS.
			MC -0.7pp		
2.3	Early Guilty Plea rate for the Crown and Magistrates' Courts	An increase in the Early Guilty Plea rate compared to 2015-16.	CC -4.6pp		***Data for this measure is released quarterly. The most recent quarter 4 data covers January to March 2017. Next update is due in the September report.*** Crown Court performance in quarter 4 was 38.6%. Magistrates Court performance in quarter 4 was 66.5%. Rates for both courts remain below the national average. The national average for Crown Court for quarter 4 was 41.3%, and the Magistrates Court national average was 69.6%. There are a number of issues that affect performance: Timely delivery of IDPC at court, timely review of cases by CPS and response to issues by the police, File quality – however this is improving and a Defence culture whereby in some areas of the force the defence are less likely to plead. Not all of these issues relate to the police so these, therefore the PTPM metrics are a cross system issue. An initiative called the FIT regime is being implemented to assist on file quality. A FIT 2
			MC +6.2pp		
		To be better than the national average	CC -2.7pp		
			MC -3.1pp		

Strategic Priority Theme Two: Improve the efficiency and effectiveness of the criminal justice process					
Measure		**Objective / Target**	**Performance**		**Insight**
					process is about to launch in June which will highlight non responses to senior officers in order to get an update before files are sent to CPS. The FIT 1 process has been implemented which sends emails and data to managers to allow feedback to be given and officers on their work. Prosecutions remodelling will be introduced later this year and work on promoting reward and recognition around file quality is being introduced, as well as a new action plan with the CPS around file quality. The guilty plea at first hearing has also been made the number one priority for this performance year by the RCJB's EEB board chaired by DCC Knighton.

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial behaviour					
Measure		**Objective / Target**	**Performance**		**Insight**
3.1	Reduction in All Crime across the force	a) A reduction in All Crime compared to 2016-17	+35.9%	●	The first four months of this year have seen the Force record a 35.9% (8,445 offences) increase in All Crime compared to the same period last year. Victim-Based crime has increased by 33.6% (7,095 offences) year-to-date. Other Crimes Against Society have increased by 56.6% (1,350 offences). The increase in Other Crimes Against Society is driven by a 187.1% increase in Public Order offences. Public Order offence volumes remain high following the NCRS audit, as a result of the daily incident checks now in place in force. Following the NCRS audit last year, the force has put in place new daily processes to maintain compliance with the national standards. This means that recorded crime volume remains at a higher level and this is expected to continue as the accepted new 'normal' level. The force is now recording around 2,000 offences more each month than this time last year. When considering the longer term trend, the Force has recorded a 29.6% (20,708 offences) increase in All Crime in the 12 months to July compared to the previous 12 months. Nottinghamshire performance is in line with other forces in this respect, with the current increase just slightly higher than the national average increase.
		b) A reduction in Victim-Based Crime compared to 2016-17	+33.6%	●	The overall volume of Victim-Based crime year-to-date increased by 7,095 offences compared to last year (+33.6%). When considering the longer term trend, Victim-Based crime has increased by 26.5% (16,751 offences) in the 12 months to July 2017 when compared to the twelve months previous. Increases are apparent across most of the sub-categories within the Victim-Based crime group. Crime levels have remained

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial behaviour				
Measure		**Objective / Target**	**Performance**	**Insight**
				consistent at over 7,000 crimes per month in the last three months which is the highest level seen in the last five years. Violence Against the Person (VAP) offences are responsible for a large proportion of the increase in overall Victim-Based crime. This is as a result of processes put in place to maintain compliance with the national standard; ensuring that the Force is responding to victims and putting in place the appropriate support, safeguarding and investigation. VAP has seen a 51.4% increase (+2,946 offences) year-to-date when compared to last year. Performance is driven by an increase in Violence without Injury, with a 77.4% increase (+2,021 offences). Sexual Offences have increased by 99.3% year-to-date (+256 Rape and 347 Other sexual offences).
		c) To monitor the number of offences in those local areas which experience high levels of crime		The five areas of Nottingham City that have been identified as experiencing high levels of crime have recorded a total of 3,244 crimes year-to-date. This represents a 40.1% (928 offences) increase in All Crime compared to last April to July. All five areas are recording an increase compared to last year, with these ranging from +18.3% on St Ann's (+79 offences) to +62.3% on Bridge (+197 offences). The percentage increase of 40.1% recorded over the five City areas compares to an increase of 39.5% over the same period for the City overall. The County priority areas have recorded a total of 5,363 crimes year-to-date, which equates to a 30.6% (1258 offences) increase in All Crime compared to last year. This is only slightly below the increase of 32.0% for the County area as a whole. Of the nineteen priority areas on the County, eighteen are recording an increase in crime compared to last year. Stanton Hill has had the largest percentage increase for the last three months and in July there was an increase of 50 offences year-to-date

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial behaviour					
Measure		**Objective / Target**	**Performance**		**Insight**
					creating a 208.3% increase due to the small numbers. Trent Bridge recorded the second highest increase with 102 more crimes year-to-date which is a 77.9% increase.
		d) To reduce the levels of rural crime compared to 2016-17 and report on: 1.1. Rural 1.2. Urban	+28.9%	🔴	The Force has recorded 3,913 rural crimes year-to-date, which is an increase of 878 offences (28.9%) compared to last year-to-date. The average last year was 814 rural crimes per month and so far this year the monthly average is 978. Over the same period crime in urban areas has increased by 37.0% (7,549 offences). The rate of offences per 1,000 population in rural areas is 18.3 compared to 31.8 in urban areas. This is higher than the same period last year (14.2 in rural areas and 23.2 in urban areas). Crime in rural towns and fringes has increased by 38.4% (654 offences) year-to-date, crime in rural villages has increased by 8.6% (83 offences) and crime in rural hamlets and isolated dwellings has increased by 38.6% (141 more offences). Rural areas recorded increases in Arson and Criminal Damage offences year-to-date with a 44.9% increase (174 more offences). Other crime types are showing increases in line with the offences that were part of the NCRS audit (VAP/Sexual/Public Order offences). The position is similar on the Urban areas with the crime types included in the NCRS audit showing increases.
3.2	Reduction in Anti-Social Behaviour (ASB) incidents across the force	A reduction in ASB incidents compared to 2016-17 and report on: a) Personal b) Nuisance c) Environmental	-9.9%	🟢	Over the first four months of this financial year, the Force has recorded 12,284 ASB incidents. This compares to 13,634 incidents in the same four months of 2016 (a reduction of 9.9%). Whilst this number is lower than last year, there has been an increase in ASB incidents over the last 3 months which is expected due to seasonality with trends in ASB incidents increasing in Spring and Summer months. The City partnership area has recorded a reduction in ASB, with 693 fewer incidents this year, which represents a 10.9% reduction.

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial behaviour					
Measure		**Objective / Target**	**Performance**		**Insight**
					The County partnership recorded a reduction of 9.1% (-657 incidents). Environmental ASB recorded an increase of 28 incidents or 3.1%. ASB Personal and Nuisance incidents have reduced (-11.3% or 230 fewer incidents and -10.7% or 1,148 fewer incidents, respectively).
3.3	The detection rate (including Positive Outcomes) for Victim-Based Crimes	a) An increase in the positive outcome rate for Victim-Based Crime where Threat, Harm or Risk is high e.g. serious sexual crime*. **In the absence of a recognised measure for High Threat, Harm or Risk, Nottinghamshire Police are not in a position to report on this specific target. The information provided is for all Victim-Based Crime.*	-3.9pp	●	The Force has recorded 247 more positive outcomes for Victim-Based Crime year-to-date when compared to last year-to-date. When looking at the positive outcome rate, (the number of positive outcomes divided by the overall number of crimes) the force is recording a positive outcome rate of 15.0% compared to 18.9% the previous year-to-date. This reduction in rate is influenced by the increase in recorded crimes over the last year. Looking at the longer term trend over the last 12 months (August 2016 to July 2017) and comparing that time range to the same one the previous year, it can be seen that the force are achieving 267 fewer positive outcomes (last 12 months 12,677 and previous year 12,944). It is important to note that although the current outcome rate is lower than it has been in the past, performance for the volume of positive outcomes achieved has stabilised over the last 12 months. In addition, the reduction in positive outcome rate noted in Nottinghamshire is in line with the national trend.
		b) To monitor the proportion of Community Resolution disposals	14.3%		The Force recorded a total of 601 community resolutions for Victim-Based Crime in the first four months of 2017, which equates to 14.3% of all Positive Outcomes over the same period. Looking at the longer term trend over the last 12 months (August 2016 to July 2017) and comparing that time range to the same one the previous year, it can be seen that the force are achieving fewer Community Resolutions (last 12 months 1,999 and previous year 2,251). The positive outcome rates show a smaller reduction than

Strategic Priority Theme Three: Focus on those priority crime types and local areas that are most affected by crime and antisocial behaviour				
Measure		**Objective / Target**	**Performance**	**Insight**
				that seen for all outcomes however, with 15.8% in the current 12 month period compared to 17.4% the previous 12 months.
		c) To monitor the positive outcome rate for All Crime	17.7%	The positive outcome rate for All Crime is 17.7% year-to-date compared to 22.2% for last year.

Strategic Priority Theme Four: Reduce the impact of drugs and alcohol on levels of crime and anti-social behaviour				
Measure		**Objective / Target**	**Performance**	**Insight**
4.1	The number of Alcohol-Related Crimes	a) To monitor the number of crimes and ASB incidents which appear to be Alcohol-Related	Crime 1,787 (5.6%) ASB 1,578 (12.8%)	The Crime Survey for England and Wales estimates that between 13% - 15% of All Crime and ASB is Alcohol-Related. The reported number of Alcohol-Related Crimes year-to-date (according to NICL qualifiers in Niche) was 1,787, which equates to 5.6% of all recorded crime, while alcohol-related incidents account for 12.8% of all ASB incidents. The disparity between the crime survey figure and the local figure is attributed to the poor use of alcohol markers in the crime recording system, meaning that the incidence of alcohol-related crime in Nottinghamshire higher than the crime data suggests.
		b) To monitor the proportion of alcohol-related violent crime	1,063 (12.3%)	The proportion of Alcohol-Related Violence in Nottinghamshire year-to-date is 12.3%. The current level is less than half that is estimated nationally, based on findings from the Crime Survey for England and Wales.
		c) To monitor the number of violent crimes which appear to be Alcohol-Related in the NTE	534 crimes	There have been 534 Night-Time Economy VAP offences flagged on Niche as being alcohol-related year-to-date, which accounts for 51.1% of all Night-Time Economy VAP. Last year the average monthly figure was 141 and so far this year the average monthly figure is 134.

Strategic Priority Theme Five: Reduce the threat from organised crime					
Measure		**Objective / Target**	**Performance**		**Insight**
5.1	The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders	a) A 10% increase in the number of orders compared to 2016-17	-46pp	●	The Force recorded 36 fewer Confiscation and Forfeiture Orders compared to last year-to-date; this equates to a reduction of 46%, placing the Force 46 percentage points below the 10% increase target. **It should be noted that any decision to apply for an order is made by the Crown Prosecution Service, based on information and advice provided by the police.** **A decision to grant an order is one for the court alone.** **An order is not granted until sentencing and in many cases there can be a gap of many months between point of arrest and an order being granted.**
5.2	Force Threat, Harm and Risk (THR) assessment level	To reduce the Threat, Harm and Risk assessment below the 2015-16 level			**Information as per the previous report. Organised Crime in Nottinghamshire: Strategic Position Statement – refreshed April 2017** Organised Crime Groups (OCGs) continue to present a noticeable external threat to policing in Nottinghamshire through their direct and indirect involvement in a wide range of serious criminality including Drug Supply, Fraud, Serious Violence including Knife Crime and the Criminal Use of Firearms, Modern Slavery, Sexual Exploitation and Organised Acquisitive Crime. Foreign National OCGs are also becoming more evident as is Cyber enabled criminality. The criminal activities of OCGs impact upon confidence and satisfaction, community cohesion and police and partner endeavours to reduce crime and keep people safe from the risk of harm. In terms of the managing the threat posed by OCGs, each active group is assigned a Lead Responsible Police Officer and has a specific management plan aimed at mitigating or removing the threat. In accordance with National Intelligence Model guidelines, scrutiny and resourcing considerations are addressed via the Force's Tasking and Coordination process, to ensure a

Strategic Priority Theme Five: Reduce the threat from organised crime				
Measure		**Objective / Target**	**Performance**	**Insight**
				proportionate police and partner response.
5.3	Reported drug offences	To monitor the number of production and supply drug offences	221 offences	There have been a total of 221 production and supply drug offences so far this year-to-date, which is 16 fewer offences when compared to last year. The number of supply offences has increased by 1 offence, while production offences reduced by 17.
5.4	The number of Cyber Crimes	To monitor the number of Cyber Crimes in 2016-17		**This measure is reported quarterly. Data shown is Quarter 1 April to June 2017. Next update due in the October report.** In the first quarter of 2017/18 the Force recorded 634 online crimes[6]. This equates to 2.0% of all recorded crime[7]. The majority of offences (46% or 294 offences) are harassment offences, with 754 of these offences occurring via social media. There are also a number of offences in the Miscellaneous Crimes Against Society category which relate to the obscene publications act. In total, of the 634 online crimes recorded in the first quarter, 67% (423 offences) involved social media.

[6] *Online crime is as per the Home Office definition*

[7] *It is important to note that this does not include fraud offences as these are dealt with by Action Fraud.*

Strategic Priority Theme Six: Prevention, early intervention and reduction in re-offending				
Measure		**Objective / Target**	**Performance**	**Insight**
6.1	Reoffending of offenders in the Force IOM cohort	Monitor the number and seriousness of offences committed by offenders in the IOM cohort		***The current update is to the end of June with data being presented quarterly. Next update will be in the October report.*** Data from the Integrated Offender Management (IOM) Team Tracking Tool reveals that 167 nominals have entered the system since January 2016. Of these, 43 (25.4%) have since exited the programme. The average entry score for all nominals who have entered the programme since January 2016 is 456, while the average exit score is 98. This reveals a reduction in risk score of -358 (-78% lower than the entry score). 27 nominals have exited with a risk score of less than fifty and 5 of these have exited with a risk score of zero. Mid-point scores for the April to June 2016 (Quarter 1 2016/17) cohorts have now been calculated. The combined risk score for the three cohorts when they entered the IOM programme was 9,851. The mid-point scores (assessed in April 2017) for the same group of offenders is 854. This represents a significant 91% reduction in the risk score for these three groups over the 12 months that the groups have been on the IOM programme.
6.2	Youth Offender re-offending rates	To monitor re-offending rates and offending levels of Youth Offenders in the Youth Justice System (YJS)		Data from the Youth Offending Team (YOT) for the City show that 26.8% of youth offenders (98) within the cohort have re-offended in the last 12 months, with a re-offending rate of 0.61. Nationally, the latest data to 2011/12 shows an average re-offending rate of 35.5%. The 12 month picture is for the July 2015 – June 2016 cohort of 366 youth offenders (City YOT only).
6.3	Community Resolutions for	To monitor re-offending in	58	Based on the date detected, in July 2017 a total of 58 positive outcomes have been issued to youth offenders who had previously

Strategic Priority Theme Six: Prevention, early intervention and reduction in re-offending				
Measure		**Objective / Target**	**Performance**	**Insight**
	Youth Offenders	Youth Offenders who have received a Community Resolution disposal		received a community resolution in the 2 year period from August 2015- July 2017. 2,059 youth offenders were dealt with by way of community resolution in the 2 year period 2015-17. This equates to a monthly reoffending rate of 2.8% for July 2017 against 2 cohorts of a total 2,059 youth offenders. This information is based on the offenders who were classed as 'youth offenders' (i.e. aged 17 or under) at the time that the original community resolution was given.

Strategic Priority Theme Seven: Spending your money wisely					
Measure		**Objective / Target**	**Performance**		**Insight**
7.1	Make efficiency savings	To make £12.0m saving by March 2018			**Latest position statement – July 2017.** Financial savings are continually being monitored closely after four months of the 2017/18 financial year to ensure that they are aligning to the Medium Term Financial Plan (MTFP) and the recent ADA business planning process. We are still on course to meet our financial objectives for this year whilst maintaining the levels of planned recruitment throughout the organisation as per the Chief Constables recent announcement.
7.2	Total number of days lost to sickness	a) 3.7% for officers (8.2 days)	5.38% (Officers)		**Data is to the end of July 2017.** The latest rolling 12 month (August 2016 to July 2017) sickness data for the Force has shown that officer sickness is 5.38% against the target of 3.7%. This equates to 11.9 days lost to sickness versus the target of 8.2 days. July has improved slightly following recent months of an increasing trend for police officer sickness. For the same period, staff sickness was 4.63% against the target of 3.7%. This equates to 10.3 days lost to sickness versus the target of 8.2 days. Staff sickness rates continue to reduce month on month.
		b) 3.7% for staff (8.2 days)	4.63% (Staff)		
7.3	BME representation	Increase BME representation within the Force to reflect the BME community	4.3%		July data shows that BME headcount is at 4.45% for Police Officers and 4.23% for Police Staff. This is below the 11.2% for Nottinghamshire resident population (2011 Census).
7.4	Improve data quality and Compliance with national recording standards.	Compliance rate with national recording standard in respect of All Crime.			**Latest position statement for July 2017.** The Force has advertised internally and externally for the 8 auditor posts based on a 12 month fixed term contract. To date four posts have been filled. The latest round of advertisements for the remaining four posts were unsuccessful. HR will re-advertise and also look to target graduates via the same method used in the recent PIO recruitment drive. Given the aforementioned challenges with recruitment the NCRS

Strategic Priority Theme Seven: Spending your money wisely				
Measure		**Objective / Target**	**Performance**	**Insight**
				Compliance Team will be phased in throughout 2017, albeit with a leaner structure than first proposed. The team will be responsible for reviewing all crime related incidents, immediately after opening, to record crimes where the basic principles for doing so are met. Where there is insufficient information initially recorded to make a determination, incidents will be reviewed again for compliance if closed without a crime number. Processes will evolve and be regularly reviewed to ensure that excellent levels of NCRS compliance are consistently achieved. The Force are still due to be subject to a Crime Data Integrity Inspection by the HMIC at some point in the future. The HMIC visits are unannounced with forces being given three weeks' notice of their intention to arrive in force. The work already undertaken and proposed for the future puts Nottinghamshire Police in a strong position ahead of the HMIC inspection.'
7.5	Manage Demand for Service with partners	Monitor the number of: a) Total Calls received at Control Room	60,035	The Force received 60,035 calls to the control room in July 2017, which is at higher than expected levels and is the highest number of calls seen in any one month over the last 5 years. Call volumes usually increase from April to July by around 17.5% but this year the increase between the three months is 19.7%.
		c) 999 calls per 100k Population	1,575	Of the calls to the control room, a total of 17,196 were 999 calls which is slightly higher than anticipated levels (average 16,800 calls anticipated in July). This equates to 1,575 999 calls per 100k population.

For Information	
Public/Non Public	**Public**
Report to:	**Strategic Resources & Planning Meeting**
Date of Meeting:	**7th September 2017**
Report of:	**Paul Dawkins**
Report Author:	**David Machin**
E-mail:	**David.Machin10991@Nottinghamshire.pnn.police.uk**
Other Contacts:	**Mark Kimberley**
Agenda Item:	**8**

Finance Performance & Insight Report for 2017/18 as at June 2017

1. Purpose of the Report

1.1 The purpose of this report is to provide an update on the projected financial outturn position against the key financial performance headlines for Nottinghamshire Police as at 30th June 2017 (Period 3).

2. Recommendations

2.1 It is recommended that the contents of the attached report at Appendix A & B are noted.

2.2 **Background**

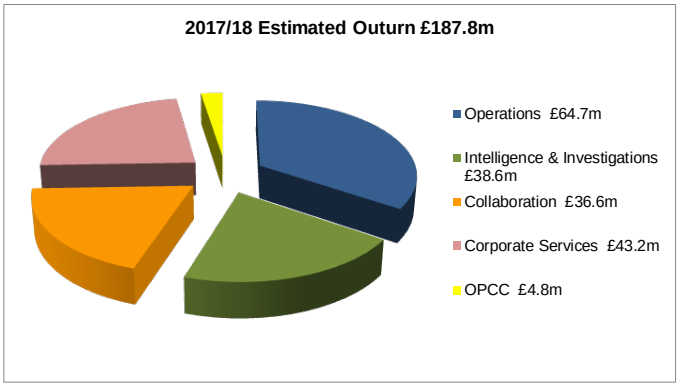
The full year net revenue budget for 2017/18 is £190,105k. This is split the Force Budget £185,347k and the Office of the Police and Crime Commissioner (OPCC) £4,758k. In addition the capital budget totals £13,100k including prior year carry forwards.

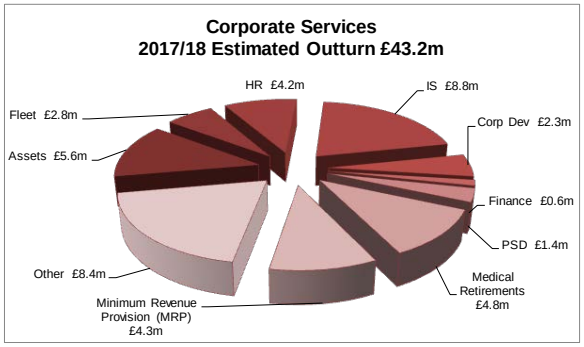
During June, Finance in conjunction with the business have undertaken a review of the year end revenue position for approval (Appendix A). At the end of Quarter One the projected year end outturn is:

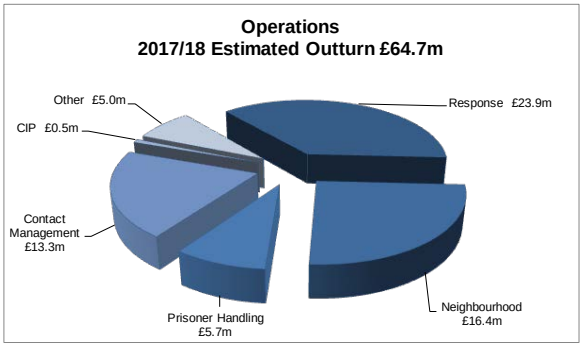
Entity	Budget £'000	Q1 Forecast Outturn £'000	Variance to Budget £'000
Force	185,347	183,048	(2,299)
OPCC	4,758	4,758	-
	190,105	**187,806**	**(2,299)**

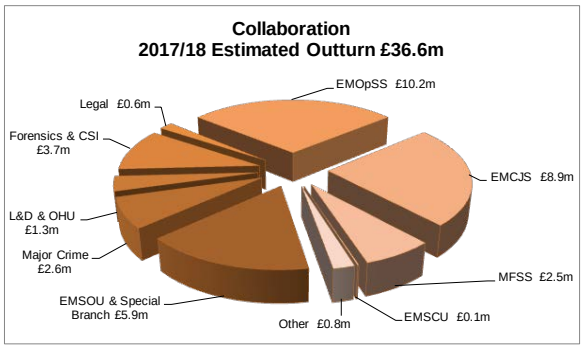
A similar, but less detailed review for capital has also been undertaken with details at appendix B, at this stage variations from budget has not been recommended although changes are expected in due course.

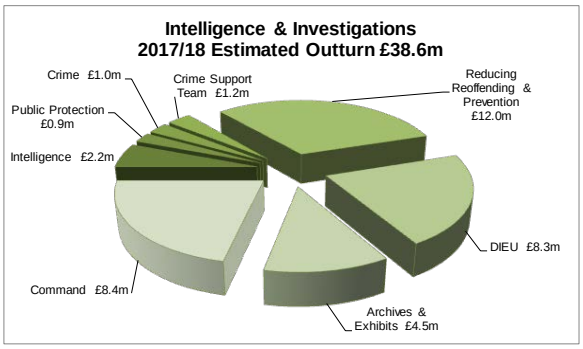
Analysis of the 2017/18 Estimated Outturn

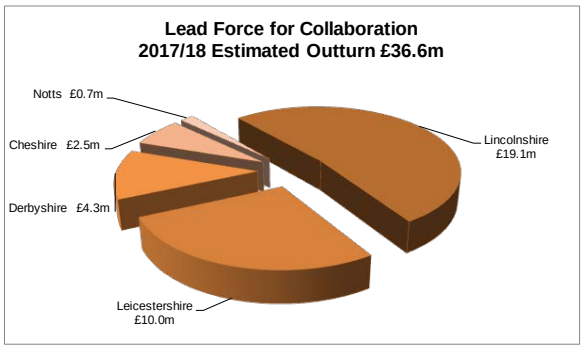


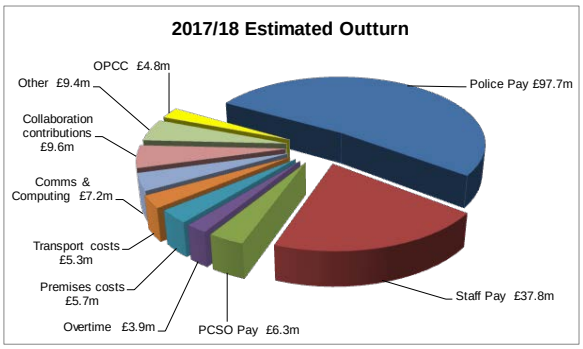












3. Reasons for Recommendations

3.1 To update the on the Force's budgetary position for 2017/18 and complies with good financial management and Financial Regulations.

4. Summary of Key Points

Revenue

4.1 The Quarter One review of revenue expenditure is forecasting an under spend in the Force budget of £2,299k with a projected revenue spend of £183,048k; and an on budget position within the OPCC of £4,758k. Appendix A provides a more detailed position.

This under spend is predominately being delivered through payroll savings, however the forecast does not take into account any additional cost implications that could be incurred due to the recent Annual Departmental Assessments (ADA's), which will be monitored closely over Quarter Two as they are evaluated.

It is assumed that any underspends within the OPCC during the year will be transferred to OPCC's Commissioning reserve.

The table below shows the projected Force (including externally funded and seconded officers/staff) variances against the 2017/18 budget as at Quarter One:

Nottinghamshire Police Group Position Total:
Budget Variance Analysis

	Variance to Budget			
	£'000	£'000	£'000	Note
Pay & allowances				4.2
Police officer	(100)			
Staff	(1,893)			
PCSO	(316)			
		(2,310)		
Overtime				
Police officer	30			
Staff	-			
PCSO	-			
		30		
Other employee expenses		378		4.3
Medical retirements		416		4.4
		(1,486)		
Premises costs	(255)			4.5
Transport costs	(325)			4.6
Comms & computing	(718)			4.7
Clothing, uniform & laundry	240			4.8
Other supplies & services	647			4.9
Collaboration contributions	(219)			4.10
Capital financing	(200)			4.11
Other	478			4.12
		(352)		
Income		(461)		4.13
Force underspend		**(2,299)**		
OPCC		**-**		
Group underspend		**(2,299)**		

The year to date saving of £5,860k against the forecast is shown in detail in Appendix A.

The saving is split £5,368k for the Force and £492k for the OPCC. The under spend is largely due to staff payroll which have been reflected in the estimated outturn; phasing of expenditure within premises, transport and comms & computing which is mainly due to a delay in invoice processing by the MFSS; phasing of collaboration contributions; and capital financing where the budget assumed the Minimum Revenue Provision (MRP) of £2,857k would be accounted for in June, but this will now occur during Quarter Two. This has

been partly offset by income which is due to the phasing of recovering seconded officers/staff income.

The year to date saving within the OPCC is due to the phasing of payments relating to the community safety grant, which will reverse over the remainder of the financial year.

4.2 Pay & allowances

Police officer pay forecast for the year is £97,729k, which is a projected under spend of £100k against the original budget. This is based on the assumption of natural leavers at 4.5 FTE's per month which is in line with HR data following a review of leaver rates over recent years. However this is a potential risk, if the leaver rate starts to reduce. It has been assumed in the forecast that those officers reaching their 30 years' service will leave, unless otherwise advised by HR. The forecast includes the revised officer recruitment profile.

Police staff and PCSO pay combined forecast for the year is £44,154k, which is a projected under spend of £2,210k against the original budget. This includes the additional PCSO cohorts compared to the original budget and natural wastage to take into account leavers and also those who may transfer with continued officer recruitment. The forecast does not take into account any additional cost implications that could be incurred due to the recent Annual Departmental Assessments (ADA's), which will be monitored closely over Quarter Two as they are evaluated.

Included above is additional savings of £38k that have been realised through Bear Scotland payments which is forecasted at £331k against the original budget of £369k.

4.3 Other employee costs

Other employee costs forecast for the year is £2,052k, which is a projected overspend by £378k against the original budget. Virements to realign budgets account for £242k of this over spend and the remainder is largely due to training costs for Tasers and kiosks within DIU.

4.4 Medical retirement

Medical retirement costs forecast for the year is £4,834k, which is a projected over spend of £416k against the original budget. This is due to the reversal of the efficiency included in the budget of £323k and the remainder due to additional payments made to pensioners where ESA had been incorrectly deducted.

4.5 Premises costs

Premises costs forecast for the year is £5,736k, which is a projected under spend by £255k against the original budget. Virements to realign budgets account for £179k of the under spend with the remainder due to the release of year end accruals for utilities; and new contracts for confidential waste and contract cleaning.

4.6 Transport costs

Transport costs forecast for the year is £5,312k, which is a projected under spend by £325k against the original budget. Virements to realign budgets account for £255k of the under spend with the remainder due to the savings on fuel from lower petrol costs as a result of having a smaller number of petrol vehicles in the fleet; and reflecting year to date savings from Vensons for vehicle daily slot charges (DSAF) and pence per mile (PPM) charges.

4.7 Comms & Computing

Comms & computing forecast for the year is £7,229k, which is a projected under spend of £718k against the original budget. Virements to realign budgets account for £246k of the under spend with the remainder due to the savings kiosks licences funded from the Niche under spend; savings on Holmes cloud where the budget included the full cost but it is now regional so we only pay a share; and an amendment to an inflation assumption.

Significant costs in IT for both revenue and capital expenditure are linked to the tri-force collaboration project which is in part funded by a Transformation Grant. This is therefore subject to the achievement of the objectives outlined in the grant application, and due to timeline constraints this is identified as a financial risk to the Force.

4.8 Clothing, uniform & laundry

Clothing, uniform & laundry forecast for the year is £722k, which is a projected over spend of £240k against the original budget. Virements to realign budgets account for £120k of the over spend with the remainder due to the additional recruits.

4.9 Other Supplies & services

Other Supplies & services forecast for the year is £3,591k, which is a projected over spend of £647k against the original budget. Virements to realign budgets account for £508k of the over spend with the remainder due to consultants fees; legal costs for employment tribunals; SARC forensic equipment; and outsourcing of DIU work due to capacity within the department.

4.10 Collaboration

Collaboration costs forecast for the year is £9,578k, which is a projected under spend of £219k against the original budget. Virements to realign budgets account for £172k of the under spend with the remainder due to a lower than anticipated contribution to NPAS.

4.11 Capital financing

Capital financing forecast for the year is £4,331k, which is a projected under spend of £200k against the original budget. This saving is from interest charges as a result of reduced borrowing.

4.12 Other

Other costs forecast for the year is £6,503k, which is a projected over spend of £478k against the original budget. Virements to realign budgets account for £251k of the over spend with the remainder due to increased forensics costs around electronic devices; shared staffing costs for strategic alliance; contribution to the police treatment centre; DIU internships; contribution towards a CP environmental health officer; and EMCJS command staff costs.

4.13 Income

Income forecast for the year is £12,612k, which is a projected to be £461k above the original budget. Virements to realign budgets account for £50k of the additional income with the remainder due to recharges of buildings (such as Arrow centre, Titan and Themis); recharge of expenses to CNPS; collaboration income; IS Transformation income; and EMSCU framework income.

4.14 Efficiencies

The 2017/18 efficiency target in order to achieve a balanced budget is £1,250k as per the table below:

Efficiencies Target for 2017/18	**£'000**
Procurement	250
Medical Retirements	500
Tri-Force	200
Capital Financing	300
	1,250

Finance and the change team are constantly reviewing all efficiency projects with the organisation to identify any possible risks or opportunities to delivering the yearend target.

4.15 Capital

Summary information on capital projects are detailed in appendix B, at this stage of the financial year a detailed review of schemes has not been undertaken, however the appendix does identify the current position for each scheme

4.16 OPCC

The OPCC is projecting an on budget performance with an outturn of £4,758k. 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.

5. Financial Implications and Budget Provision

5.1 The financial information relating to this item is contained within Appendices A and B.

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 Please see attached Appendix A.

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 – Revenue Report to June 2017
12.2 Appendix B – Capital Report to June 2017

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.

Appendix A

Nottinghamshire Police
Revenue Budget Monitoring as at June 2017

NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

	2017/18 Approved Budget £'000	Virements £'000	Opportunities / Risks £'000	Seconded & EF Projects £'000	Revised Budget £'000	Year to Date Revised Budget £'000	2017/18 Expenditure £'000	Year to Date Variance £'000	Projected Over/ (Under)spend £'000	Movement £'000
Operations										
Uniformed Operations	51,156	-	(259)	-	50,897	12,728	12,589	(138)	(259)	(259)
Contact Management	12,873	(25)	453	-	13,301	3,185	3,318	133	429	479
Citizens in Policing	309	-	209	-	519	82	143	61	209	209
	64,338	**(25)**	**403**	**-**	**64,717**	**15,994**	**16,051**	**56**	**379**	**429**
Intelligence & Investigations	40,565	(50)	(1,964)		38,550	9,935	9,692	(243)	(2,014)	(2,023)
Collaboration - Operational										
EMOpSS	10,300	(172)	61	-	10,190	2,279	1,907	(372)	(111)	(111)
EMCJS	8,765	-	99	-	8,864	2,156	2,052	(104)	99	99
Forensics	2,565	41	50	-	2,657	347	2	(345)	91	50
CSI	1,125	-	(82)	-	1,043	278	250	(29)	(82)	(82)
Special Branch	759	-	97	-	857	189	219	31	97	97
Major Crime	2,588	-	57	-	2,646	591	577	(14)	57	57
EMSOU CID	2,888	-	-	-	2,888	45	55	10	-	-
TSU	615	-	(3)	-	612	2	51	50	(3)	(3)
EMSOU SOCU	2,306	-	(140)	-	2,166	573	612	39	(140)	(140)
	31,913	**(131)**	**140**	**-**	**31,922**	**6,460**	**5,726**	**(735)**	**9**	**(32)**
Corporate Services										
Assets	6,060	(149)	(291)	-	5,620	1,647	1,591	(56)	(440)	(440)
Fleet	2,913	(55)	(86)	-	2,772	708	130	(578)	(141)	(141)
Finance	727	-	(150)	-	578	175	201	26	(150)	(150)
Human Resources	4,266	164	(220)	-	4,210	1,033	1,102	69	(56)	(183)
Information Services	9,759	(235)	(716)	-	8,809	3,332	2,540	(792)	(950)	(824)
Corporate Development	2,659	20	(395)	-	2,283	693	564	(129)	(375)	(375)
Corporate Communications	703	-	(96)	-	606	192	186	(6)	(96)	(96)
Command	595	25	213	-	832	198	225	28	238	238
PSD	1,458	-	(93)	-	1,365	379	329	(49)	(93)	(93)
Procurement	701	120	111	-	933	175	223	49	231	231
Central Codes	12,798	109	704	-	13,611	6,027	2,135	(3,892)	813	813
Other	1,237	156	212		1,605	304	162	(142)	368	368
	43,875	**155**	**(808)**	**-**	**43,223**	**14,861**	**9,389**	**(5,472)**	**(652)**	**(652)**
Collaboration - Corporate Services										
MFSS	2,500	-	-	-	2,500	500	15	(485)	-	-
Learning & Development	781	-	-	-	781	-	13	13	-	-
EMSCU	173	-	(120)	-	53	81	195	114	(120)	(120)
Force Collaboration	143	-	-	-	143	-	(25)	(25)	-	-
Collaboration Contributions	-	-	(43)	-	(43)	-	(16)	(16)	(43)	(43)
IS Transformation	-	-	43	-	43	-	194	194	43	43
Legal	549	50	50	-	649	55	(17)	(72)	100	100
OHU	510	-	-	-	510	-	(8)	(8)	-	-
	4,656	**50**	**(70)**	**-**	**4,636**	**636**	**350**	**(285)**	**(20)**	**(20)**
Externally Funded	**-**	**-**	**-**	**-**	**-**	344	724	**381**	-	**-**
Seconded Officers	**-**	**-**	**-**	**-**	**-**	-	931	**931**	-	**-**
Force Total	**185,347**	**(0)**	**(2,299)**	**-**	**183,048**	**48,231**	**42,863**	**(5,368)**	**(2,299)**	**(2,299)**
OPCC	**4,758**	**-**	**-**	**-**	**4,758**	**(90)**	**(582)**	**(492)**	**-**	**-**
Group Position Total	**190,105**	**(0)**	**(2,299)**	**-**	**187,806**	**48,141**	**42,281**	**(5,860)**	**(2,299)**	**(2,299)**

Appendix A

Nottinghamshire Police
Revenue Budget Monitoring as at June 2017

NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

	2017/18 Approved Budget £'000	Virements £'000	Opportunities / Risks £'000	Seconded & EF Projects £'000	Revised Budget £'000	Year to Date Revised Budget £'000	2017/18 Expenditure £'000	Year to Date Variance £'000	Projected Over/ (Under)spend £'000	Movement £'000
Pay & Allowances										
Police Officer	97,829	(137)	37	-	97,729	24,644	24,484	(159)	(100)	(100)
Staff	39,698	(83)	(1,811)	-	37,805	10,219	9,706	(513)	(1,893)	(1,902)
PCSO	6,665	-	(316)	-	6,349	1,595	1,465	(130)	(316)	(316)
	144,193	**(220)**	**(2,090)**	**-**	**141,883**	**36,457**	**35,655**	**(802)**	**(2,310)**	**(2,319)**
Overtime										
Police Officer	3,213	-	30	-	3,243	792	1,245	453	30	30
Staff	611	-	-	-	611	151	208	58	-	-
PCSO	35	-	-	-	35	9	14	5	-	-
	3,859	**-**	**30**	**-**	**3,889**	**952**	**1,467**	**516**	**30**	**30**
Other Employee Expenses	1,675	242	136	-	2,052	321	387	66	378	241
Medical Retirements	4,418	-	416	-	4,834	1,121	980	(141)	416	416
	154,145	**22**	**(1,508)**	**-**	**152,659**	**38,851**	**38,490**	**(361)**	**(1,486)**	**(1,632)**
Premises costs	5,990	(179)	(76)	-	5,736	1,530	1,193	(338)	(255)	(245)
Transport costs	5,637	(255)	(70)	-	5,312	1,610	976	(634)	(325)	(125)
Comms & computing	7,947	(246)	(472)	-	7,229	2,880	2,517	(362)	(718)	(591)
Clothing, uniform & laundry	482	120	120	-	722	132	162	30	240	240
Other supplies & services	2,944	508	139	-	3,591	886	403	(483)	647	406
Collaboration contributions	9,797	(172)	(48)	-	9,578	414	89	(326)	(219)	(219)
Capital Financing	4,531	-	(200)	-	4,331	3,276	253	(3,023)	(200)	(200)
Other	6,025	251	227	-	6,503	1,122	525	(597)	478	478
	43,353	**28**	**(380)**	**-**	**43,002**	**11,849**	**6,118**	**(5,731)**	**(352)**	**(256)**
Total Expenditure	**197,498**	**50**	**(1,888)**	**-**	**195,660**	**50,700**	**44,607**	**(6,093)**	**(1,838)**	**(1,888)**
Income	(12,151)	(50)	(411)	-	(12,612)	(2,469)	(1,744)	725	(461)	(411)
Force	**185,347**	**(0)**	**(2,299)**	**-**	**183,048**	**48,231**	**42,863**	**(5,368)**	**(2,299)**	**(2,299)**
OPCC	**4,758**	**-**	**-**	**-**	**4,758**	**(90)**	**(582)**	**(492)**	**-**	**-**
Group Position Total	**190,105**	**(0)**	**(2,299)**	**-**	**187,806**	**48,141**	**42,281**	**(5,860)**	**(2,299)**	**(2,299)**

Appendix B

Capital Update Quarter 1 2017/18

The capital budget for 2017/18 is £13.1m, this is made up of slippage from 16/17 of £6m and new budget allocation of £7.1m. There are currently 70 'live' capital projects, 12 of which are work streams under the Information Services Tri-Force Collaboration.

Assets. £4m budget, 31 projects, 8 of which are now complete.

Working with Assets, it is recommended that we vire money between projects as detailed below:

Activity Code	Project Name	Slippage 16/17	Budget 17/18	Vire 17/18	Total Available
30006	CB - Custody Improvements	6,000	170,000	(176,000)	-
30022	CB - Bridewell Major Refurbishment	588,000	-	(588,000)	-
30034	CB - Oxclose Lane Refurbishment	82,000	-	30,000	112,000
30041	CB - Radford Rd Lift	14,000	-	(14,000)	-
30050	CB - Bridewell New Build	-	162,000	588,000	750,000
30053	CB - Mansfield Lift Replacement	55,000	-	29,000	84,000
30054	CB - Mansfield Create open plan space	700,000	-	(15,000)	685,000
30055	CB - Southern Public Protection Refurb	30,000	-	(30,000)	-
30069	CB - Bridewell Custody Improvements - Retention	-	25,000	176,000	201,000

Projects 30006 & 30069. It makes sense to combine these projects into one, both for custody improvements, predominantly for the Bridewell, this will only be spent on essential improvements to keep our head above water until the new build is complete.

Projects 30022 & 30050. The Bridewell major refurbishment has been put on hold pending the new build, £162k will not be sufficient to purchase land and this expected to happen in the latter part of 17/18, £750k will put us in a better position for purchasing land, although current research would say this requirement will be between £1m and £2m. Once land has been sources an additional request will be made to bring budget forward from 18/19 in order to purchase the land.

Projects 30041, 30053 & 30054. The RR lift project is complete and has an underspend balance of £14k; The Mansfield open plan space is currently on hold and is doubtful that this project will be required to the extent that was originally planned, it is felt that a virement of £15k could be made to support the Mansfield lift replacement where costs are more than expected due to the complexities of work that needs to be carried out.

Projects 30034 & 30055. The Southern protection hub project is complete, however the plans to refurb Oxclose Lane are more complex than originally planned, £30k should be sufficient to see this project through to conclusion.

Information Services £8.1m budget, 30 projects, 2 of which are complete.

Working with Assets, it is recommended that we vire money between projects as detailed below:

Activity Code	Project Name	Slippage 16/17	Budget 17/18	Vire 17/18	Total Available
30414	CIT - Regional Lan Desk Merger	450,000	-	(34,500)	415,500
30419	CIT - Storage Solutions	77,000	-	34,500	111,500
30449	CIT - ANPR Camera Replacement	-	100,000	(100,000)	-
30450	CIT - Ring of steel ANPR cameras	202,000	-	100,000	302,000

Projects 30414 & 30419. The Head of IS is concerned that current storage solutions will not be sufficient to support current needs, and has identified capacity within the regional lan desk project to free up funds to support this project.

Projects 30449 & 30450. There a couple of ANRP projects in existence that seem to make sense to merge into one project, pending the review of ANPR forcewide.

Tri-Force Collaboration, £3m, there are 12 work streams within this area.

These projects are being led by Tim Chesworth and it is anticipated that all projects will fully spend by the end of the year. There is a joint finance and IT meeting in September between all 3 forces to better understand budget positions and on-going commitments to this collaboration.

There are a significant additional number of IT capital projects in support of the tri-force, it is highly likely at the point of writing this report that these projects will slip into 18/19 to fund further development work with the tri-force once the Home Office funding expires at the end of March 18

Fleet £0.5m, 1 project.

This project is in respect of non-slot vehicle replacements and it is anticipated that this project will fully spend by year end.

C&IC £0.3m, 3 projects, 1 of which is complete.

These projects are all in connection with storage of the Archive and Exhibits Department, it is currently expected that these projects will be fully spent by year end.

Local Policing £0.1m, 2 projects

These projects are in respect of taser deployment and firearms cabinets, it is expected that these projects will be fully spent by year end.

Currently an in depth review of all the capital projects is being undertaken to establish the resource implications required to deliver them and to scope when that might be and also to ensure the projects are still required as some have slipped for a number of years. This will enable us to report to FEB and OPCC on the current anticipated value of slippage, overspend and capital monies no longer required.

For Consideration	
Public/Non Public	**Public**
Report to:	**Strategic Resources & Performance**
Date of Meeting:	**6 July 2017**
Report of:	**The Chief Executive**
Report Author:	**Sara Allmond**
E-mail:	**sara.allmond@nottscc.gov.uk**
Other Contacts:	
Agenda Item:	**10**

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

25 MAY 2017, 10:00am			
	ITEM	**FREQUENCY**	**LEAD OFFICER**
	CHAIRS MEETING **Thematic Scrutiny:** • ***Human Trafficking*** • ***Quality Service Review***		
1.	Community Safety Funding (Small Grants)	Annual	OPCC
2.	Police and Crime 'Commissioner' Annual Report	Annual	OPCC
3.	Chief Constable's update report		Force
4.	HMIC Effectiveness Report		Force
5.	Force Report on Estates strategy/changes to estate/closure programme/sales etc	Annual	Force
6.	Health and Safety strategy and monitoring	Annual	Force
7.	Force information technology strategy and investment	Annual	Force
8.	Code of Ethics policy, delivery and performance	Annual	Force
9.	Force report on Staff Surveys	Annual	Force
10.	Community Safety Funding (small grants)	Annual	OPCC
	Standard items:-		
11.	Performance Insight Report	Every meeting	Force
12.	Updates on Medium Term Financial Plan	Every meeting	OPCC
13.	Revenue and capital budget monitoring	Every meeting	Force

06 JULY 2017, 10:00am			
	ITEM	**FREQUENCY**	**LEAD OFFICER**
	Thematic Scrutiny: ***Compliance with Victims Code***	Annual	Force/OPCC
1.		Annual	Force
	Standard items:-		
	Chief Constable's Update Report	Every other meeting	Force
	Performance & Insight Report	Every meeting	Force
	~~Updates on Medium Term Financial Plan~~	Every meeting	OPCC
	~~Revenue and capital budget monitoring~~	Every meeting	Force
	Regional collaboration update (written or verbal)	Every meeting	Force

7 SEPTEMBER 2017, 10:00am			
	ITEM	**FREQUENCY**	**LEAD OFFICER**
	Thematic Scrutiny: ***BME Workforce Representation***		Force
1.	Workforce planning (Force)	6 monthly	Force
2.	Office of surveillance commission Annual Report and recommendations	Annual	Force
~~3.~~	~~Professional Standards monitoring and lessons learnt –~~ going to Audit & Scrutiny Panel	~~Annual~~	~~Force~~
4.	Health and Wellbeing of Police Officers, Staff, PCSOs and Volunteers	Annual	Force
5.	Equality, Diversity and Human Rights – performance and monitoring	Annual	Force
6.	Police use of force – includes taser deployment	Annual	Force
~~7.~~	~~Police & Crime Commissioner Annual Report~~ going to Police and Crime Panel	~~Annual~~	~~OPCC~~
8.			
	Standard items:-		
9.	Performance and insight	Every meeting	Force
~~10.~~	~~Updates on Medium Term Financial Plan~~	~~Every meeting~~	~~OPCC~~
11.	Revenue and capital budget monitoring	Every meeting	Force
~~12.~~	~~Police & Crime Delivery Plan – monitoring~~	~~Every meeting~~	~~OPCC/Force~~
13.	Regional Collaboration Update (written or verbal)	Every meeting	Force

9 NOVEMBER 2017, 10:00am			
	ITEM	**FREQUENCY**	**LEAD OFFICER**
	CHAIRS MEEING **Thematic Scrutiny:** • ***Understanding & Preventing Demand*** • ***Quality Service Review***		
1.	Base Budget Review Outcome	Annual	Force
2.	Police & Crime Plan (revisions/ amendments)	Annual	OPCC
3.	Strategic Assessment	Annual	OPCC
4.	Police and Crime Plan consultation outcome	Annual	OPCC
5.	Police and Crime Delivery Plan	Annual	OPCC/Force
	Standard items:-		
6.	Performance and insight	Every meeting	Force
7.	Chief Constable's Update Report	Every meeting	Force
8.	Updates on Medium Term Financial Plan	Every meeting	OPCC
9.	Revenue and capital budget monitoring	Every meeting	Force
10.	Police & Crime Delivery Plan – monitoring	Every meeting	OPCC/Force
11.	Regional collaboration update (written or verbal)	Every meeting	Force

29 MARCH 2018, 10:00am			
	ITEM	**FREQUENCY**	**LEAD OFFICER**
	Thematic Scrutiny: • ***CDP/SNB – Performance & Delivery*** • ***Police & Crime Act 2017 - Response***		
1.	Workforce planning (Force)	Annual	Force
2.	Environmental management performance	Annual	
3.	Strategic Policing requirement compliance	Annual	Force
4.	Information management and security – breaches and information – Commissioner's Office notification.	Annual	Force
5.	Engagement and consultation	Annual	Force
6.	Fees and charging policy	Annual	Force
	Standard items:-	Every meeting	Force
7.	Performance and insight	Every meeting	Force
8.	Updates on Medium Term Financial Plan	Every meeting	OPCC
9.	Revenue and capital budget monitoring	Every meeting	Force
10.	Police & Crime Delivery Plan – monitoring	Every meeting	OPCC/Force
11.	Regional collaboration update (written or verbal)	Every meeting	Force