

STRATEGIC RESOURCES & PERFORMANCE MEETING

Friday 18 September 2020 at 1.00 pm
Virtual Meeting by Microsoft Teams

Membership

Paddy Tipping – Police and Crime Commissioner
Kevin Dennis – Chief Executive, OPCC
Charlie Radford – Chief Finance Officer, OPCC
Craig Guildford – Chief Constable, Notts Police
Rachel Barber – Deputy Chief Constable, Notts Police
Mark Kimberley – Head of Finance, Notts Police

A G E N D A

- 1 Apologies for absence
- 2 Minutes of the previous meeting held on 17th July 2020
- 3 Estates Strategy and Estates Rationalisation Update
- 4 Nottinghamshire Police Health and Safety Update
- 5 Workforce Planning
- 6 The Use of Stop and Search in Nottinghamshire
- 7 Nottinghamshire Police Use of Force 2019-2020
- 8 Health and Wellbeing Activity Update
- 9 Environmental Management
- 10 Code of Ethics Update September 2020
- 11 Force Management Statement
- 12 Performance and Insight Update to July 2020
- 13 Quarter 1 – 2020-2021 Capital Year To Date Position

- 14 Quarter 1 2020-2021 – Revenue Year To Date Position
- 15 Work Programme

NOTES

- For **further information** on this agenda, please contact the Office of the Police and Crime Commissioner on 0115 8445998 or email nopcc@nottinghamshire.pnn.police.uk
- A **declaration of interest** could involve a private or financial matter which could be seen as having an influence on the decision being taken, such as having a family member who would be directly affected by the decision being taken, or being involved with the organisation the decision relates to. Contact the Democratic Services Officer: noel.mcmenamin@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 WEDNESDAY 17TH JULY 2020**

COMMENCING AT 10.00 AM

MEMBERSHIP

(A – denotes absence)

- Paddy Tipping - Police and Crime Commissioner
- A Kevin Dennis - Chief Executive, OPCC
- Charlie Radford - Chief Finance Officer, OPCC
- Craig Guildford - Chief Constable, Nottinghamshire Police
- Rachel Barber - Deputy Chief Constable, Nottinghamshire Police
- A Mark Kimberley - Head of Finance, Nottinghamshire Police

OTHERS PRESENT

Noel McMenamin – Democratic Services, Nottinghamshire County Council

1. APOLOGIES FOR ABSENCE

Apologies were received from Kevin Dennis and Mark Kimberley.

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

These were agreed as a true record. It was also agreed that 2 identified actions on domestic violence arrest rates and on agile working be addressed by correspondence outside the meeting.

3. UPDATE REPORT NOTTINGHAMSHIRE POLICE JULY 2020

The meeting considered the composite report, which provided updates on a wide range of Nottinghamshire Police activity, including Performance and Insight, Police Reform Programme, incorporating Emergency Service Network (ESN), Strategic Policing Requirement, National Police Air Support, Transforming Forensics and regional collaboration.

A wide range of issues were raised and points made during discussion:

- There was a good level of preparedness at regional and local level to deliver the ESN critical communications system, with sign-off on collaboration between forces in the East Midlands region, and governance arrangements established locally. Transition was currently scheduled to commence in Quarter 2 of 2022:
- Armed response rates were at their best ever, with a fully resourced and highly-trained team in place;

- Work to combat child sexual exploitation (CSE) was progressing well, thanks both to strong collaborative multi-agency working in the City and County, and the work of the CSE Disruption Team in helping divert and disrupt CSE activity;
- There was an increased focus on cybercrime prevention, in response to an increase in online scams which had become more prevalent during lockdown;
- The Courts Service faced a significant backlog, and while a Recovery Plan had been put in place, the Force view was that this lacked both the detail and ambition to address what was emerging as a key risk issue. Delays in the criminal justice system had led to increased costs and responsibility for the Force in respect of increased custody times, and delays also had a negative impact on victims of crime;
- Good progress, particularly on procurement, had been made on bringing MFSS back in-house, while both major capital project builds were progressing at or ahead of schedule;
- Progress on the roll-out of national IT programmes, while satisfactory, was bureaucratic and resource intensive. Concern was also expressed that certain elements of national IT programmes, such as Neighbourhood websites, were more expensive and less effective than current local solutions;
- It was confirmed that the Force's Chief Finance Officer was undertaking work to quantify Covid-19 costs, with a view to assessing whether these could be reclaimed from central government.

RESOLVED 2020/021

To note the report.

4. CHIEF CONSTABLE'S UPDATE REPORT

The meeting considered the report, which provided an update on significant events and work that had taken place since the meeting in May 2020.

During discussion, the following issues were raised and points made:

- With the reduction the night-time economy, there was an increased day-time visible Police presence in communities, providing both reassurance to citizens and a deterrent against crime;
- Operation Bion, the Force response to the Covid-19 pandemic, continued to operate consistently and proportionately in respect of remaining in the bottom

quartile for the issuing of fixed penalty notices. Operation Reacher was already fully established in Gedling, and there was now Operation Reacher capacity in all neighbourhood areas;

- There had been a significant reduction in both burglaries and robberies, which was attributable both to reduced opportunity during lockdown restrictions and increased focus at neighbourhood level. The meeting also welcomed the role of local-led intelligence in helping secure several recent significant convictions;
- While there had been increased reporting of ASB during lockdown, the severity of incidents had decreased significantly. Use of Stop and Search had increased, and while numbers of complaints were low, its use required very careful handling;
- The Missing from Home Team had performed very well both in locating missing persons more quickly and in mitigating risk to vulnerable individuals, on a relatively modest resource outlay;
- Recruitment was ahead of schedule, with increased numbers recruits who were women and/or from the Black and Minority Ethnic (BAME) community. The Force was attracting recruits transferring from other forces, as well as those new to policing The 2-year Degree in collaboration with Derby University had also been launched;
- The Police and Crime Commissioner welcomed the strong local outcomes, and underlined the importance of making sure the positive messages were publicised, both within the Force and in the wider community.

RESOLVED 2020/022

To note the report.

5 WORK PROGRAMME

RESOLVED 2020/023

That the contents of the work programme be noted. The next meeting was scheduled for 18 July 2020.

The meeting closed at 10.50am

CHAIR

For Decision	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	18th September, 2020
Report of:	Tim Wendels, Head of Estates & Facilities Management
Report Author:	Tim Wendels, Head of Estates & Facilities Management
E-mail:	tim.wendels@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	3

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

Estates Strategy and Estates Rationalisation Update

1. Purpose of the Report

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

2. Recommendations

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

3. Reasons for Recommendations

- 3.1 The Report is for information.

4. Summary of Key Points

Estates Strategy

- 4.1 The Estates Strategy for 2017 – 2021 was reported to the Strategic Resources and Performance Meeting on 25th May, 2017. An update on progress with implementation of the proposals within the Strategy was presented to the Police and Crime Panel on 7th February and 26th November, 2018 and to the Strategic Resources and Performance Meeting on 24th May, 2018 and 4th September, 2019. The Strategy is attached as an Appendix to this Report.
- 4.2 The Strategy seeks to ensure an efficient, fit-for-purpose and sustainable estate that delivers value for money and facilitates flexible working. It supports the Police and Crime Plan, organisational objectives and the Force Priority Plan. The Strategy aims to deliver an estate which will be more efficient and of lower cost to run and which is flexible enough to respond to the developing service requirements.
- 4.3 The Strategy includes an Estate Delivery Plan and sets out a wide range of proposed schemes and projects to meet the requirements of the Strategy. A number of future investment plans are included and the Strategy also sets out

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

4.4 A full review of the Strategy is to be undertaken by the end of March 2021 to cover the four year period 2021 - 2025.

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

Proposal	Progress
Setting up a Partnership Hub with Mansfield District Council at Mansfield Civic Centre and the sale of Mansfield Woodhouse Police Station	Completed. However, Neighbourhood Team subsequently re-located to Mansfield Police Station to enable co-location with Response Teams. Mansfield Woodhouse Police Station sold.
Setting up a Partnership Hub with Ashfield District Council at the Council Offices in Kirkby in Ashfield and the sale of Sutton in Ashfield Police Station	Partnership Hub complete. Sutton in Ashfield Police Station sold.
Setting up a Partnership Hub in Arnold with Gedling Borough Council and the sale of Arnold Police Station	Partnership Hub complete. Arnold Police Station sold.
Development of a public sector hub in Cotgrave Town Centre with Rushcliffe Borough Council, Nottinghamshire County Council, Cotgrave Town Council and health service partners	Public sector hub complete. Cotgrave Police Station sold to Rushcliffe Borough Council as part of deal.
Co-location with East Midlands Ambulance Service to establish a new Carlton Police Station and sale of the existing Carlton Police Station	New Carlton Police Station complete. Former Station sold.
Rationalisation of office buildings leading to the sale of Holmes House in Mansfield	Holmes House sold.
New Eastwood Police Station co-located with Eastwood Town Council and sale of existing Eastwood Police Station	New Eastwood Police Station complete. Former Station sold.
Review of the future of the ageing and overly large Worksop Police Station with a view to providing appropriate facilities for operational policing at a reduced cost	Move to Partnership Hub at Queen's Buildings complete. Former Station sale agreed.
Review of the future of the ageing and overly large Ollerton Police Station with a view to providing appropriate facilities for operational policing at a reduced cost	Review completed. Station to remain in current location. Former semi-detached Police houses used for storage to be sold.

	Sale of former Police houses now completed.
Review of the future of the ageing and poor quality Hucknall Police Station and Training Centre with a view to providing appropriate facilities for operational policing and training	Project to develop a tri-service Station with EMAS and NFRS to co-locate the NPT and Response at the Hucknall Ambulance Station following the construction of an extension now completed. Officers moved in February, 2020. Planning permission granted for a new Training Centre on the Sherwood Lodge site and building works commenced in July, 2020. Completion due December, 2021.
Consideration of options for greater collaboration with Nottinghamshire Fire and Rescue Service and East Midlands Ambulance Service.	Co-locations in place at Carlton (Fire and Ambulance Stations), East Leake, London Road and Highfields Fire Stations. Further co-location at West Bridgford Fire Station to commence in September, 2020 which will enable the sale of West Bridgford Police Station. Shared use of Fire Service training facilities at Ollerton. Co-location in place with EMAS and NFRS at Hucknall as detailed above. Further co-locations under active consideration. Fire Authority and PCC have approved the development of a joint HQ for Police and Fire on the Sherwood Lodge site. A planning application has been approved and a contractor appointed. Building works commenced in July, 2020. Completion due December, 2021.
Review of the future of the Bridewell custody suite with a view to providing a more appropriate facility.	Site acquired for a new 50 cell custody suite in Nottingham. Planning application approved and building works commenced on site in February, 2020. Completion due in June, 2021.
Review of the usage and future of Neighbourhood Offices	Initial review completed. Consultation has been undertaken and discussions taken place with landlords. Further details are provided below.

Estates Rationalisation

- 4.6 In order to advance the estates strategy including the implementation of partnership working and to ensure that the Force has the right premises of the right size, in the right locations and offering value for money, the following

premises have been vacated within approximately the last 3 years (since the commencement of the current Estates Strategy period) and details are also given of alternative provision that has been made:-

- Mansfield Woodhouse – relocated to Mansfield Civic Centre and subsequently to Mansfield Police Station.
- Selston – relocated to Hucknall with neighbourhood office at Selston Parish Council.
- Carlton – NPT relocated to Carlton Ambulance Station with Front Counter at Carlton Fire Station.
- Arnold – relocated to Council Offices, Jubilee House, Arnold.
- Eastwood – relocated to Eastwood Town Council Offices.
- East Leake – relocated to West Bridgford with neighbourhood office at East Leake Fire Station.
- Holmes House, Mansfield (office building) – staff relocated to Mansfield Police Station and other sites.
- Worksop – relocated to Council Offices, Queen's Buildings, Worksop.
- Cotgrave – relocated to new public sector hub in Cotgrave town centre.
- Former Police Houses, Ollerton – relocated to main Ollerton Police Station building.
- Watnall Road Training Centre, Hucknall – temporarily relocated to Highfields Fire Station pending completion of new Training Centre at Sherwood Lodge.

4.7 With the exception of Selston, East Leake and Watnall Road Training Centre, the vacated premises are freehold and are to be sold. The sales of Arnold, Carlton, Eastwood, Holmes House, Mansfield Woodhouse, Sutton and Ollerton former Police houses have been completed. The sale of Worksop has been agreed but not yet completed.

4.7 The appropriate Notice was served to terminate the leases of Selston, East Leake and Watnall Road Training Centre.

4.8 Bingham and the Hill Top House site in Eastwood (acquired for a new Police Station project in Eastwood which did not proceed), have also been marketed. The sale of both sites have now been completed.

4.9 **Neighbourhood Offices**

As set out in the Estates Strategy and at paragraph 4.5 above, a Review has been undertaken in respect of Neighbourhood Offices. The majority of Neighbourhood Offices are “drop in” facilities for Officers, providing IT and welfare facilities for Officers to use whilst in the local area. Consultation has now been undertaken and discussions are taking place with landlords.

4.10 The PCC agreed to consultation taking place in respect of the possible closure of the following Neighbourhood Offices:-

- Bingham Town Council Offices

- Carlton in Lindrick Civic Centre
- Trowell Services – Former Motorway Post
- Tuxford – Mine of Information
- Warsop Town Hall

4.11 In finalising the recommendations regarding the future of each site following consultation, the principle used is that sites falling into the following categories should be retained:-

- a. Where the site is a base for the Neighbourhood Team (not a “drop in”).
- b. Where there is a substantial element of partnership working or substantial partnership benefits.
- c. Where the site is free or very low cost and there are significant operational benefits of having access to the facilities at this location, including cost avoidance and maximising time in the Neighbourhood. This includes Neighbourhoods which are in remote geographical locations and offer very little alternative facilities which could be used by Officers.

4.12 It should also be noted that since the original decision to undertake the consultation took place, there has been an uplift in Police Officer numbers which puts greater pressure on existing facilities and where dedicated Beat Officers are now available in new areas, there is a greater likelihood that the Neighbourhood Offices will have greater usage and be a useful local facility at a low cost.

4.13 Taking account of the consultation and the above criteria, it is now proposed to retain the Neighbourhood Offices at Bingham, Carlton in Lindrick and Warsop. Trowell is not used by the Neighbourhood Team and is no longer used by Operational Support as a roads policing base, so the premises are no longer required. In respect of Tuxford, the office is rarely used by the Neighbourhood Policing Team. Agreement has recently been reached with Nottinghamshire Fire and Rescue Service to allow use of all Fire Stations for welfare purposes and there is a retained Fire Station in Tuxford which can be used as an alternative to these premises. It is therefore intended to terminate the agreement when it expires at the end of this financial year.

4.14 The estate is kept under constant review and consideration will be given to the ongoing suitability of sites as appropriate in order to meet the aims of the Estates Strategy.

5 Financial Implications and Budget Provision

5.1 Capital receipts from the sale of Arnold, Bingham, Carlton, Mansfield Woodhouse and Sutton Police Stations, Holmes House, former Ollerton Police Houses and Hill Top House site at Eastwood, amounted to £4,774,000.

6 Human Resources Implications

6.1 Consultation is undertaken with affected staff.

7	Equality Implications
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7.1 None.

8	Risk Management
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8.1 Risks are considered in individual Business Cases.

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

10	Changes in Legislation or other Legal Considerations
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10.1 N/A.

11	Details of outcome of consultation
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11.1 Proposals for consultation are set out in the Estates Strategy.

12	Appendices
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12.1 Estates Strategy 2017 - 2021

Nottinghamshire Police

Estates Strategy

2017-2021



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Foreword



Paddy Tipping
Nottinghamshire Police and Crime
Commissioner



Craig Guildford
Nottinghamshire Police
Chief Constable

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

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

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

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

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

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

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

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

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

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

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

Purpose



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

In particular, the Estates Strategy will:

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

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

Context



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

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

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

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

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

Drivers for Estates Strategy

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

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

Vision



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

Our Vision is to:

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

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

Police and Crime Plan:

The Commissioner will strive to deliver:-

Safer Communities

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

Improved trust and confidence in policing

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

Value for money policing services

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

Priority Plan



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

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

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

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

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

What has been Achieved to Date?



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

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

Estate Delivery Plan

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

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

Future Estate Plans

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

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

Future Investment Plans

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

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

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

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

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

Consultation

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

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

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

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

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

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

Governance



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

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



Appendix - Nottinghamshire Police Buildings

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

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

Neighbourhood Offices

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

Bingham Town Council

Carlton in Lindrick Village Hall

Crown House, Worksop

Farndon Village Hall

Nuthall Temple Centre

Kimberley Town Hall

Misterton Centre

Rainworth Village Hall

Ruddington, St. Peter's Rooms

Sneinton Library

Southwell Town Council

Stapleford, The Meeting Place

Trowell M1 Services

Tuxford, 2 Market Place

Warsop Town Hall

Wollaton Waitrose

Total Neighbourhood Offices - 16

For Information	
Public	
Report to:	Strategic Resources & Performance Meeting
Date of Meeting:	18 th September 2020
Report of:	The Chief Constable
Report Author:	Adrian Greensill, Health and Safety Senior Advisor
E-mail:	adrian.greensill14348@nottinghamshire.pnn.police.uk
Other Contacts:	Claire Salter
Agenda Item:	4

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

Nottinghamshire Police Health and Safety Update

1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update to the Police and Crime Commissioner (PCC) on health & safety for the period April 2019 to March 2020.

2. Recommendations

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

3. Reasons for Recommendations

- 3.1 To ensure that the PCC is updated on this area of business and is assured about the Force's processes.

4. Summary of Key Points

- 4.1 Appendix A is Nottinghamshire Police's Annual Health and Safety Report. That report contains further detail in relation to the work the Force has undertaken over the financial year 1st April 2019 to 31st March 2020 to protect its officers, staff and members of the public from a health and safety perspective.
- 4.2 The update in the report provides a governance oversight, an overview of incidents and lessons learned.

5. Financial Implications and Budget Provision

- 5.1 Due to COVID-19, online training may require some additional financing however, this has been built into the health and safety budget and replaces the classroom based IOSH managing safely training. The online training is 11 hours in total vs 21 hours classroom training so additional savings will be made in terms of abstraction from duty and changes to shift pattern.

6. Human Resources Implications

- 6.1 The introduction of a direct link from NICHE to the incident reporting process will ensure accurate data to allow the force to review assaults on individuals and allow accurate reporting to the Health and Safety Executive. This is detailed within Appendix A.
- 6.2 Once the new link is live it will be reviewed to measure its effectiveness through the reduction of duplication of work, making the process more efficient and removing the data gap that was identified in relation to this.

7. Equality Implications

- 7.1 There are no equality implications related to this subject.

8. Risk Management

- 8.1 The need for safety training is paramount and due to COVID 19 there are restrictions on face to face training. Moving to an effective online system will deliver the required training in a cost effective way.

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

- 9.1 No impact on Policy at this time.

10. Changes in Legislation or other Legal Considerations

- 10.1 The introduction of COVID 19 legislation has placed a requirement to assess all sites for COVID 19 compliance. Risk assessments of locations and vulnerable individuals has been completed and will be reviewed going forward. A review of 1m+ social distancing is ongoing, although we are still working to National Police Chief Council (NPCC) guidelines of 2M social distancing. Specific assessments are being completed all the time to support operations, for example Phoenix house and the Mansfield building project.
- 10.2 Review and Audit of COVID 19 compliance will also be necessary. This work is ongoing and the audit forms will be sent out before the end of August and will be part of a rolling audit program that will include other aspects of health and safety such as fire compliance and housekeeping issues.
- 10.3 There is a requirement to provide suitable and sufficient training to support the health and safety plan.

11. Details of outcome of consultation

- 11.1 There has been no consultation in relation to this report, which is intended to provide an update on work in this area of business to the PCC.

12. Appendices

12.1 Appendix A – Nottinghamshire Police Annual Health and Safety Report.



NOTTINGHAMSHIRE
POLICE
PROUD TO SERVE

Annual Health & Safety Report

2019 – 2020

Report author:
Adrian Greensill

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

1.0 Introduction

- 1.1 This report covers the financial year from 1st April 2019 to 31st March 2020. The aim is to provide statistical data and information on what Nottinghamshire Police is doing to protect its police officers, police staff, specials, volunteers, contractors, service users and members of the general public.
- 1.2 Health & Safety focuses on reducing the risks of injury and ill health that can arise from the wide range of policing and support activities. The Force recognises that good health & safety management supports the delivery of a first class policing service to the people of Nottinghamshire.
- 1.3 Nottinghamshire Police's policy in relation to health & safety is set out in the policy statement, signed by both the Chief Constable and the Police & Crime Commissioner (PCC). The principles set out therein provide the overarching framework for all subsidiary statements at Corporate and Departmental level.

Summary of reported injuries

Table 1

	2017/18	2018/19	2019/20
Total Adverse Events / Category			
Accident	221	165	190
Adverse Incident (Custody)	10	11	2
Assault	210	155	158
Near Miss	34	49	57
Near miss - sent to Division for review	152	29	0
Not a near miss (H & S use only)	2	39	2
Not an accident (H & S use only)	4	10	4
RTC	17	23	(22) 3
Grand Total	650	481	416

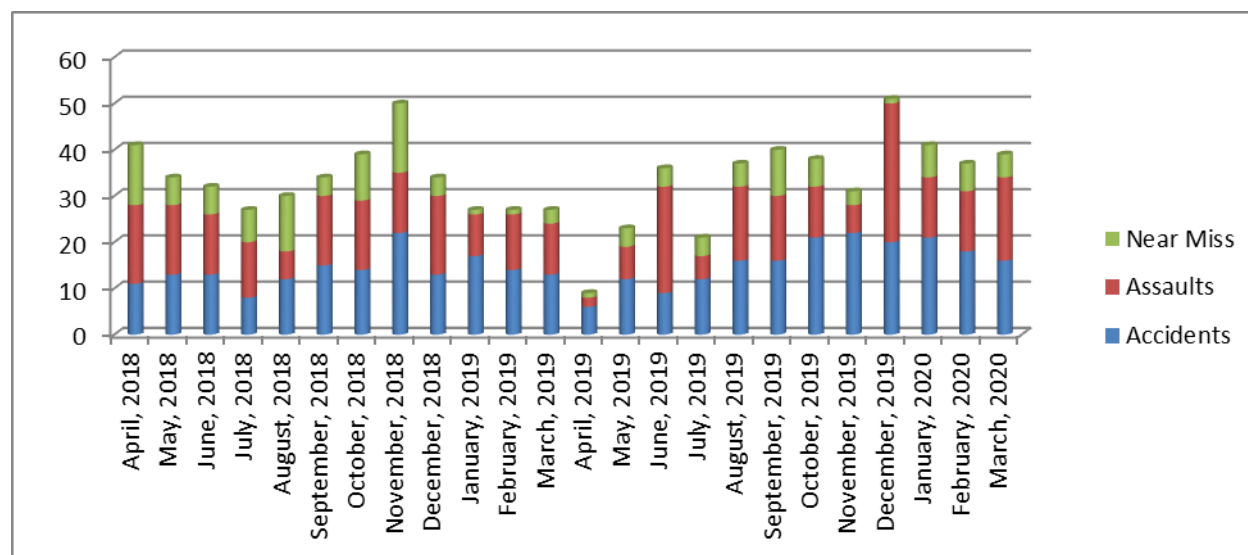
Figures in (blue) represent the number of traffic incidents identified and investigated via the Tranman system. Tranman is now reviewed to identify RIDDOR reportable incidents. A proposed future action would be for additional instructions to complete an injury at work form to be included as part of the Tranman system, in the same way that Assaults reported on NICHE will be directed to complete the Health and safety report on oracle.

Table 2 – Resulting injury types (as reported all incidents)

Type of Injury	
Pain/discomfort	61
(blank)*	48
Bruise	36
Sprain/strain	30
Discomfort	25
Soft tissue injury	17
Bite (human)	16
Swelling	14
Ligament damage	13
Anxiety/stress	13
Laceration	13
Contamination	12
Whiplash	12
Jarring	12
Multiple injuries	11
Bite (not human)	10
Contusions/bruising	10
Burn	7
Fracture	7

Type of Injury	
Scratches	6
Tendon damage	5
Nerve injury	4
Shock	4
Open wounds	4
Suspected fracture	3
Torn muscle	3
Muscle spasm	3
Dislocation	3
Crush injury	3
Faint/Collapse	2
Repetitive strain	2
Spinal compression	2
Disc damage	1
Concussion	1
Cartilage damage	1
Chipped bone	1
Hearing loss/tinnitus	1
Total	416

***Incidents marked as blank relate to near misses, some incidents reported as near misses reported minor injury and described pain/discomfort**

Table 3 Number of incidents reported per month

Following the change to the Oracle system at the start April 2019 incident reporting for the first part of 2019/2020 was significantly reduced. Reporting improved over the following months, and it is anticipated that this will continue to improve following a number of additional actions. These include –

- Revision of the RIDDOR reporting process.
- Coalition of Tranman reports.
- Cross referencing to NICHE reports.
- Review of accident and near miss reports with line managers contacted for investigation.

2.0 Health & Safety Committees

- 2.1 Health and safety committees have been restructured to elect the gold, silver and bronze command structure, with new terms of reference agreed and initial meetings taking place for the new structure. This will continue to be reviewed to ensure that the new structure is effective and delivering Health and safety Improvements in an effective manner.
- 2.2 Work will continue over the coming year to ensure that all areas of the business hold tactical level meetings.

3.0 Training

- 3.1 The Health and Safety Team deliver a short session to all student officers covering basic health and safety and the reporting process for incidents whilst on duty.
- 3.2 Dynamic risk assessment and first aid training are embedded within the student officer process.
- 3.3 Online NCALT packages are available for basic introduction to Health and Safety for new starters. Additionally there are fire safety and display screen equipment training packages, which are annually renewable. Currently annual completion rates for this as refresher training are running at approximately 20% this will continue to be a focus for all areas of business over the next year.
- 3.4 A one day risk assessment training package has been developed for inspector and staff equivalent. Roll out of the training was planned for April 2020 however this has been postponed due to the Covid-19 emergency measures. A reduced schedule will be planned from September 2020.
- 3.5 Online IOSH Managing safely training has been commissioned in lieu of in house training and with an initial 16 places being purchased for completion in the 2020/2021 financial year.

4 Accidents / Injuries

- 4.1 The Force Health & Safety Team analyse all reported accidents in order to help prevent or reduce accidents and injuries and identify any trends. This information is also used to inform local Health & Safety action plans.
- 4.2 There were no fatalities involving police officers or police staff.
- 4.3 Following the introduction of the Oracle APEX system in April 2019 there were significantly fewer accident reports submitted in April and May 2019 than would normally be anticipated.
- 4.4 Accident reports will be followed up with requests for additional information from line managers if investigation notes have not been completed.
- 4.5 A new process was introduced in the custody suites to ensure that all incidents are investigated by an Inspector within custody. The Head of Custody has been given access to edit the APEX system at the same level as the Health and Safety Team to ensure that records are regularly updated and that immediate access is available to the custody team to records relating to these incidents.

Table 4 – Causes of injuries (Accidents)

Type Of Injury	
Sprain/strain	24
Pain/discomfort	22
Bruise	20
Jarring	10
Ligament damage	10
Laceration	9
Soft tissue injury	9
Whiplash	9
Burn	6
Contusions/bruising	6
Discomfort	6
Bite (not human)	5
Fracture	5
Multiple injuries	5
Swelling	5
Anxiety/stress	4
Tendon damage	4
Dislocation	3

Type Of Injury	
Nerve injury	3
Open wounds	3
Contamination	2
Crush injury	2
Repetitive strain	2
Scratches	2
Spinal compression	2
Torn muscle	2
Bite (human)	1
Cartilage damage	1
Chipped bone	1
Concussion	1
Disc damage	1
Faint/Collapse	1
Hearing loss/tinnitus	1
Muscle spasm	1
Shock	1
Suspected fracture	1
Total	190

5.0 **Table 5 RIDDOR Reportable Incidents**

5.1 There were 14 RIDDOR reportable incidents in the financial year 2019/2020 summarised below:

Date	Kind of Accident	RIDDOR Reason
17/06/2019	Injured by an animal	Injury preventing the injured person from working for more than 7 days
10/07/2019	Fall from height	Injury preventing the injured person from working for more than 7 days
06/09/2019	Trapping	Injury preventing the injured person from working for more than 7 days
07/09/2019	Physical assault	Injury preventing the injured person from working for more than 7 days
20/09/2019	Injured by an animal	Injury preventing the injured person from working for more than 7 days

Date	Kind of Accident	RIDDOR Reason
22/09/2019	Strains and sprains	Injury preventing the injured person from working for more than 7 days
05/12/2019	Slip, trip, fall same level	Injury preventing the injured person from working for more than 7 days
13/12/2019	Slip, trip, fall same level	Injury preventing the injured person from working for more than 7 days Breaking of bone
27/12/2019	Struck by moving vehicle	Injury preventing the injured person from working for more than 7 days
27/12/2019	Struck by moving vehicle	Injury preventing the injured person from working for more than 7 days
08/01/2020	Physical assault	Injury preventing the injured person from working for more than 7 days
24/02/2020	Fall from height	Injury preventing the injured person from working for more than 7 days
06/03/2020	Slip, trip, fall same level	Injury preventing the injured person from working for more than 7 days
13/03/2020	Physical assault	Injury preventing the injured person from working for more than 7 days

5.2 A number of RIDDOR reportable incidents were not reported to the required timescale due to the existing reporting system which was not identifying seven day absence. This issue has been resolved by reviewing the process for identifying RIDDOR incidents and introducing a checking system with a weekly seven-day absence report supplied to the Health and Safety Team.

6.0. Table 6 Reported Assaults

Assaults with injury	2017/18	2018/19	2019/20
External	2	1	1
Police Officer	172	125	146
PCSO	5	9	2
Special	2	0	2
Staff – Permanent	20	14	7
Volunteer	0	0	0
Blank	5	1	0
Total	206	150	158

- 6.1 In the financial year 2019/2020 there were 506 assaults reported on NICHE however only 158 were reported on the Health and Safety system. This represents a significant gap in reporting.

Table 7 Injury reported resulting from assaults

Injury type		Injury type	
Pain/discomfort	36	Ligament damage	3
Discomfort	18	Scratches	3
Bite (human)	15	Fracture	2
Bruise	14	Jarring	2
Contamination	10	Muscle spasm	2
Swelling	9	Suspected fracture	2
Soft tissue injury	8	Whiplash	2
Anxiety/stress	5	Crush injury	1
Multiple injuries	5	Open wounds	1
Sprain/strain	5	Shock	1
Bite (not human)	4	Tendon damage	1
Contusions/bruising	4	Torn muscle	1
Laceration	4	Total Reported Assaults	158

- 6.2 Since September 2019, assaults reported on NICHE have been followed up to improve the reporting compliance. A new entry is being added to NICHE to record incidents and this will include a hyperlink to the Health and Safety incident report form. This must be completed when the assault is first reported.

- 6.3 In order to help to reduce assaults the Health and Safety Team:

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

7.0 Near Misses

- 7.1 A near miss is an unplanned event, which had the potential to cause injury but did not. All employees of Nottinghamshire Police are actively encouraged to report near misses. Near misses are reviewed daily to enable swift action to be taken to prevent recurrences and to identify force wide trends.
- 7.2 During the year there were 57 reported near misses. This is significantly lower than previous years (78 near misses 2018/2019 and 186 in 2018/2019).
- 7.3 Reporting of near misses is actively encouraged with messages sent out via local and force wide communications.
- 7.4 Near misses will now be investigated in the same way that other incidents are investigated with line manager's review or department review supported by the Health and Safety Team.

8.0 Assurance/Compliance

- 8.1 The Health & Safety Team are reviewing policies and procedures to further improve the effectiveness of the Health and Safety management system through the following means;
- Regular site inspections in conjunction with the facilities team.
 - Continual in-house fire risk assessment in relation to high-risk locations such as custody.
 - Introduction and embedding of audit process.

9.0 Impact of Covid-19

- 9.1 The emergence of Covid-19 has had a significant impact on the Health and Safety department with resources diverted to meet the emerging threat to the workforce and the general public.
- 9.2 This has resulted in much of the planned work for the end of the year being delayed until later in the next financial year. This has also had an impact on the beginning of the next financial year with training, walk rounds, DSE assessments and planned audits suspended and replaced with Covid-19 risk assessments and assistance to individual departments to improve safety from the virus.
- 9.3 Ongoing monitoring of the situation has been necessary and it is anticipated that work on the delayed elements of the Health and Safety department's work will be recommenced from August 2020 onwards and will be reviewed on an ongoing basis.

10.0 Actions/ Activities planned for 2020-2021

- 10.1 Audit the fire risk assessment process across the estate to ensure the outsourced contractor is fulfilling their contracted role and the Force continues to receive value for money.
- 10.2 Introduction of self-audit process for the all areas of business.
- 10.3 Review Force guidance and information documents to ensure they are suitable, sufficient and accurately reflect the risk and current legislation before uploading to new intranet site.

- 10.4 Support the work of the divisional and departmental Health & Safety committee meetings in relation to mitigating risk and assisting with any health & safety investigations.
- 10.5 Training all Inspectors and equivalents in risk assessment re deployed from August/September 2020.
- 10.6 Train key personnel in IOSH Managing Safely via an online training package.
- 10.7 Expand the Force's list of Display Screen Equipment assessors building on the assessors trained this year.
- 10.8 Develop a programme of Health and Safety monitoring of noise and vibration etc. Investigation of the cost effectiveness of purchasing own testing equipment.
- 10.9 Create an inspection schedule for buildings, PUWER, high-risk areas etc.
- 10.10 Initiate an audit procedure and schedule building on the initial work that has been completed for the Covid-19.
- 10.11 Implement a new adverse event reporting system by end of 2022.
- 10.12 Process for the monitoring and requesting of first aiders.
- 10.13 Continued development of the Health and safety training Matrix.

For Information only	
Public/Non Public:	Public
Report to:	Strategic Resources and Performance
Date of Meeting:	18th September 2020
Report of:	Chief Constable
Report Author:	Antony Watson –Resourcing Advisor
E-mail:	Antony.watson10071@nottinghamshire.pnn.police.uk
Other Contacts:	Samantha Winter Organisational Development, Diversity and Inclusion Inspector
Agenda Item:	5

WORKFORCE PLANNING

1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update to the Police and Crime Commissioner (PCC) on the Police Officer and Police Staff establishment versus budget as at 30th June 2020.

2. Recommendations

- 2.1 It is recommended that the PCC notes the reported numbers and approves or adjusts the forecasted recruitment plans accordingly.

3. Reasons for Recommendations

3.1 Police Officers

Officer Numbers	Headcount	FTE
Total Number of Officers *	2,108	2,063.63
Officers funded by Nottinghamshire Police	2,063	2,020.19
<i>Partnership Funded</i>	7	6.07
<i>Collaboratively Funded</i>	23	22.75
<i>Seconded</i>	10	10
Total External Funded Officers	40	38.82
Career Break	5	4.62
Joiners	+3	+3
Leavers	-6	-5.66
Difference from last month	-3	-2.76
V's Budget FTE with Uplift 2019-2020 (2,087)		-23.37
V's Budget FTE with Uplift 2020-2021 (2,237)		-173.37
End of F/Year Projection V's Budget FTE		-0.37
Operation Uplift Net Gain/Loss at 30.06.2020 v's Home Office Uplift 2,021 Baseline Headcount	+80	

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

There were 6 leavers (3 standard retirements, 1 x medical retirement, 1 x transfer to other force, and 1 resignation). The overall number of leavers was 3 less than was projected for the month.

For July 2020, the number of leavers is already as projected (11 leavers projected, currently 11 leavers as at the 2nd July on the HR system). Final leaver numbers for July will be updated on the next report.

The workforce plan for 2020-2021 is to achieve a year end police officer number of 2,087 FTE officers + 150 'year 2' 'Operation Uplift' Officers (2,237 total). This is detailed in Appendix 1. Cohorts of both new recruits and transferee's/re-joiners have been planned throughout the financial year to achieve this. In total at the 30.06.2020 a further 243 officers will be required to meet this target during the remainder of the financial year.

Table 1 - Officers in Acting and Temporary Roles

Temporary & Acting Rank	Local	Secondment	Total FTE	Variance to last month
Superintendent	2	1	3	0
Chief Inspector	4	1	5	0
Inspector **	11	0	11	0
Sergeant **	44.49	0	44.49	+4.73
Grand Total	61.49	2	63.49	+4.73

** In addition to the above, there are 10 WBA or Fast Track Inspectors and 24.92 WBA or Fast Track Sergeants.

There are also 2 Direct Entry Inspectors in force who commenced in November 2019.

Sergeants Board Advert currently advertised external / internally.

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

Role	City	County	CM	Corporate Services	Organised Crime	Intel	PP	OS	EMCJS	EMSOU	Region	Grand Total
Superintendent				1	1						1	3
Ch Insp			2	1					1		1	5
Insp **	1	3			2		2	1	2			11
Sgt **	14.97	13.79	2		1.81	1	5.93		1	3	1	44.49
Grand Total	15.97	16.79	4	2	4.81	1	7.93	1	4	3	3	63.49

Promotion Board Data

Table 3 – Superintendent Boards Application Breakdown (2020)

Breakdown	Applications Received / Shortlisted for Interview	Successful at Interview
Total	9	4
Male	7	2
Male %	77.77%	50.00%
Female	2	2
Female %	22.22%	50.00%
BME Applicants	1	1
BME %	11.11%	25.00%

Table 4 - Chief Inspector Boards Applicant Breakdown (2020):

Breakdown	Applications Received	Shortlisted for Interview	Successful at Interview
Total	25	16	6
Male	16	10	3
Male %	64.00%	62.50%	50.00%
Female	9	6	3
Female %	36.00%	37.50%	50.00%
BME Applicants	3	2	1
BME %	12.00%	12.50%	16.67%

Table 5 - Inspector Boards Applicant Breakdown (2020):

Breakdown	Applications Received	Shortlisted for Interview	Successful at Interview
Total	30	16	6
Male	21	9	2
Male %	70.00%	56.25%	33.33%
Female	9	7	4
Female %	30.00%	43.75%	66.67%
BME Applicants	3	2	1
BME %	10.00%	12.50%	16.67%

3.2 Police Staff

The force funded Police Staff numbers as at 30th June 2020 are as follows;

Staff excluding PCSOs *	Headcount	FTE
Total Staff	1,335	1,204.57
Staff funded by Nottinghamshire Police	1,254	1,136.89
Partnership Funded	66	56.19
Collaboratively Funded	3	2.81
Seconded	3	3
Career Break	9	5.68
* unable to capture all Staff joiners and leavers due to Staff moving between multiple roles and moving between person types		

3.3 PCSOs

PCSOs*	Headcount	FTE
Total PCSOs	176	167.83
PCSOs funded by Nottinghamshire Police **	175	166.83
Career Breaks	1	1
V's Last Month	0	-0.13
* unable to capture all PCSO joiners and leavers due to Staff moving between multiple roles and moving between person types.		
** Total number less those on career break.		

As at 30th June 2020 the number of PCSOs was 167.83 FTE, a decrease of 0.13 FTE from the previous month.

3.4 PIOs

PIO's	Headcount	FTE
Level 1	23	20.48
Level 2	17	16.04
Graduate Investigators (GI)	19	18.81
EMSOU Investigators	7	6.85
Total Number	66	62.18
V's Last Month (EMSOU now included))	+5	+4.85

At the end of June 2020, there were 40 (36.52 FTE) Level 1&2 PIOs against an establishment of 51. This is a decrease of 2.00 FTE on the previous month, the number of graduate investigators (GI) remains the same. We also have 7 (6.85 FT) EMSOU Investigators against an establishment of 10. The total figure including the graduate investigators (GI) and EMSOU Investigators is 66 (62.18 FTE).

The next Cohort of PIO Level 1 commenced in July 2020
The next Cohort of GI commence in August 2020

3.5 Abstractions

Sickness breakdown at the 31st May 2020:

Type	% All Sickness (Figure in brackets excludes sickness recorded as Pandemic related to COVID-19)	Variance on Previous Month (Prev Month Actual Brackets)
Police Officer Sickness Month	3.04% (2.90% excl COVID-19)	(4.40%) -1.36%
Police Officer Sickness Rolling 12-Month	5.02% (4.90% excl COVID-19)	(5.13%) -0.11%
Police Staff Sickness Month	3.14% (2.99% excl COVID-19)	(4.08%) -0.94%
Police Staff Sickness Rolling 12-Month	4.93% (4.83% excl COVID-19)	(5.06%) -0.13%

The top three reasons in May 2020 were; Psychological disorders (715), Musculo Skeletal Disorder (MSD) (218) and Minor Illness (156) (number of working days lost for each).

3.6 PDR Completion

Latest PDR 2019/2020 completion data at 23.07.2020.

PDRs 2019 /2020 - Completed by Division

Division	All at 31/03/2020	Completed	% Completed
31 Archive & Exhibits	34	34	100.00
31 City	525	389	74.10
31 Command Team	13	9	69.23
31 Contact Management	384	294	76.56
31 Corporate Services	271	189	69.74
31 County	612	457	74.67
31 EMCJS	211	187	88.63
31 EMSOU	135	36	26.67
31 Intelligence	181	171	94.48
31 Operational Support	225	187	83.11
31 Organised Crime	124	94	75.81
31 Public Protection	233	189	81.12
31 Region	37	25	67.57
31 Senior Leaders	7	4	57.14
Total	2992	2265	75.70

Since the last updated report the % completed has increased a further 3.41% from 72.29%.

4. Summary of Key Points

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

5. Financial Implications and Budget Provision

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

6. Human Resources Implications

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

7. Equality Implications

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

The diversity picture for the Force at 30th June 2020: The male to female ratio is 55.58% male to 44.42% female (female ratio +0.08% on the previous month). The percentage of the force with a self-declared disability has decreased by 0.09% to 3.90%. BME representation for the force has increased again by 0.06% to 5.80%. The BME breakdown is Officers 5.71%, PCSO's 5.11%, Staff 5.88% and Specials 7.10%.

- 7.2 The majority of staff fall into the 26 to 40 and 41 to 55 age bands (39.39% and 40.95% respectively). 11.48% of the force are 25 and under and 8.19% of the force are in the 55+ age band.
- 7.3 The number of disputes received to date in the 2020-2021 financial years is 0. The rolling 12 month number of disputes (all cases received in the last 12 months, as well as any cases still open) is 5.

8. Risk Management

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

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

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

10. Changes in Legislation or other Legal Considerations

- 10.1 None.

11. Details of outcome of consultation

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

12. Appendices

- 12.1 Appendix 1 – 2020/2021 Police Officer Recruitment Plan

Starting Point At 2019-2020 Year End **+95**

Operation Uplift Net **Gain** / **Loss** Tracking

Headcount	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21
	86	83	80	98	92	109	118	160	156	175	206	253

Police Officer - Workforce Planning Forecast 2020-2021 (Based on Headcount) - With 143 Year 2 Uplift

	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Total	
Starting Headcount All	2,123	2,114	2,111	2,108	2,126	2,120	2,137	2,146	2,188	2,184	2,203	2,234		Total
Planned Probationer Cohorts (IPLDP)	1	0	0	27	0	24	0	48	0	24	0	46	170	
Planned Probationer Cohorts (Fast Track to DC)	0	0	0	0	0	0	0	0	0	0	12	0	12	
Planned Probationer Cohorts (PCDA)	0	0	0	0	0	0	18	0	0	0	18	0	36	
Planned Transferees / Rejoiners	1	4	3	3	0	1	0	0	0	0	8	7	27	
Total Joiners	2	4	3	30	0	25	18	48	0	24	38	53	245	
Anticipated Natural Leavers	-4	-3	-2	-3	-3	-3	-3	-3	-3	-3	-3	-3	-36	
Anticipated Retirements	-7	-4	-4	-9	-3	-5	-6	-3	-1	-2	-4	-3	-51	
Total Leavers	-11	-7	-6	-12	-6	-8	-9	-6	-4	-5	-7	-6	-87	
Core Funded	2,071	2,068	2,063	2,063	2,063	2,063	2,063	2,063	2,063	2,063	2,063	2,063		
Partnership / Collaborative	29	29	30	30	30	30	30	30	30	30	30	30		
Seconded	8	9	10	10	10	10	10	10	10	10	10	10		
Career Breaks	6	5	5	5	5	5	5	5	5	5	5	5		
Total end of Month	2,114	2,111	2,108	2,126	2,120	2,137	2,146	2,188	2,184	2,203	2,234	2,281		

Police Officer - Workforce Planning Forecast 2020-2021 (Based on FTE) - With 143 Year 2 Uplift

	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Total	
Starting FTE All	2078.50	2069.74	2066.39	2063.63	2081.63	2075.63	2092.63	2101.63	2143.63	2139.63	2158.63	2189.63		Total
Planned Probationer Cohorts (IPLDP)	1	0	0	27	0	24	0	48	0	24	0	46	170	Total
Planned Probationer Cohorts (Fast Track to DC)	0	0	0	0	0	0	0	0	0	0	12	0	12	245
Planned Probationer Cohorts (PCDA)	0	0	0	0	0	0	18	0	0	0	18	0	36	
Planned Transferees / Rejoiners	1	4	3	3	0	1	0	0	0	0	8	7	27	
Total Joiners	2	4	3	30	0	25	18	48	0	24	38	53	245	
Anticipated Natural Leavers	-4.00	-3.00	-1.66	-3.00	-3.00	-3.00	-3.00	-3.00	-3.00	-3.00	-3.00	-3.00	-35.66	
Anticipated Retirements	-6.60	-4.00	-4.00	-9.00	-3.00	-5.00	-6.00	-3.00	-1.00	-2.00	-4.00	-3.00	-50.60	
Total Leavers	-10.60	-7.00	-5.66	-12.00	-6.00	-8.00	-9.00	-6.00	-4.00	-5.00	-7.00	-6.00	-86.26	
Core Funded	2028.30	2024.95	2020.19	2020.19	2020.19	2020.19	2020.19	2020.19	2020.19	2020.19	2020.19	2020.19		
Partnership / Collaborative	27.82	27.82	28.82	28.82	28.82	28.82	28.82	28.82	28.82	28.82	28.82	28.82		
Seconded	8.00	9.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00		
Career Breaks	5.62	4.62	4.62	4.62	4.62	4.62	4.62	4.62	4.62	4.62	4.62	4.62		
Total end of Month	2069.74	2066.39	2063.63	2081.63	2075.63	2092.63	2101.63	2143.63	2139.63	2158.63	2189.63	2236.63		

Year End Target	2,087.00
Plus Uplift Target	150.00
Total Target (with Uplift)	2,237.00
Predicted Year End Variance	-0.37

Actual Leavers and Joiners

April 2020: 11 Leavers (6 retirements, 1 medical, 1 transfer other force, 3 resignations)

May 2020: 7 Leavers (2 retirements, 2 medical, 1 transfer other force, 2 resignations)

2 Joiners (1 late from new cohort, 1 transferee)

4 Joiners (transferees)

For Information	
Public	
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	18th September 2020
Report of:	The Chief Constable
Report Author:	Superintendent Paul Burrows
E-mail:	paul.burrows@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	6

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

The use of Stop and Search in Nottinghamshire

1. Purpose of the Report

- 1.1 The purpose of the report is to update the Police and Crime Commissioner (PCC) in relation to Stop and Search. The report covers detail on stop and searches undertaken during 2019/20 including those that led to a 'strip search', as per Recommendation 10 of the Her Majesty's Inspectorate of Constabulary and Fire and Rescue (HMICFRSFRS) report (2015) entitled "*Stop and search powers 2: are the police using them effectively and fairly?*".

2. Recommendations

- 2.1 It is recommended that the report is noted and action directed as required.

3. Reasons for Recommendations

- 3.1 This report is written to deliver the required information as directed by recommendation 10 of the HMIC report (2015) entitled "*Stop and search powers 2: are the police using them effectively and fairly?*" that states:

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

4. Summary of Key Points

- 4.1 The 'Nottinghamshire Police Annual Report into Stop and Search 2019/20' has been published on the Force's website and it is appended to this document. The Annual Report is written to achieve two objectives. The first is to report how 'stop and search' powers are used; the second is whether this use is necessary and proportionate.

2019/20 in numbers

- 4.2 Stop and searches increased by 79% to 5,415 from 3,023 the previous year;
- 4.3 39% of searches located a prohibited item, the outcome was linked to the object of the search in 90.9% of the searches;
- 4.4 598 arrests were made, an 11% arrest rate; there were 1,448 positive outcomes (26.8%). A combined arrest and positive outcome rate of 37.8%. 80.2% of these outcomes were 'linked' to the object of the search, in other words if drugs were searched for drugs were found, if a knife were found then the outcome would not be linked;
- 4.5 Of the 598 arrests, 96 were for possession of offensive weapons, 3 for a dangerous instrument and 2 for firearms;
- 4.6 Of those who self-defined their ethnicity, 72% were White, 11.8% were Black, 8.6% were Asian and 6% were dual or multiple heritage;
- 4.7 The Force level data for self-defined ethnicity comparing 2018/19 to 2019/20 shows that BAME disproportionality has dropped from 3.7 to 3.1, Black from 7.2 to 5.8, Dual or Multiple Heritages from 3.5 to 2.6 and Asian or Other from 2.2 to 2.1. Once again in 2019/20 a small number of searches in the County cause a significant increase in Force level disproportionality. 85 searches of Black people cause the rate to rise from 1.9 in the City to 5.8 in the Force; 37 searches of those who have Dual or Multiple heritages rise from 1.1 in the City to 2.6; and 43 searches of those who are Asian or 'Other' rise from 0.9 to 2.1. The Force level data for self-defined ethnicity comparing 2018/19 to 2019/20 shows that BAME overall disproportionality has dropped from 4 to 3.4, Black from 8.7 to 7.1, Dual or Multiple Heritages from 4 to 3.6 and Asian or Other from 2 to 1.8.
- 4.8 4,352 searches (80.4%) of the 5,415 searches were undertaken to look for drugs;
- 4.9 23% of searches required the use of handcuffs, down from 30% in 2018/19. The main reason for use was to prevent the escape, at 72.1%;
- 4.10 The handcuffing rate has dropped by 10% for those who are Asian, Black or of Dual and Multiple Heritages;
- 4.11 A Body Worn Video record was made of 87% of searches, up from 81% in 2018/19;

- 4.12 Audit data indicates 86% of drugs searches were for possession offences as opposed to supply;
- 4.13 698 drugs searches were undertaken in the course of Op. Guardian (violence reduction in the 'night time economy'); the Knife Crime Team undertook 927 drugs searches; and 720 drugs searches were conducted through Op Relentless (tackling drug taking in open spaces). A total from the three operations of 2,345 drugs searches. A further 870 searches were undertake using Op Scorpion surge monies designed to reduce knife crime The total number of searches from the four operations was 3,115 (57.5% of all searches); each was targeted on reducing violent crime or community concerns;
- 4.14 Removing the targeted drug searches from the force total reduces the volume of drugs searches from 80.4% to 65%. This still does not take into account the searches undertaken in other operations run locally to address specific short-term issues;
- 4.15 The find rate for drugs searches is 40.1%, the prohibited item found was linked to the object of the search in 94.8% of these searches;
- 4.16 No section 60s were authorised;
- 4.17 12 public complaints were made raising 20 separate allegations. Of these 2 was raised by an Asian person, 3 by a White person, 1 by a Black person, 1 by someone who self-declared as 'Other Mixed background', and 5 did not state their ethnicity. 8 'there and then' complaints were made only 1 elected to state their ethnicity (Asian).
- 4.18 The Annual Report provides evidence to both the community and Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRSFRS) that the force is complying with the requirement of the 2019 PEEL assessment entitled '*Police Effectiveness, efficiency and legitimacy 2018/19*'.
- 4.19 The regime of monthly audits continues this includes:
- 100 grounds recorded for a 'standard' stop and search including the number of drugs possession vs supply searches and the cause of the search: intelligence led, vehicle stop or reactive vs officer generated patrol searches.
 - All grounds recorded for 'more thorough' and 'strip searches';

- Grounds recorded by officers who statistically have higher search rates of those from the BAME communities.
- 4.20 The Police and Crime Commissioner (PCC), Paddy Tipping, has continued his close work with a BME Monitoring Group, which scrutinises the force's stop and search performance and practice. During 2020/21, he is further enhancing this scrutiny process. Members of the public continue to watch stop and search in action as part of the work to deliver against the Best Use of Stop and Search Scheme (BUSSS). There had been an increasing number of 'lay-observers' going out on patrol with officers as part of the Ride Along Scheme however CV-19 has caused this scheme to be paused. The Scrutiny Board continued to meet.
- 4.21 A monthly 'infographic' published on the force website illustrates the activity relating to a number of different characteristics, including, age, gender, race and outcomes is available. This info-graphic can be found at the Stop and Search title page: <http://www.nottinghamshire.police.uk/stopsearch>.

Focus in 2020/21

- 4.22 Two priorities were identified for 2020/21 following the data review from 2019/20.
1. Despite the reduction in the rate of handcuffing of those from BAME communities, the rate is still disproportionate to those who are White. Direct contact has been made with every supervisor identifying this issue and amendments to the Supervisors Review requirement have been made to ensure they are either reviewing the body worn own video of the stop or at least evidencing why they have been unable to do this. The aim is to drive supervisor accountability for their officer's activity. There is no national comparative data for this at this time.
 2. During 2019/20 there were 1,504 records with no self-defined ethnicity recorded (28% of the total). It is important to note that those searched do not have to give this information as they also don't have to give their name or other personal details. However, this rate at 28% is believed to be too high and makes data analysis based upon ethnicity inaccurate. It has been identified that some officers have routinely failed to capture this important data so are now directed to ask the self-defined ethnicity question. Officers who have high rates for not recording this information are now identified each month and sent a direction to make sure they are asking the question. In the first 4 months of 2020/21 (April – July) we have seen a 2.9% reduction in the number of searches where self defined ethnicity is not recorded. There is however no present bench-mark on what rate of not supplied is appropriate.

4.2 The use of 'More Thorough' and 'Strip Search' in 2019/20

- 4.2.1 During 2019/20, a total of 5,415 stop and searches were conducted. 104 of these searches were strip searches: 1.9% of all searches. Of the 104 strip searches, the grounds to move to a strip search were made out on 79 occasions or 76% of occasions, which is up slightly from the 74% in the previous year. It is worth noting that at this time PACE remains silent on whether additional or more specific grounds need recording for a strip search, so the organisation is setting the standard higher here than is currently required.

2019/20 in numbers

- 4.2.2 The use of strip search reduced significantly between 2013/14 and 2017/18; from 235 to 33, an 85.9% reduction however during 2018/19 there was a significant uplift to 58, a 76% increase and in 2019/20 the number rose once again to 104, a 79% increase. However the ratio to all searches dropped slightly from 2.0% in 2018/19 to 1.9% in 2019/20.
- 4.2.3 Between 2013/14 and 2017/18 the number of officers using strip search reduced from 141 to 24 - a 82.9% reduction; during 2018/19 there was a significant uplift to 59 officers using these powers. However in 2019/20 the number fell again to 45.
- 4.2.4 The arrest rate and positive outcome rate for those who are 'white' during the last full performance year was 66% up from 63% (35 total searches) in 2018/19, compared to 42% for 'Asian' down from 78% (total 19 searches) and 57% for 'Black' (21 total searches) down slightly from 58%. The rate for those of dual or multiple heritages is 50% though with only 4 such searches.
- 4.2.5 The 'force requirement' to record strip search to a higher standard is steadily being met; despite this not yet being a 'legal requirement' – 76% complied with the requirement up from 74% the previous year:
- 4.2.6 A significant amount of work has been undertaken to ensure the required standard is complied with and educate officers on the data recording requirement.
- 4.2.7 A diary note has been written within the app which highlights, as soon as 'strip search' is ticked, the data required;
- 4.2.8 A monthly audit of strip search data is taking place to support this and to provide feedback to officers where they have not captured all the required data.

- 4.2.9 The stop and search performance dashboard has been amended following the launch of the OPTIK 'app' to include more specific detail on strip searching.
- 4.2.10 The stop and search app is eliminating previous data recording issues by requiring all necessary data fields to be populated once a 'more thorough' or 'strip search', is identified as being undertaken.
- 4.2.11 Proportionality has dropped very slightly from 11.0 to 10.9 for those from BAME communities. The number of searches of those from Black, Asian and minority ethnic communities has also risen from 30 to 48. Any disproportionality in stop and search numbers will represent a community confidence issue; it is for this reason that extensive oversight is provided on all manner of searches. It is important to note, however, that whilst the number of searches has increased the relatively low number of strip and more thorough searches generally, and more specifically of those from BAME communities, this means the disproportionality rate will change noticeably from just 1 or 2 searches.
- 4.2.12 All but four of the strip searches were conducted under the Misuse of Drugs Act.
- 4.2.13 During 2019/20, 22 'more thorough' searches were undertaken compared to 46 in 2018/19. Of these 1 was conducted to find a weapon, 15 were conducted using the Misuse of Drugs Act legislation which reflects the nature of items sought i.e. small and easily concealed 'wraps' of drugs and 6 were under the Police and Criminal Evidence Act for stolen goods.
- 4.2.14 Of the 22 searches conducted 2 were undertaken on those self-identified as being Asian, 5 on those self-identified as being Black, 1 self-identified as being dual or multiple heritage and 6 self-identified as being White. 8 did not self-define their ethnicity.
- 4.2.15 Whilst these numbers are low, it is understood that the proportionality of these searches remains a community concern. Understanding this data and conducting the regular audits enables the force to better explain and be held to account for its activity. It is of note that the majority of the searches are targeted into high crime areas and many have recent intelligence recorded as an aspect of the grounds.
- 4.2.16 There will be a number of reasons for this change in position between the last three performance years, most notably:

- The focus the force is placing on the quality of grounds that need to be both formulated prior to a stop and search being undertaken and then recorded
- The requirement that every stop and search will be reviewed by a supervisor
- The monthly auditing of grounds and the reinforcement of requirement for those who fail audit
- The auditing of individual officer activity, including the generation of 'trigger' reports where officer search history indicates the proportionality of searches does not match the community proportionality
- The ability to challenge officers to ensure there is no stereotypical use of these powers
- The fact that the force has pre-empted any future HMI Recommendations and required a standard of recording that exceeds the existing requirement – in that all strip searches require an Inspector's approval, not just those of children under the age of 18.

5 Financial Implications and Budget Provision

- 5.1 There are no direct financial costs from this work, the work being undertaken to meet the HMICFRS Recommendation takes place within existing salary of officers and staff involved.

5 Human Resources Implications

- 6.1 There are no direct HR implications.

7 Equality Implications

- 7.1 There are direct Equality and Diversity implications as identified within the report as covered by the Equality Act 2010 in that those from Black, Asian and Minority Ethnic communities are being searched more, per 1,000 population than those from the white community.
- 7.2 An Equality Impact Assessment already exists for the work undertaken by the force on stop and search; this is published on the force website.
- 7.3 As identified within the report stop and search and stop and account are an issue of importance to the Black, Asian and Minority Ethnic communities particularly in light of the Black Lives Matter protests.

8 Risk Management

- 8.1 There are no new risks identified for the force arising out of this work. However, identifying the proportionality higher rates may increase community

confidence and concern as part of the existing risk to the organisation of the use of stop and search.

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

- 9.1 There are no direct requirements to change policy or procedure as these changes have already been directed and the stop and search policy is subject to regular review.

10 Changes in Legislation or other Legal Considerations

- 10.1 Within the HMI recommendations there is indication that PACE Code A, which governs the use of stop and search, will be re-written. The force is confident that the work it is already undertaking will ensure compliance with any legislative changes.

11 Details of outcome of consultation

- 11.1 There has been no consultation in relation to this report. The aim of this paper is to present the detail to the PCC.

12. Appendices

- 12.1 Appendix A - The 2019/20 Annual Report on the use of Stop and Search.
- 12.2 Appendix B - The full report on 'Strip and More Thorough Searching in 2019/20'.

Nottinghamshire Police Annual Report Stop and Search 2019/20

Author: Supt Paul Burrows

Nottinghamshire Police Annual Report

Stop and Search 2019/20

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1 EXECUTIVE SUMMARY

The *Nottinghamshire Police Annual Report into Stop and Search 2019/20* is written to achieve two objectives. The first is to report how stop and search powers are used; the second is whether this use is necessary and proportionate. The report also highlights 2 areas for improvement. The first is in the proportionality of handcuffing, the second is officer recording of self-defined ethnicity.

2019/20 in numbers

- Stop and searches increased by 79% to 5,415 from 3,023 the previous year;
- 39% of searches located a prohibited item, the outcome was linked to the object of the search in 90.9% of the searches;
- 598 arrests were made, an 11% arrest rate; there were 1,448 positive outcomes (26.8%). A combined arrest and positive outcome rate of 37.8%. 80.2% of these outcomes were 'linked' to the object of the search;
- Of the 598 arrests, 96 were for possession of offensive weapons, 3 for a dangerous instrument and 2 for firearms;
- Of those who self-defined their ethnicity, 72% were White, 11.8% were Black, 8.6% were Asian and 6% were dual or multiple heritage;
- The Force level data for self-defined ethnicity comparing 2018/19 to 2019/20 shows that BAME disproportionality has dropped from 3.7 to 3.1, Black from 7.2 to 5.8, Dual or Multiple Heritages from 3.5 to 2.6 and Asian or Other from 2.2 to 2.1. Again as evidenced in 2019/20 a small number of searches in the County cause a significant increase in Force level disproportionality. 85 searches of Black people cause the rate to rise from 1.9 in the City to 5.8 in the Force; 37 searches of those who are Dual or Multiple heritage from 1.1 in the City to 2.6; and 43 searches of those who are Asian or Other from 0.9 to 2.1. For the first time when self-defined ethnicity has not been recorded officer defined ethnicity is now included to estimate proportionality; this changes disproportionality rates. The rates are higher but still dropping. The Force level data for self-defined ethnicity comparing 2018/19 to 2019/20 shows that BAME overall disproportionality has dropped from 4 to 3.4, Black from 8.7 to 7.1, Dual or Multiple Heritages from 4 to 3.6 and Asian or Other from 2 to 1.8.
- 4,352 searches (80.4%) of the 5,415 searches were undertaken to look for drugs;
- 23% of searches required the use of handcuffs, down from 30% in 2018/19. The main reason for use was to prevent the escape, at 72.1%;
- The handcuffing rate has dropped by 10% for those who are Asian, Black or of Dual and Multiple Heritages;
- A BWV record was made of 87% of searches, up from 81% in 2018/19;
- Audit data indicates 86% of drugs searches were for possession offences;
- 698 drugs searches were undertaken in the course of Op. Guardian (violence reduction in the 'night time economy'); the Knife Crime Team undertook 927 drugs searches; and 720 drugs searches were conducted through Op Relentless (tackling drug taking in open spaces). A total from the three operations of 2,345 drugs searches. A further 870 searches were undertake using Op Scorpion surge monies designed to reduce knife crime The total number of searches from the four operations

was 3,115 (57.5% of all searches); each was targeted on reducing violent crime or community concerns;

- Removing the targeted drug searches from the force total reduces the volume of drugs searches from 80.4% to 65%. This still does not take into account the searches undertaken in other operations run locally to address specific short-term issues;
- The find rate for drugs searches is 40.1%, the prohibited item found linked to the object of the search in 94.8% of these searches;
- No section 60s were authorised;
- 12 public complaints were made raising 20 separate allegations. Of these 2 was raised by an Asian person, 3 by a White person, 1 by a Black person, 1 by someone who self-declared as 'Other Mixed background', and 5 did not state their ethnicity. 8 'there and then' complaints were made only 1 elected to state their ethnicity (Asian).

This report also provides to evidence to both the community and Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS) that the force is complying with the requirement of the 2019 PEEL assessment entitled '*Police Effectiveness, efficiency and legitimacy 2018/19*'.

This Annual Report addresses these gaps in reporting, it has also caused new or more detailed audits to be undertaken. Some are included in this Annual Report; others still being developed, will be included in 2020/21.

The monthly audits undertaken are: 100 grounds recorded for a 'standard' stop and search; all grounds recorded for all 'more thorough' and 'strip searches'; grounds recorded by officers who statistically have higher search rates of those from the BAME communities. The new audits are reviewing the number of drugs possession vs supply searches and reactive vs officer generated searches.

The Police and Crime Commissioner (PCC), Paddy Tipping, has continued his close work with a BME Monitoring Group, which scrutinises the force's stop and search performance and practice. During 2020/21, he is further enhancing this scrutiny process. Members of the public continue to watch stop and search in action as part of the work to deliver against the Best Use of Stop and Search Scheme (BUSSS). More recently there has been an increasing number of 'lay-observers' going out on patrol with officers as part of the Ride Along Scheme. The Scrutiny Board continued to meet.

A monthly 'infographic' published on the force website illustrates the activity relating to a number of different characteristics, including, age, gender, race and outcomes is available. This info-graphic can be found at the Stop and Search title page: <http://www.nottinghamshire.police.uk/stopsearch>.

We will continue to work with our communities and stakeholders to increase effectiveness and public confidence, improve the quality of the encounter, and ensure the use of stop and search powers continues to create a safer place for everyone.

Focus in 2020/21

Two priorities follow the data review undertaken to write this Annual Report:

1. Despite the reduction in the rate of handcuffing of those from BAME communities, the rate is still disproportionate to those who are White. Work continues to create awareness of this and monitor supervisors to ensure they are reviewing this;
2. With 1,504 records with no self-defined ethnicity (28% of the total) it makes data analysis based upon ethnicity inaccurate. Officers routinely failing to capture this important data are now directed to do so.

2 RATES OF SEARCHING AND OUTCOMES

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

Throughout 2019/20 Nottinghamshire Police maintained its focus on the intelligence-led, fair and effective use of stop and search powers. In doing this the force has once again seen an increase in the number of stops and searches undertaken:

Period	Number of searches
2014/15	4,157
2015/16	2,712
2016/17	1,957
2017/18	1,908
2018/19	3,023
2019/20	5,415

The cause of this increase is partially due to the changing national debate on stop and search. This debate is causing officers to believe they are less likely to be criticised for using these powers. In addition, the force has also undertaken a major recruitment process with a large number of newly trained officers deployed to larger front-line policing teams. This means there is a greater policing presence on the streets thereby increasing the chance of the officers identifying the grounds for a stop and search. There was a slight decrease in the quality of grounds recorded so there was a reinforcement of the audit regime to recover this lost ground. The arrest and positive outcome rate has remained around the same level as 2018/19 at 37.8%.

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

In 2019/20 598 arrests were made because of the use of stop and search powers (compared to 466 in 2018/19). Of these arrests, 96 were for possession of offensive weapons, 3 for a dangerous instrument and 2 for firearms compared to 83 in total during in 2018/19. This represents 16.9% of the total, down from 17.8% in 2018/19. These numbers illustrate that stop and search offer a vital crime fighting tool and how their use can protect the public by removing weapons from the streets.

The table below identifies how many of these 'outcomes' are linked to the object of the search. For example, a drug search that finds drugs is 'linked', a drugs search finding a knife is 'not-linked'. The data excludes vehicle only searches.

	Search total	Arrest / Outcome Total	%	Outcome Linked	%	Outcome NOT linked	%
Total	5,257	1,979	37.7%	1,587	80.2%	392	19.8

There is a 37.7% arrest and positive outcome rate for this year compared to 37.3% in 2018/19. Section 3 outlines what a Positive Outcomes is. Of the searches where a prohibited item was recovered, 80.2% were 'linked' to the object of the search. This

indicates that officer's base their grounds on reasonable suspicion and that they are using their powers appropriately.

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

3 EFFECTIVE STOP AND SEARCH

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

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

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

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

Having listened to community representatives and reference groups, the force expects the use of stop and search powers to focus on dealing with crimes that cause the public the most concern. This approach provides the flexibility to address specific local concerns. The table below presents the data from the benchmark year of 2014/15, through to 2019/20 and illustrates the nature of search activity:

	2014/15	2017/18	2018/19	2019/20
Number of searches	4,157	1,908	3,023	5415
Object of search				
Weapons	9.2 %	20.5% 392 searches	14.7% 441 searches	10.5% 570 searches
Going equipped to steal, commit criminal damage and handling stolen goods	26.6%	15.7%	13.9%	8.4%
Drugs	62.8%	62.7% *	71.2%**	80.4% ***

* This 62.7% reduced to 54.9% with the removal of searches during proactive operations.

** This 71% reduced to 54% with the removal of searches during proactive operations.

*** This 80.4% reduced to 65% with the removal of searches during proactive operations - see Section 22.

The data highlights that whilst there is an actual increase in searches for weapons from 392 in 2017/19 to 441 in 2018/19 and 570 in 2019/20 the proportion of these searches has dropped. The decrease as a percentage in the number of searches for weapons is due to the increase in the number of drugs searches. Sections 12 to 21 cover this in detail in. Many of this increased number of drugs searches took place during operations designed to reduce violent crime and, more specifically, knife crime. This reflects both the crime trends experienced and the threat reported by the public.

GPMS – Unclassified NOTTINGHAMSHIRE POLICE

The results of stop and search activity are presented through the 'positive outcome rate', or the number of stop and search encounters that lead to an arrest or another outcome. For example, a cannabis warning or a report for summons. The combined arrest and positive outcome rates for stop and search over the last 7-years, with a separate identification for arrests, were:

Period	Arrest and Positive Outcome rate	Arrest rate
2013/14	20.4%	Not available
2014/15	25.5%	12.5%
2015/16	30.1%	14%
2016/17	35.2%	16.7%
2017/18	37.8%	16.1%
2018/19	39.5%	15.4%
2019/20	37.8%	11%

During 2018/19 there were 466 arrests (15.4%) and 727 positive outcomes (24%); totalling 39.4%, an uplift on the previous year. In 2019/20 there were 598 arrests (11%) and 1,448 positive outcomes (26.8%). There is no national comparative data, though the belief is that this arrest and positive outcome rate will compare favourably to other forces.

There is no nationally accepted definition of what a positive outcome is. The table below illustrates the outcomes that Nottinghamshire Police identify as being 'positive':

Outcome	Number	%	Counted as a positive outcome	
Arrest	598	11.0%		
Article Found - Detailed Outcome Unavailable *	121	2.2%	Yes	121
Caution	34	0.6%	Yes	34
Community Resolution	45	0.8%	Yes	45
Drugs Possession Warning	402	7.4%	Yes	402
Fixed Penalty Notice	33	0.6%	Yes	33
Nothing Found – No Further Action	2771	51.2%	No	
NPS - Offence **	6	0.1%	Yes	6
NPS - Possession Only	12	0.2%	Yes	12
Other	442	8.2%	No	
Summons	506	9.3%	Yes	506
Verbal Warning	156	2.9%	No	
Voluntary Attendance	289	5.3%	Yes	289
Total	5,415	100.0%		1,448

* Data analysis shows this occurs when a drug is recovered but it is unclear what type it is at seizure.

**NPS is New Psychoactive Substances

As identified previously, one of the purposes of stop and search is to prevent unnecessary arrests. Consequently having a high combined arrest and positive outcome rate is more positive than focussing solely upon the arrest rate. Whilst the arrest and positive outcome rate rose up until 2018/19 then dropped back to the 2017/18 level, the arrest rate, in the last 3 years, has fallen.

While the force has corporate targets for crime reduction, there is no individual numeric stop and search targets set for officers. Nottinghamshire Police aims for 25% of all stop and searches to result in an arrest or positive outcome, excluding cannabis warnings. The force achieved 34.3% in 2018/19; in 2019/20, this figure was 30.4%.

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

4 FAIR STOP AND SEARCH

Nottinghamshire Police believes a 'fair' encounter is a justifiable one, undertaken without prejudice, carried out promptly and with respect; it is recorded, open to scrutiny and supports public confidence.

As previously identified, the number of stop and search encounters increased during 2019/20 to 5,415. This is the highest rate for 6 years and is a 79% increase over the 3,023 recorded in 2018/19. Of the people who were stopped and searched in 2019/20 who self-defined their ethnicity, 72% were White, 11.8% were Black, 8.6% were Asian and 6% were dual or multiple heritage. This compares to 51.4% White, 10.2% Black and 6.8% Asian and 5.6% who were Dual or had Multiple Heritages in 2018/19.

During 2019/20, there were 12 public complaints relating to stop and search raising 20 separate allegations, compared to four complaint in 2018/19. Eight further complaints were resolved 'there and then', compared to three in 2018/19.

Of these complaints, 2 were raised by an Asian person, 3 by a White person, 1 by a Black person, 1 by someone who self-declared as 'Other Mixed background', and 5 did not state their ethnicity. Every complaint can have a number of 'sub-complaints' within it. Four of the 12 complaints had more than one element. The themes of these complaints related to the use of excessive force, including handcuffing (6), that there was damage to property (2), that the officers were intimidating or uncivil (4). That the search was due to the incorrect placing of an intelligence marker on a vehicle (1) and finally that the search was conducted unprofessionally (7). 18 of the allegations have been resolved. 15 were resolved through a local investigation. 2 were resolved by the Professional Standards Directorate (PSD) and a further 1 was not upheld by the PSD. 2 further allegations are being considered for formal discipline procedure.

Regarding the 8 'there and then' complaints (complaints that are dealt with immediately on them being reported, usually on the phone); only 1 elected to state their ethnicity (Asian). 5 of these complaints relating to a belief there was not good reason for being stopped. 1 was a report of officers not recording the stop, 1 was not happy about being searched and 1 alleged racial profiling. These complaints are usually resolved through the provision of an explanation of the law. This causes them not to progress into a formal complaint.

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

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

The Stop and Search Scrutiny Board continues to run, with activity data presented to the members of the community who sit on the Board to scrutinise. The Board's minutes and data reports are on the 'Advice' page of the Force's website.

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

5 THE PROPORTIONALITY OF SEARCHES

The proportionality of the use of stop and search is an issue for many both within the communities of Nottinghamshire and the media when reporting on the use of stop and search. The way proportionality is calculated does affect these concerns due to the statistical variances the calculation causes. This is particularly the case when a small numbers of searches have a significant impact upon the proportionality rate. These anomalies are largely unknown and require explanation to provide context. An explanation of how proportionality is calculated is on the 'Advice' page of the force's website.

5.1 Data explanation

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

The number of searches conducted within a specific BAME community is compared to the resident population of that community; this creates a 'rate of search per '1,000 population', using the 2011 Census data. A calculation of comparison between the rate per 1,000 population of the BAME and white communities then takes place. The white community is the baseline population. The 'BAME' number divides into the 'White' number; the outcome is the proportionality or disproportionality rate.

28.5% of Nottingham City's population is from a BAME community and 4.5% of the County's population. It is this difference in the White population (at 71.5% compared to 95.5%), that causes the significant changes in proportionality rates. The population figures are 'resident population'. It is important to consider that these residents will move across borders in the course of their work and leisure.

5.2 Disproportionality Rates – self-defined ethnicity

Note: Data provided for City and County will not match the force total for that year as we don't have a mapping reference for every stop.

Historically the Force reports disproportionality rates based upon a person's self-defined ethnicity. However, as the number of stop and searches has increased the impact of those searches where the person either hasn't declared or not been asked to state their self-defined ethnicity needs to be taken into account. The risk exist that proportionality rates will be higher or lower once these are factored in. The individual is not required to self-define their ethnicity as they have the right to anonymity. Officers have however been directed to ask the question.

5.2.1 Force level data self-defined Ethnicity 2019/20

Ethnicity	White	Black	Mixed	Asian or Other	Not Stated		White	BME
Number	2822	463	236	390	1346		2822	1089
Rate	2.911	16.968	7.618	6.121			2.911	8.928
Proportionality	-	5.8	2.6	2.1				3.1

The Force level data for self-defined ethnicity comparing 2018/19 to 2019/20 shows that BAME overall disproportionality has dropped from 3.7 to 3.1, Black from 7.2 to 5.8, Dual or Multiple Heritages from 3.5 to 2.6 and Asian or Other from 2.2 to 2.1.

5.2.2 City self-defined Ethnicity 2019/20

Ethnicity	White	Black	Mixed	Asian or Other	Not Stated		White	BME
Number	1918	378	199	347	1000		1918	924
Rate	8.770	17.039	9.820	7.792			8.770	10.623
Proportionality	-	1.9	1.1	0.9			-	1.2

The City level data for self-defined ethnicity comparing 2018/19 to 2019/20 shows that BAME overall disproportionality has dropped from 1.4 to 1.2, Black from 2.4 to 1.9, Dual or Multiple Heritages from 1.4 to 1.1 and Asian or Other has remained level at 0.9.

5.2.3 County self-defined Ethnicity 2019/20

Ethnicity	White	Black	Mixed	Asian or Other	Not Stated		White	BME
Number	764	56	22	32	229		764	110
Rate	1.018	10.976	2.053	1.668			1.018	3.143
Proportionality	-	10.8	2.0	1.6				3.1

The County level data for self-defined ethnicity comparing 2018/19 to 2019/20 shows that BAME overall disproportionality has dropped from 3.8 to 3.1, Black from 11.4 to 10.8 (the number of searches rose from 30 to 56); Dual or Multiple Heritages from 4.2 to 2.0 (a drop from 23 to 22 searches) and Asian or Other has risen from 1.5 to 1.6 (15 searches rising to 32).

What can be evidenced is that a small number of searches in the County cause a significant increase in the Force level of disproportionality. 85 searches of Black people cause the rate to rise from 1.9 to 5.8; 37 searches of those who are Dual or Multiple heritage from 1.1 to 2.6 and 43 searches of those who are Asian or Other from 0.9 to 2.1.

5.3 Disproportionality Rates – combined self and officer defined ethnicity

Data provided for City and County will not match the force total for that year as we don't have a mapping reference for every stop.

5.3.1 Force level data self and officer defined ethnicity 2019/20

Ethnicity	White	Black	Mixed	Asian or Other		White	BME
Number	3526	707	406	416		3526	1529
Rate	3.637	25.91	13.105	6.529		3.637	12.535
Proportio	-	7.1	3.6	1.8		-	3.4

The Force level data for self-defined ethnicity comparing 2018/19 to 2019/20 shows that BAME overall disproportionality has dropped from 4 to 3.4, Black from 8.7 to 7.1, Dual or Multiple Heritages from 4 to 3.6 and Asian or Other from 2 to 1.8.

5.3.2 City self and officer defined ethnicity 2019/20

Ethnicity	White	Black	Mixed	Asian or Other		White	BME
Number	2397	575	337	368		2397	1280
Rate	10.96	25.918	16.63	8.264		10.96	14.716
Proportio	-	2.4	1.5	0.8		-	1.3

The City level data for self-defined ethnicity comparing 2018/19 to 2019/20 shows that BAME overall disproportionality has dropped from 1.5 to 1.3, Black from 3 to 2.4, Dual of Multiple Heritages from 1.6 to 1.5 and Asian or Other has remained level at 0.8.

5.3.3 County self and officer defined ethnicity 2019/20

Ethnicity	White	Black	Mixed	Asian or Other		White	BME
Number	923	80	45	35		923	160
Rate	1.229	15.68	4.199	1.825		-	4.572
Proportio	-	12.8	3.4	1.5		-	3.7

The County level data for self-defined ethnicity comparing 2018/19 to 2019/20 shows that BAME overall disproportionality has dropped from 4.1 to 3.7, Black increased from 11.2 to 12.8 (the number of searches rose from 37 to 80); Dual of Multiple Heritages dropped from 5 to 3.4 (an increase from 35 to 45 searches) and Asian or Other has dropped from 1.7 to 1.5 (21 searches rising to 35).

What can be evidenced, once again, is that a small number of searches in the County cause a significant increase in the Force level of disproportionality. 132 searches of Black people cause the rate to rise from 2.4 to 7.1; 69 searches of those who are Dual or Multiple heritage from 1.5 to 3.6 and 48 searches of those who are Asian or Other from 0.8 to 1.8.

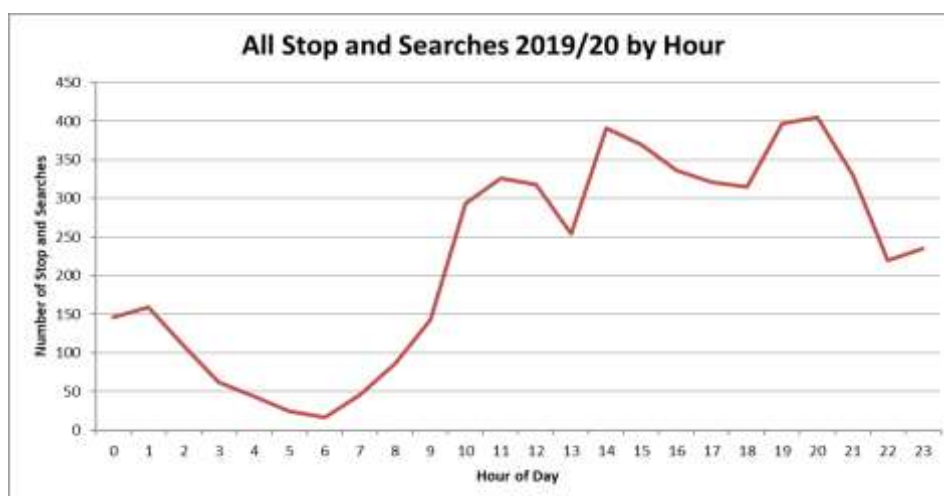
5.4 The changing nature of 'rates' of searches

The table below records 'rate' for the last 9 years. The 'rate' is the number of searches conducted per 1,000 of a community's population. The population data used is now getting quite old as it is taken from the 2011 Census. The rate of searching is rising significantly for all communities, as would be expected from the highest recorded level of searching.

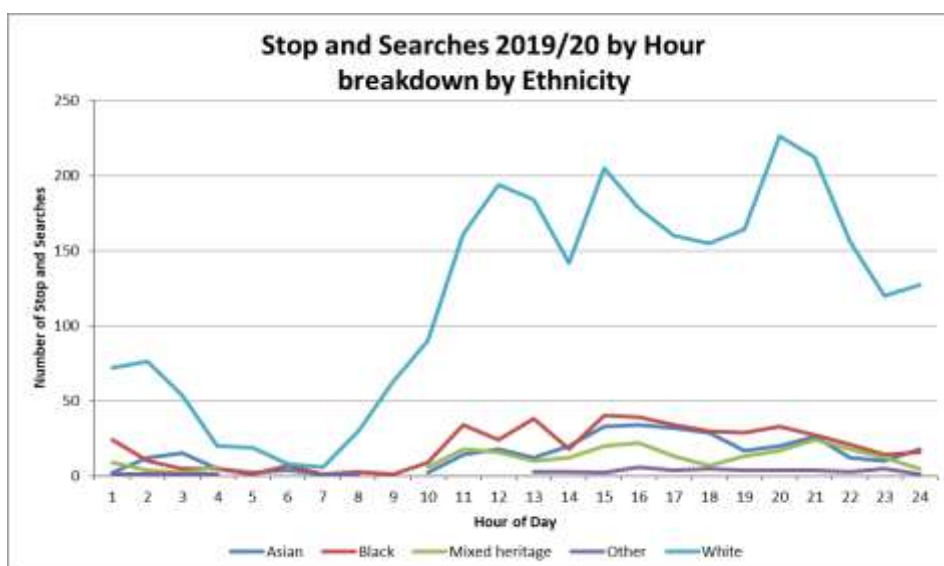
Financial Year	Ethnicity			
	White	Black	Multiple Heritage	Asian or Other
2011/12	2.6	10.8	5.1	4.1
2012/13	2.8	11.8	4.5	4.2
2013/14	4.3	17.8	5.8	4.9
2014/15	3.3	12.7	3.9	3.7
2015/16	1.9	8.9	4	3.6
2016/17	1.1	8.5	4.1	2.0
2017/18	1.0	8.7	3.9	2.4
2018/19	1.5	10.8	4.7	3.3
2019/20	2.9	17.0	7.6	6.1

6 THE TIME OF DAY SEARCHES ARE CONDUCTED

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



The following table identifies the time of day by ethnicity:



Searching by day of the week:

The following table identifies when searches are most likely in total, by ethnicity and on which day of the week.

	Total	Asian	Black	Dula / Multiple	Chinese or Other	White
Number of searches	5415	338	463	236	52	2822
Monday	11.73%	10.7%	12.3%	13.1%	9.6%	12.2%
Tuesday	11.52%	14.5%	11.2%	10.6%	9.6%	11.5%
Wednesday	14.28%	13.9%	16.6%	18.6%	17.3%	14.4%
Thursday	17.34%	24.3%	16.6%	16.1%	17.3%	17.1%
Friday	17.36%	15.1%	18.8%	16.1%	17.3%	18.1%
Saturday	16.82%	13.3%	14.5%	17.8%	21.2%	15.9%
Sunday	10.95%	8.3%	9.9%	7.6%	7.7%	10.8%

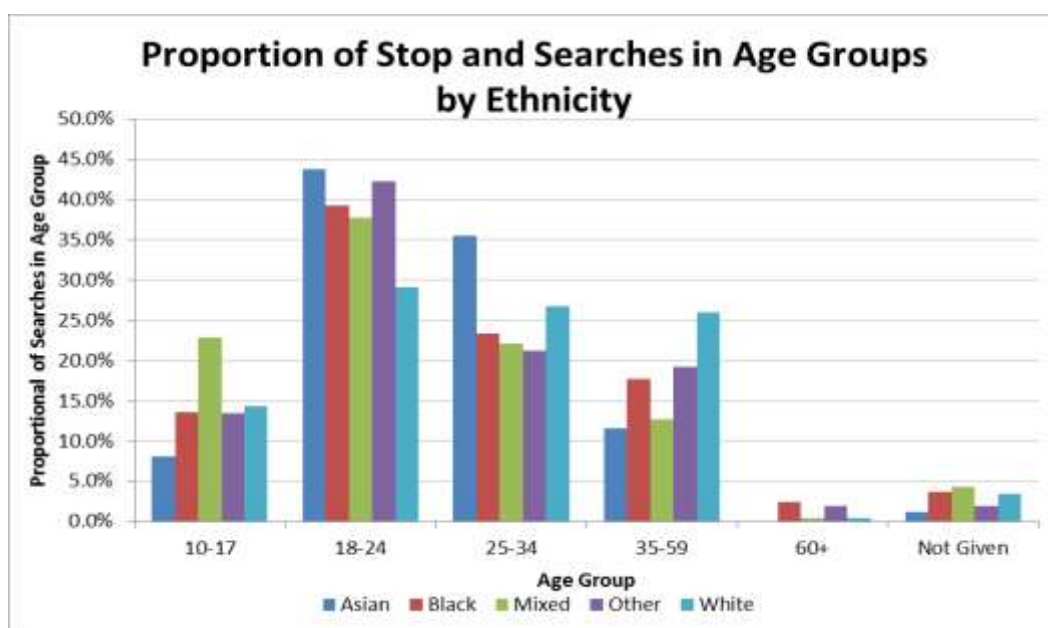
Searching by hour of the day:

The following identifies, in total, by ethnicity and at what time of day searches take place.

Hour	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	21	22	23
Total	2.8%	2.6%	2.0%	0.9%	0.6%	0.5%	0.3%	0.9%	1.6%	2.7%	5.9%	6.4%	6.3%	5.0%	7.7%	7.1%	6.2%	5.8%	5.8%	7.7%	7.5%	5.4%	4.1%	4.3%
Asian	0.1%	0.3%	0.4%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.1%	0.4%	0.5%	0.3%	0.5%	0.8%	0.9%	0.8%	0.7%	0.4%	0.5%	0.7%	0.3%	0.3%	0.5%
Black	0.6%	0.3%	0.1%	0.1%	0.0%	0.2%	0.0%	0.1%	0.0%	0.2%	0.9%	0.6%	1.0%	0.5%	1.0%	1.0%	0.9%	0.8%	0.7%	0.8%	0.7%	0.5%	0.4%	0.4%
Dual/multiple	0.2%	0.1%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.2%	0.5%	0.4%	0.3%	0.3%	0.5%	0.6%	0.3%	0.2%	0.3%	0.4%	0.6%	0.5%	0.3%	0.1%
Other	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.1%	0.1%	0.1%	0.2%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%	0.0%
White	1.8%	1.9%	1.4%	0.5%	0.5%	0.2%	0.2%	0.8%	1.6%	2.3%	4.1%	5.0%	4.7%	3.6%	5.2%	4.6%	4.1%	4.0%	4.2%	5.8%	5.4%	4.0%	3.1%	3.2%

7 THE NUMBER OF SEARCHES BY AGE

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



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

Age Range	Total		Asian		Black		Mixed		Other		White	
10-17	555	14.2%	27	8.0%	63	13.6%	54	22.9%	7	13.5%	404	14.3%
18-24	1263	32.3%	148	43.8%	182	39.3%	89	37.7%	22	42.3%	822	29.1%
25-34	1046	26.7%	120	35.5%	108	23.3%	52	22.0%	11	21.2%	755	26.8%
35-59	894	22.9%	39	11.5%	82	17.7%	30	12.7%	10	19.2%	733	26.0%
60+	26	0.7%	0	0.0%	11	2.4%	1	0.4%	1	1.9%	13	0.5%
Not Given	127	3.2%	4	1.2%	17	3.7%	10	4.2%	1	1.9%	95	3.4%
Total	3911		338		463		236		52		2822	

Taking into account the low numbers in some age groups, it is noticeable that Asian people aged 25-34 are more likely to be searched than any other ethnicity; with those who are White in this age group least likely to be searched. This follows on from the 2018/19 Annual Report that identified that searches of Asian people aged 18-24 were more likely than any other ethnicity. Audit work has not identified an obvious reason for this other than the low numbers of searches, which is less than one per day pro rata.

8 THE RATE OF HANDCUFFING BY ETHNICITY

Because of work required by the Stop and Search Scrutiny Board, the force has continued to produce data on the use of handcuffs during searches. Within the data capture device used to record the stop and search, the searching officer is required to record the application of handcuffs and their rationale for doing so. There are three reasons:

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

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

The table below reports the application of handcuffs in 23% of searches, down from 30% in 2018/19. The work undertaken during 2019/20 to focus officer's minds more on the necessity of handcuffing has paid dividends. Of these 9% were 'non-compliant', down from 11%. The main reason for the use is to prevent the escape of the person, at 72.1% up from 71.4% of compliant searches.

Total No. of Searches	Total
	5256
No. where Handcuffs Applied	1,212 (23%)
Non-compliant	110 (9%)
Compliant	1,102 (91%)
- Cause Danger to Themselves or Others	151(13.7%)
- Cause Injury to Themselves or Others	156(14.2%)
- To Prevent Escape	794(72.1%)

The table below presents ethnicity data of those searched and handcuffed. The rate of handcuffing of all BAME groups is concerning when compared to those who are White, both in terms of total volume and rates of compliant handcuffing. The reasons recorded for handcuff application are similar.

Handcuffing rate in 2019/20

	Total No. of Searches	Handcuffing Total	Compliant (of Total Handcuffed)	Non-compliant		
				Cause Danger to Themselves or Others	Cause Injury to Themselves or Others	To Prevent Escape
(1) White	2821	540 (19%)	484 (90%)	67 (14%)	63 (13%)	354 (73%)
(2) Mixed Heritage	236	65 (28%)	61 (94%)	4 (7%)	7 (11%)	50 (82%)
(3) Asian or Asian British	338	124 (37%)	118 (95%)	6 (5%)	19 (16%)	93 (79%)
(4) Black or Black British	463	169 (37%)	157 (93%)	23 (15%)	32 (20%)	102 (65%)
(5) Chinese or Other Ethnic Group	52	15 (29%)	15 (100%)	2 (13%)	1 (7%)	11 (73%)
Not Stated	1346	299 (22%)	267 (89%)	49 (18%)	34 (13%)	184 (69%)

In 2018/19, the handcuffing rates for BAME communities were similarly disproportionately higher. Consequently, supervisors were required to examine this when reviewing their officer's stop and search records. This Scrutiny Board also discussed this. The hypothesis remains that it is the communities view on stop and search and the police that causes this disparity. These views impact on the interaction between the officer and the person searched. Development work on the data recording 'App' that officer's use to record their stop and searches has been undertaken. This requires supervisors to review the Body-

Worn Video recording of the search to ensure the necessity and proportionality of the handcuffing. Implementation of the new 'App' took place in early 2020/21.

When comparing the 2018/19 data below to the 2019/20 data above, it illustrates the rates of handcuffing. Positively the rates have dropped by 10% for those who are Asian, Black or of Dual and Multiple Heritages. There has been an increase in the rate of handcuffing to 'prevent injury to themselves or others'.

Handcuffing rates in 2018/19

	Total No. of Searches	Handcuffing Total	Compliant (of Total Handcuffed)	Non-compliant		
				Cause Danger to Themselves or Others	Cause Injury to Themselves or Others	To Prevent Escape
(1) White	1525	364 (24%)	325 (89%)	53 (15%)	44 (12%)	228 (63%)
(2) Mixed Heritage	169	65 (38%)	62 (95%)	15 (23%)	3 (5%)	44 (68%)
(3) Asian or Asian British	188	89 (47%)	81 (91%)	12 (13%)	2 (2%)	67 (75%)
(4) Black or Black British	303	146 (47%)	134 (92%)	17 (12%)	17 (12%)	100 (68%)
(5) Chinese or Other Ethnic Group	36	12 (33%)	11 (92%)	1 (8%)	2 (17%)	8 (67%)
Not Stated	715	194 (27%)	160 (82%)	38 (20%)	17 (9%)	105 (54%)

As in 2018/19, the discussion within the Scrutiny Board focussed on whether it was the powers being used that impacted upon the rationale for handcuffing. A person would be more likely to be handcuffed if they were searched for an offensive weapon, they. If a particular community were searched using a specific power, then one would expect a higher rate of handcuffing. The following table identifies whether this hypothesis has merit.

	Ethnicity			
	White	Asian	Dual / multiple heritage	Black
CJ and PO Act (knives)	3%	0%	5%	5%
Firearms Act	0%	2%	0%	1%
PACE	22%	7%	25%	17%
Misuse of Drugs Act	75%	91%	70%	77%

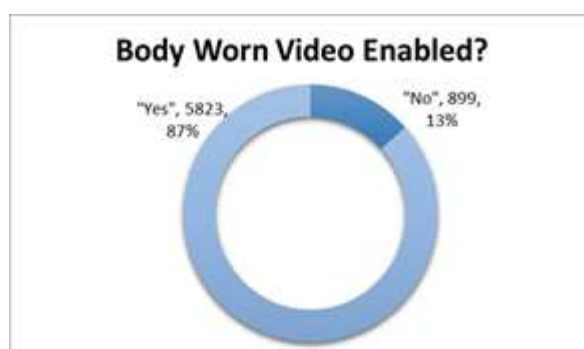
'Handcuffed' searches of Asian people have a higher rate for drugs searches; the rate for the other ethnicities are broadly similar. Whilst this hypothesis may be part of the answer, it is not a complete answer.

9 THE USE OF BODY WORN VIDEO

The Scrutiny Board has also questioned the rate of recording using Body Worn Video (BWV). These cameras are not yet personally issued to each officer. This means they are not always available to officers to use and when they are, they do present a number of technical issues. The data on levels of recording is prepared and presented to the Scrutiny Board at every meeting. During 2020/21, the personal issue of cameras will take place for the majority of front line roles.

The force has set the requirement that a BWV record will be made of every stop and search. The exception is if the searched person specifically requests that the camera is not be used. To confirm their requirement, the searching office will request the person to sign their notebook. Officers are keen to deploy BWV as they acknowledge its capacity to lower tensions during potential confrontational situations.

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



During 2019/20, a BWV record was made of 87% of searches, up from 81% in 2018/19.

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

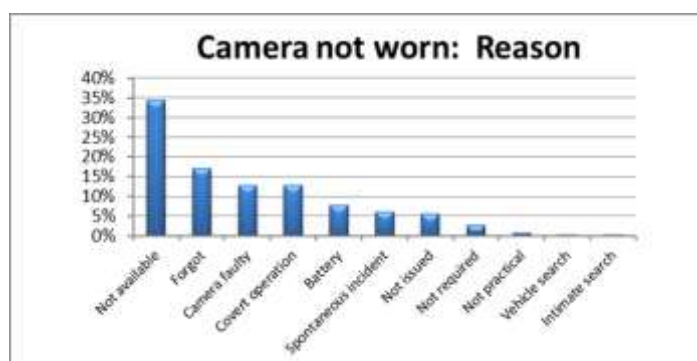
Originally, a free-text box allowed officers to record the reason why they did not use a BWV. Consequently the reasons were numerous and varied. Work to consolidate these records was undertaken and the data capture device programmed to better record this data. The following categories best fulfilled the requirement:

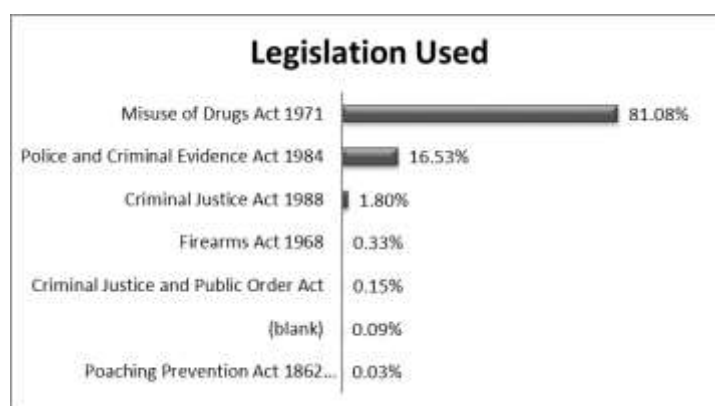
- 1 – Spontaneous Incident – Insufficient time to deploy BWV
- 2 - Operational reason – i.e. covert operation
- 3 – No BWV available
- 4 – Battery/Equipment failure
- 5 – Forgot to use BWV
- 6 – Didn't know BWV should be used
- 7 – Intimate Search
- 8 – Vehicle Search Only
- 9 – Other

The 2019/20 Annual Report uses these headings for the first time.

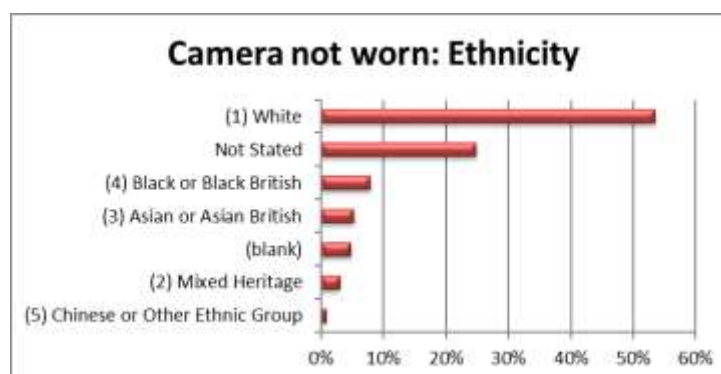
There are a number of technical reasons for non-deployment. 'Not available' is the main reason. This is because the present stock of cameras is reaching 'end of life' and there is not always a working one available for officers. Officers on covert operations would clearly not have a camera deployed and similarly there is no expectation that a record of a strip search, as it would be indecent to do so. If the officer reports the record is, 'not-required' then this is addressed through a conversation as the forces' position is clear.

9.3 The legislation under which BWV is used





9.4 The non-activation of BWV by ethnicity



This data uses 'self-defined ethnicity'.

10 OUTCOME RATES BY ETHNICITY AND LEGISLATION – Supply vs Possession

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

Presently the force is unable to report on the difference between simple drugs possession and supply searches as the data is not gathered. However, because of the requirement the force changed the audit regime to identify the indicative levels of possession vs supply searches, see Section 13 below. This audit indicates that 86% of drugs searches were for possession offences up from 84% in 2018/19.

The following table presents the summary of the required data. The focus is on the Misuse of Drugs Act and PACE searches as these are the primary search categories. Full detail of all legislation can be found in Appendix A; not all legislation has been used within each ethnicity table and similarly not all criminal justice outcomes are utilised.

The tables report 'self-defined ethnicity' as this is most accurate figure, however this means there are some hundreds of searches not included as the person has elected not to give this information. Percentages illustrate the proportion of searches and outcomes by ethnicity.

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

	Total Number of searches	% of all searches	Arrest %	Positive Outcome %	Combined arrest and positive outcome	% of drugs searches	% of PACE searches
Asian	334	8.7%	14.7%	28.1%	42.8%	87.4%	12.6%
Black	448	11.7%	13.6%	20.3%	33.9%	83.0%	17.0%
Mixed/ Dual Heritage	226	5.9%	12.4%	23.9%	36.3%	80.1%	19.9%
Chinese or Other	50	1.3%	18.0%	28.0%	46.0%	82.0%	18.0%
White	2763	72.3%	10.2%	31.7%	41.9%	84.1%	15.9%

The data indicates that there is no significant variance between the arrest and positive outcome indicator when the benchmark searches of White people are used; as these outcome rates are mid-table and not outliers. However, when comparing the arrest data from 2018/19 and 2019/20, there has been a drop in the number of arrests - Asian (by 5.4%), Black (4.8%) and White (4.3%). The arrest of White people is less likely, though the positive outcome rate is the highest for this group. Further monitoring of these important indicators will take place during 2020/21.

The narrative around arrest rates is complex: as the nature of offence, the circumstances of the search and the demeanour of the person searched will affect the decision to arrest. Again, the relatively low number of searches with an outcome of those from the BAME communities means that the data will flex with a small number of arrests.

It was identified in 2018/19 that drug focussed searches of those who are Black were relatively low. As the narrative presented suggests that police officers are prone to search Black people for drugs this was seemingly counter-intuitive. In 2019/20, however the search rate is now 'mid-table'.

The total number of searches of Asian people has risen from 205 to 334 (63% rise) and the number of arrests has dropped by 5.4%; the positive outcome rate has risen by 2.2%. This gives a combined arrest and positive outcome rate in 2019/20 of 42.8% down from 45.9% in 2018/19. The rate of searching for drugs has increased from 81% to 87.4% and the rate of searching under PACE has dropped marginally by 0.1%.

The total number of searches of Black people has risen from 309 to 448 (45% rise) and the number of arrests has dropped by 4.8%; the positive outcome rate has dropped by 1.9%. This gives a combined arrest and positive outcome rate in 2019/20 of 33.9% down from 40.8% in 2018/19. The rate of searching for drugs has increased from 71.2% to 83% and the rate of searching under PACE has dropped from 23.9% to 17%.

The total number of searches of those self-defining as dual or multiple heritage has risen from 170 to 226 (33% increase) and the number of arrests has risen by 1.2%. This gives a combined arrest and positive outcome rate in 2019/20 of 36.3% down from 35.9% in 2018/19. The rate of searching for drugs has increased from 66.5% to 80.1% and the rate of searching under PACE has dropped from 20% to 19.9%.

The total number of searches of those categorised as 'Chinese or Other' has risen from 20 to 50 (150% increase) and the number of arrests has risen by 8%. This gives a combined arrest and positive outcome rate in 2019/20 of 46% compared to 35% in 2018/19. The

rate of searching for drugs has risen from 80% to 82% and the rate of searching under PACE has risen from 5% to 18%.

The total number of searches of White people has risen from 1552 to 2763 (78% increase) and the number of arrests has dropped by 4.3%. This gives a combined arrest and positive outcome rate in 2019/20 of 41.9% down from 42% in 2018/19. The rate of searching for drugs has increased from 72.5% to 84.1% and the rate of searching under PACE has dropped from 23% to 15.9%.

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

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

11.1 The 'total' find rate for all ethnicities:

All ethnicities	Total	Item Found	Nothing Found	Outcome Linked	Outcome Not Linked
Criminal Justice Act 1988, s139B	65	14	21.5%	51	78.5%
Firearms Act 1968, s47	13	1	7.7%	12	92.3%
Misuse of Drugs Act 1971, s23	3210	1358	42.3%	1852	57.7%
Paragraph 10 of Schedule 5 to the Terrorism Prevention	2	0	0.0%	2	100.0%
Poaching Prevention Act 1862, s2	2	2	100.0%	0	0.0%
Police and Criminal Evidence Act 1984.	611	147	24.1%	464	75.9%
Police Reform Act 2002, Schedule 4, paragraph 7A	1	1	100.0%	0	0.0%
Section 60 Criminal Justice and Public Order Act 1994	6	1	16.7%	5	83.3%
Terrorism Act 2000, s43	1	0	0.0%	1	100.0%
Total	3911	1524	39.0%	2387	61.0%

39% of these searches located a prohibited item and the outcome was linked to the object in 90.9% of the searches.

11.2 The 'total' find rate for Asian people:

Asian	Total	Item Found	Nothing Found	Outcome Linked	Outcome Not Linked
Firearms Act 1968, s47	2	0	0.0%	2	100.0%
Misuse of Drugs Act 1971, s23	292	129	44.2%	163	55.8%
Police and Criminal Evidence Act 1984.	42	8	19.0%	34	81.0%
Section 60 Criminal Justice and Public Order Act 1994	1	0	0.0%	1	100.0%
Terrorism Act 2000, s43	1	0	0.0%	1	100.0%
Total	338	137	40.5%	201	59.5%

40.5% of these searches located a prohibited item compared to 39% of all searches. 92% of the outcomes were linked to the object of the search compared to 90.9% of all searches. This indicates a higher positive outcome rate and a comparative linked rate.

11.3 The 'total' find rate for Black:

Black	Total	Item Found	Nothing Found	Outcome Linked	Outcome Not Linked
Criminal Justice Act 1988, s139B	11	5	45.5%	6	54.5%
Firearms Act 1968, s47	3	1	33.3%	2	66.7%
Misuse of Drugs Act 1971, s23	372	137	36.8%	235	63.2%
Police and Criminal Evidence Act 1984.	76	15	19.7%	61	80.3%
Section 60 Criminal Justice and Public Order Act 1994	1	0	0.0%	1	100.0%
Total	463	158	34.1%	305	65.9%

34.1% of these searches located a prohibited item was found in compared to 39% of all searches. 89.9% of outcomes linked to the object of the search compared to 90.9% of all searches. This indicates a lower positive outcome rate, though not sufficiently lower to be an identified risk though it will be monitored going forward, and a comparative linked rate.

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

Dual or multiple heritage	Total	Item Found	Nothing Found	Outcome Linked	Outcome Not Linked
Criminal Justice Act 1988, s139B	9	2	22.2%	7	77.8%
Misuse of Drugs Act 1971, s23	181	71	39.2%	110	60.8%
Police and Criminal Evidence Act 1984.	45	7	15.6%	38	84.4%
Section 60 Criminal Justice and Public Order Act 1994	1	0	0.0%	1	100.0%
Total	236	80	33.9%	156	66.1%

33.9% of these searches located a prohibited item compared to 39% of all searches. 90% of outcomes linked to the object of the search compared to 90.9% of all searches. This indicates a lower positive outcome rate though not sufficiently lower to be an identified risk though it will be monitored going forward, and a comparative linked rate.

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

Chinese or Other	Total	Item Found	Nothing Found	Outcome Linked	Outcome Not Linked
Criminal Justice Act 1988, s139B	1	0	0.00%	1	100.00%
Misuse of Drugs Act 1971, s23	41	22	53.66%	19	46.34%
Paragraph 10 of Schedule 5 to the Terrorism Prevention and Investigation Measures Act 2011	1	0	0.00%	1	100.00%
Police and Criminal Evidence Act 1984.	9	1	11.11%	8	88.89%
Total	52	23	44.23%	29	55.77%

44.2% of these searches located a prohibited item compared to 39% of all searches. 91.3% of outcomes linked to the object of the search compared to 90.9% of all searches. This indicates a higher positive outcome rate and a comparative linked rate though the number of searches is low at 52.

11.6 The 'total' find rate for White:

White	Total	Item Found	Nothing Found	Outcome Linked	Outcome Not Linked
Criminal Justice Act 1988, s139B	44	7	15.9%	37	84.1%
Firearms Act 1968, s47	8	0	0.0%	8	100.0%
Misuse of Drugs Act 1971, s23	2324	999	43.0%	1325	57.0%
Paragraph 10 of Schedule 5 to the Terrorism Prevention and Investigation Measures Act 2011	1	0	0.0%	1	100.0%
Poaching Prevention Act 1862, s2	2	2	100.0%	0	0.0%
Police and Criminal Evidence Act 1984.	439	116	26.4%	323	73.6%
Police Reform Act 2002, Schedule 4, paragraph 7A	1	1	100.0%	0	0.0%
Section 60 Criminal Justice and Public Order Act 1994	3	1	33.3%	2	66.7%
Total	2822	1126	39.9%	1696	60.1%

39.9% of searches located a prohibited item was found in compared to 39% of all searches. The outcome linked to the object of the search in 91% of these searches compared to 90.9% of all searches. This indicates a slightly higher positive outcome rate and a comparative linked rate. Clearly, the searches of White people are the significant majority of the searches undertaken; consequently, these outcomes will reflect the median position.

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

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

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

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

The sections that follow develop the response given in 2018/19 Annual Report on Stop and Search; these responses seek to address more fully the questions and concerns identified relating to drugs offences.

Nottinghamshire Police, like many other forces, has a high volume of drugs searches compared to the total volume; in 2018/19, this was 71.2% up from 62.7% the previous year. In 2019/20, the rate was 80.4% at 4,352 searches. This volume has been the subject of comment previously by both the HMICFRS and the Stop and Search Scrutiny Board, who queried why, when drugs were not a priority, were there so many drugs searches?

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

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

13 THE PREVALENCE OF POSSESSION VS SUPPLY SEARCHES

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

There was an indication that forces would be required to report on the difference between possession and supply searches. The expectation was that the second version of 'Best Use of Stop and Search Scheme' would mandate the requirement. However, this requirement was not published. Consequently, the same auditing work has been undertaken to identify the split between possession and supply searches.

Officers are not required to record whether they were searching for 'possession' or 'supply' offences. Their recorded grounds were thus reviewed 'after-the-fact' to make a determination as to whether the search was for a 'possession-only' or 'supply' offence. Each month the force audits 100 stop and search records to review the quality of the grounds recorded. These same grounds were reviewed to determine first, how many searches were for drugs; and second the split between 'possession' and 'supply'. The audit process does not require the proportion of grounds audited to reflect the proportion of searches under a certain power.

Whilst 71.2% of searches conducted used the Misuse of Drugs Act in 2018/19, only 62.4% of the grounds audited were for drugs. In 2019/20, 80.4% of all searches undertaken were for drugs and 78.1% of 1,200 records audited were for drugs. In 2018/19, 84% of drugs searches were for possession rather than supply offences. In 2019/20, 86.4% of these searches were for a 'possession' offence.

14 THE FIND RATE FOR DRUGS SEARCHES

Drug Search volume	Total drugs searches	Item found		Nothing Found		Outcome Linked		Outcome Not Linked	
Total	4,352	1,743	40.1%	2,609	59.9%	1,652	94.8%	91	5.2%

The find rate for drugs searches is 40.1% down from 44.2% in 2018/19, a prohibited item found linked to the object of the search in 94.8% of these searches.

These outcomes would still indicate the grounds are being well formed around both the suspicion that an article will be found and the use of the correct power. When a search locates a prohibited article that is not linked to the power used i.e. drugs, it could be knives or stolen goods that are recovered.

15 HOW DRUGS SEARCHES ALIGN WITH LOCAL PRIORITIES - CITY

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

The City records a large number of stop and searches, with over 3 times more searches than the County; but more specifically high volumes of drugs searches with 3,205 searches, an 85% increase on the previous year when there were 1,732 searches. Section 18, 19 and 20 below record the cause of these high search volumes.

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

	% of total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of total
City									
Criminal Justice Act 1988, s139B	2.0%	18	22.5%	2	2.5%	25.0%	60	80	2.0%
Firearms Act 1968, s47	0.3%	2	20.0%	1	10.0%	30.0%	7	10	0.3%
Misuse of Drugs Act 1971, s23	81.6%	298	9.3%	1078	33.6%	42.9%	1829	3205	81.6%
Paragraph 10 of Schedule 5 to the TPIM Act 2011	0.0%	0	0.0%	1	100.0%	100.0%		1	0.0%
Police and Criminal Evidence Act 1984.	15.9%	97	15.6%	82	13.2%	28.7%	444	623	15.9%
Police Reform Act 2002, Schedule 4, paragraph 7A	0.0%	0	0.0%	0	0.0%	0.0%	1	1	0.0%
Section 60 Criminal Justice and Public Order Act 1994	0.1%	0	0.0%	0	0.0%	0.0%	5	5	0.1%
Terrorism Act 2000, s43	0.0%	0	0.0%	0	0.0%	0.0%	1	1	0.0%
Total		415	10.6%	1164	29.6%	40.2%	2347	3926	

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

	% of total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of total
City North/South									
Criminal Justice Act 1988, s139B	2.9%	4	20.0%	0	0.0%	20.0%	16	20	2.9%
Firearms Act 1968, s47	1.2%	1	12.5%	1	12.5%	25.0%	6	8	1.2%
Misuse of Drugs Act 1971, s23	75.1%	67	12.8%	121	23.2%	36.0%	334	522	75.1%
Police and Criminal Evidence Act 1984.	20.6%	20	14.0%	20	14.0%	28.0%	103	143	20.6%
Section 60 Criminal Justice and Public Order Act 1994	0.3%	0	0.0%	0	0.0%	0.0%	2	2	0.3%
Total		92	13.2%	142	20.4%	33.7%	461	695	

The volume of intelligence led proactive policing work undertaken on the City North and South areas lead to the high levels of drugs searches. The possession of drugs links to the possession of weapons. A link supported through various pieces of national and local research. The deployment of resources thus takes place to break this link. Community engagement and setting of priorities for the local teams has also highlighted drugs as an issue the community wishes a focus on and stop search will clearly be involved as a tactic.

The City North and South areas also have the greatest proportion of individuals managed within the 'Knife Crime Cohort'. Officers' use directed patrols to manage these individuals in the areas where they congregate and associate. This patrol activity has increased the use of stop and search looking for weapons and drugs. Due to the success of this local management of these offenders involved in organised crime, many are currently in prison. Whilst this is a success, others seek to fill the vacuum left behind. Again, intelligence led patrols using stop and search where appropriate are used to target these individuals.

As identified within this report the force continues to monitor the use of stop and search and gives clear guidance on the ethical, legal and proportionate use of such. Officers use other tactics beyond stop and search to manage the drug market, possession of weapons and to prevent organised crime groups emerging. An example of this is the use of 'Gang Injunctions' and local diversion tactics with City Council partners to keep young people away from criminality.

Stop and search powers are used in the event of a specific significant incident to prevent escalation. As was the case following a murder in the City when officers undertook numerous, community based targeted patrols to prevent any potential gang related fallout.

There have been local spikes in knife-enabled crime in the City South Area and this has resulted in the deployment of additional teams to combat this. One such team is the Knife Crime Team, which deployed into the St Anns, Sneinton and the Meadows localities where there is OCG activity and due to the proactive nature of their work have undertaken numerous stop searches.

Meanwhile the City North area has continued to have a dedicated Op Reacher team that has worked in the community to target organised crime and local risks identified in a large part by the community. This team targets this risk and the individuals who have intelligence reports that link them to either the carriage of weapons or drugs.

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

City Centre	% of total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of total
Criminal Justice Act 1988, s139B	1.4%	6	20.0%	0	0	20.0%	24	30	1.4%
Misuse of Drugs Act 1971, s23	87.4%	118	6.3%	750	0.398089	46.1%	1016	1884	87.4%
Paragraph 10 of Schedule 5 to the TPIM Act 2011	0.0%	0	0.0%	1	1	100.0%		1	0.0%
Police and Criminal Evidence Act 1984.	11.0%	40	16.9%	34	0.14346	31.2%	163	237	11.0%
Police Reform Act 2002, Schedule 4, paragraph 7A	0.0%	0	0.0%	0	0	0.0%	1	1	0.0%
Section 60 Criminal Justice and Public Order Act 1994	0.1%	0	0.0%	0	0	0.0%	2	2	0.1%
Total		164	7.6%	785	36.4%	44.0%	1206	2155	

Due to the 'policing and community safety issues' identified within the City Centre multiple operations are run to reduce the resultant levels of crime. These operations drive up the number of drugs searches within the City Centre. However, the outcomes in terms of reducing violent crime and increasing the public's sense of safety and security; justify these search rates despite drugs searches themselves not being a priority. The public and businesses within the area receive such Operations positively and all are subject to lay visitor's scrutiny to ensure openness and transparency. The feedback from the lay-observers is positive with them getting a better understanding of the stop and search process.

There are two specific operations referenced. First, Operation Guardian (see Section 18), involves the use of a passive drugs dog to tackle this link between the taking of drugs and alcohol. Previous research in the City Centre has shown that there is a link between drug use in the Night Time Economy (NTE) and an individual's propensity to extreme violence.

Second, Operation Relentless (see Section 21), that is designed to address public concerns over the overt use of drugs in public places particularly Mamba during the

daytime. Mamba is relatively inexpensive to purchase and a drug of choice, particularly amongst the begging and homeless community where we have seen an increase in use over the last few years. Included within this operation is work to reduce begging. Begging is a continuing issue in the City Centre, particularly aggressive begging which causes harassment, alarm and distress to the public. Intelligence, and our policing experience, shows a link between begging and the use of Mamba (Novel Psychoactive Substance). Additionally the use/supply of Class A, Class B and Mamba is a trigger for violence, including knife crime.

The aim of both operations is not only to reduce violence in Nottingham City Centre by restricting the use/supply of Class A and B drugs as well as Mamba, but also to work with our partners to create opportunities to access treatment to ensure long-term solutions.

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

City West/Central	% of total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of total
Criminal Justice Act 1988, s139B	2.8%	8	26.7%	2	6.7%	33.3%	20	30	2.8%
Firearms Act 1968, s47	0.2%	1	50.0%	0	0.0%	50.0%	1	2	0.2%
Misuse of Drugs Act 1971, s23	74.3%	113	14.1%	207	25.9%	40.1%	479	799	74.3%
Police and Criminal Evidence Act 1984.	22.6%	37	15.2%	28	11.5%	26.7%	178	243	22.6%
Section 60 Criminal Justice and Public Order Act 1994	0.1%	0	0.0%	0	0.0%	0.0%	1	1	0.1%
Terrorism Act 2000, s43	0.1%	0	0.0%	0	0.0%	0.0%	1	1	0.1%
Total		159	14.8%	237	22.0%	36.8%	680	1076	

The City West comprises five wards with a population of approx. 90,000 largely static residents. In this area, stop and search is infrequently used and the majority of the proactive drug work centres around warrant executions. Some pro-active activity did take place under Op Scorpion using intelligence led targeted patrols; however, the volume of knife crime on City West remains lower than the City Central area.

The City Central policing area has one of the most diverse and economically challenged communities in the force area; indeed one of the area's Wards is amongst the most deprived nationally. On average 3.2% of the population registers as unemployed compared to 2.3% of all City residents. The area faces a number of crime issues ranging from serious violent crime, acquisitive crime and drug dealing with the presence of organised crime groups (OCGs) fuelling this. Crime, ASB and Drugs offences are consistently high amongst other City Wards, resulting in community tensions.

Intelligence analysis has highlighted a direct correlation between 'serious organised crime' groups operating on the area that are involved in drug fuelled violence, intimidation and rivalry, resulting in several serious knife crime incidents. Also in support of these incidents, Operation Scorpion and Operation Lumination patrols took place to prevent open space crime. These operations used knife amnesty events, passive drugs dogs and intelligence driven high visibility patrols to tackle people who intelligence informed us are actively carrying knives and weapons to commit crime. There is regular community feedback that indicates support for these knife crime and violent crime reduction tactics.

Through the force tasking process, the 'Knife Crime Team' frequently deploys to the area due to incidents and evidence of high knife crime, through the fortnightly vulnerability assessments. Naturally, these operations combine to increase the number of Stop and searches carried out, but are vital in combatting increased levels of on-street drugs supply and demand.

16 HOW DRUGS SEARCHES ALIGN WITH LOCAL PRIORITIES - COUNTY

The table below outlines the number of searches, by power in the County. The narratives for each of the three Community Safety Partnership areas within this area follow. The use

of drugs searches in the County is slightly lower than for the City at 79% of all searches compared to 81.6%. However, the number of searches is significantly different at 909 vs 3,205. This reflects the greater number of operations run in the City that cause large number of drugs searches. Section 18, 19 and 20 below highlight these.

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

County	% of total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of total
Criminal Justice Act 1988, s139B	1.7%	3	15.8%	2	10.5%	26.3%	14	19	1.7%
Firearms Act 1968, s47	0.5%	0	0.0%	2	33.3%	33.3%	4	6	0.5%
Misuse of Drugs Act 1971, s23	79.0%	112	12.3%	201	22.1%	34.4%	596	909	79.0%
Paragraph 10 of Schedule 5 to the TPIM Act 2011	0.1%	0	0.0%	0	0.0%	0.0%	1	1	0.1%
Poaching Prevention Act 1862, s2	0.2%	0	0.0%	0	0.0%	0.0%	2	2	0.2%
Police and Criminal Evidence Act 1984.	18.3%	27	12.8%	14	6.6%	19.4%	170	211	18.3%
Section 60 Criminal Justice and Public Order Act 1994	0.3%	2	66.7%	0	0.0%	66.7%	1	3	0.3%
Total		144	12.5%	219	19.0%	31.5%	788	1151	

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

Bassetlaw, Newark & Sherwood	% of total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of total
Criminal Justice Act 1988, s139B	2.7%	1	20.0%	0	0.0%	20.0%	4	5	2.7%
Firearms Act 1968, s47	1.1%	0	0.0%	1	50.0%	50.0%	1	2	1.1%
Misuse of Drugs Act 1971, s23	76.1%	22	15.4%	35	24.5%	39.9%	86	143	76.1%
Paragraph 10 of Schedule 5 to the TPIM Act 2011	0.5%	0	0.0%	0	0.0%	0.0%	1	1	0.5%
Poaching Prevention Act 1862, s2	1.1%	0	0.0%	0	0.0%	0.0%	2	2	1.1%
Police and Criminal Evidence Act 1984.	17.6%	2	6.1%	2	6.1%	12.1%	29	33	17.6%
Section 60 Criminal Justice and Public Order Act 1994	1.1%	1	50.0%	0	0.0%	50.0%	1	2	1.1%
Total		26	13.8%	38	20.2%	34.0%	124	188	

During 2019/20 the area of Bassetlaw, Newark and Sherwood (BNS) saw a 21% increase in the number of searches undertaken, up from 148 to 188. During the same period, 143 of these searches were undertaken using the Misuse of Drugs Act up from 87, a 64% increase in proactive stop searches. Positively under this same Act, there was a 39.9% positive outcome rate.

Operations continued across BNS. First, Operation Vow in Newark. The 'Newark and Sherwood Community Safety Partnership' supports this operation. This operation targets acquisitive crime and the associated drug offending, linked specifically to two county lines discovered by tackling the acquisitive crime.

Second, in Worksop town centre there has been a significant increase in the use of proactive patrols to tackle drug use. Operation Scorpion funds were made available to support this, referenced in section 19 below. This proactive activity has caused this increase in the number of stop searches.

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

Broxtowe, Rushcliffe & Gedling	% of total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of total
Criminal Justice Act 1988, s139B	2.6%	0	0.0%	2	18.2%	18.2%	9	11	2.6%
Firearms Act 1968, s47	0.5%	0	0.0%	0	0.0%	0.0%	2	2	0.5%
Misuse of Drugs Act 1971, s23	75.4%	23	7.3%	81	25.7%	33.0%	211	315	75.4%
Police and Criminal Evidence Act 1984.	21.3%	8	9.0%	4	4.5%	13.5%	77	89	21.3%
Section 60 Criminal Justice and Public Order Act 1994	0.2%	1	100.0%	0	0.0%	100.0%	0	1	0.2%
Total		32	7.7%	87	20.8%	28.5%	299	418	

During 2019/20, 418 searches were conducted across 'Broxtowe, Gedling & Rushcliffe', known as South Notts. Drug searches represented 75.4% of the total; there was a 33% arrest and positive outcome rate with 23 of the 32 total arrests related to drugs.

The majority of the searches were undertaken in the course of normal policing duties as 'drugs' is not one of the agreed local policing priorities in Broxtowe or Rushcliffe

Boroughs. In Gedling, however 'drugs' are identified as one of the top 3 priorities. The Office of the Police and Crime Commissioner's survey conducted across the Gedling Borough identified that concerns around drug supply and use are increasing. Consequently, the tasking of high visibility and plain-clothes patrols took place in locations known for drug use and supply. As reported last year where there is capacity and the intelligence to support it, local officers from all areas will secure and execute drugs warrants. Drug searches also feature heavily in the tasks allocated to Gedling's 'Operation Reacher' team, which is a newly formed proactive neighbourhood enforcement team. They have been in operation since the end of January 2020.

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

	% of total	Arrest	Arrest Rate	Positive Outcome	Positive Outcome Rate	Arrest & Positive Outcome Rate	No Arrest or Positive Outcome	Total	% of total
Mansfield & Ashfield									
Criminal Justice Act 1988, s139B	0.6%	2	66.7%	0	0.0%	66.7%	1	3	0.6%
Firearms Act 1968, s47	0.4%	0	0.0%	1	50.0%	50.0%	1	2	0.4%
Misuse of Drugs Act 1971, s23	82.8%	67	14.9%	85	18.8%	33.7%	299	451	82.8%
Police and Criminal Evidence Act 1984.	16.3%	17	19.1%	8	9.0%	28.1%	64	89	16.3%
Total		86	15.8%	94	17.2%	33.0%	365	545	

During 2019/20, the Community Safety Partnership's priority for Mansfield remained on tackling the use of Mamba and ASB in the town centre. These issues have been of such a magnitude and concern for local businesses, members of the public and partners, that a long-term partnership problem-solving plan was required. Whilst providing support for those sleeping rough and using drugs in the town centre, there was also a requirement for enforcement utilising stop search powers under Misuse of Drugs Act to tackle the ensuing anti-social and drug fuelled behaviours. Operation Guardian tactics, as described in Section 18, were also utilised on a number of occasions in Mansfield Town Centre along with a Knife-Arch to help reduce levels of violent crime.

Action was required following the identification of a specific issue of criminality involving the committing of a number of serious crimes in a specific geographic community in Mansfield. Again, this required the writing of a bespoke problem-solving plan with partners. An increase in serious crime was the stimulus for this plan. However, on gaining a better understanding of the intelligence picture it identified that the cause of the criminality was drug dealing. One of the tactical solutions identified within the plan therefore, was to increase the intelligence provision to help officers form the grounds for stop and search. Again, this response helped to increase the number of drugs searches.

In Ashfield, the prevalence of drugs and violent crime became a police priority following a review of crime and intelligence as well as a public consultation exercise. To tackle these issues one of the tactics available was the use of drugs based searches. This explains the high levels of such searches compared to those under other powers.

During 2019/20, the Knife Crime Team deployed to Mansfield and Ashfield as a response to the 'severity- data', showing a high volume of serious crime in this area. Again, this caused uplift in the number of drugs searches as evidenced within Section 20 on how this team operates.

17 HOW DRUGS SEARCHES ALIGN WITH FORCE-LEVEL PRIORITIES

To identify whether or not the level of drug searches is in or out of step with force priorities one clearly needs to review these priorities. The force reviewed and assessed the updated Strategic Intelligence Assessment for 2019/20 alongside its predecessor for 2018/19; having done this no need to change was identified. However looking forward into 2020/21 the Control Strategy priorities have been changed based upon the work

undertaken in the previous year. The following were assessed as posing the highest threat to Nottinghamshire Police:

- Organised Crime Groups, Firearms and Drug Supply;
- Domestic Abuse (including Honour Based Abuse & Forced Marriage, Stalking and Harassment)
- Sexual Offences
- Knife Crime and Serious Violence
- Acquisitive crime
- Counter Terrorism
- Cyber & Financial Crime

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

18 HOW OPERATIONS IMPACT ON DRUG SEARCH VOLUMES 1 - GUARDIAN

Op. Guardian reduces the use and distribution of drugs in Nottingham City Centre, to do this. The use of illegal stimulant drugs has been found to be a factor in causing violent crime within the 'night time economy' (primarily Wednesday, Friday and Saturday evenings) particularly when these drugs are taken with alcohol.

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

Officers are required to establish grounds for the search that go beyond 'the smell of the drugs alone'. They ask questions relating to why the dog may have indicated the person searched was carrying drugs, their physical appearance or evasiveness to questions or the fact that the person sought to avoid the drugs dog. Officers record these factors within their grounds to justify the use of stop and search.

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

145 Operation Guardian drugs searches were undertaken during 2017/18; these searches delivered a 55.9% outcome rate of which 81.5% was linked to the object of the search. In 2018/19, 212 drugs searches were undertaken delivering a 41.5% outcome rate, though 100% of these linked to the object, all searches used the Misuse of Drugs Act and every outcome related to drugs. Included within these were 34 cannabis and 35 cocaine finds.

In 2019/20 698 drugs searches were undertaken (229% increase) within a 36.1% outcome rate. 98.7% of these outcomes linked to the object and 98% of the searches used the Misuse of Drugs Act. The majority of the remainder were undertaken under s.1

of PACE. The 698 searches represent 16% of the 4,352 drugs searches undertaken in the force area during 2019/20, up from 10% the previous year.

There has been no formal report on Operation Guardian written for 2019/20. It remains valuable however to report the positive outcomes from this operation that it is reasonable to presume are still being delivered. A review written in October 2018, recorded these as:

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

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

19 HOW OPERATIONS IMPACT ON DRUG SEARCH VOLUMES 2 - SCORPION

Nottinghamshire received Home Office surge funding in 2019/20, these funds supported police operational activity in 18 areas of the country to tackle and reduce serious violence, particularly knife crime. This funded activity across the areas of prevention & enforcement, intelligence & targeting and the investigative response to serious violence offences.

Activity included deploying additional officers to work alongside the knife crime team to increase its operational capacity and high profile operations such as Operation Guardian (a search operation tackling drug use and weapon carrying in the city centre 'night time economy'). Where intelligence indicated an issue, there was a deployment of weapons sweeps and knife arches. High profile search operations at prisons; as well as local policing activity and patrols across every neighbourhood area of Nottinghamshire were also used. Year to date (at point of writing in June 2020) we have seen a reduction of knife crime offences in Nottinghamshire of over 13%. This contrasts with a continuing upward trend of these offences nationally.

Specific analytical products, to ensure efforts focused on the areas where there was a current issue of serious violence, supported all this activity. Surge funding will continue into 2020/21. The tables below indicate the number of searches undertaken. The first table is the total number of searches. The following two tables present the searches undertaken either through the knife crime team (KCT) or through Op. Guardian. It should be noted that the numbers in Table's 2 and 3 are included in Table 1 and that the searches undertaken by officers attached to but not part of the KCT are included in this total. This is why the numbers are higher than in section 20 below.

Table 1

Knife Crime Surge Activity	
City	County
477 Arrests	219 Arrests
1867 Stop Searches	576 Stop Searches
180 Weapons Seized	90 Weapons Seized
684 Drugs Seized	151 Drugs Seized

Table 2

KCT Team Surge Activity	
City	County
308 Arrests	31 Arrests
1141 Stop Searches	91 Stop Searches
81 Weapons Seized	12 Weapons Seized
370 Drugs Seized	28 Drugs Seized

Table 3

Op Guardian Tactic	
City	County
16 Arrests	7 Arrests
271 Stop Searches	70 Stop Searches
3 Weapons Seized	17 Weapons Seized
103 Drugs Seized	20 Drugs Seized

Due to the data capture processes used it has not been possible to identify how many of these 2,443 searches undertaken using this 'Scorpion' knife-crime surge money were conducted using the Misuse of Drugs Act. Nor is it possible to identify the arrest and positive outcome rate. It is however possible too to identify that this number of searches will have had a significant part to play in the uplift in both the total volume of force searches during 2019/20 as it represents 45% of the total 5,415 searches, and the number of drugs focussed searches, as highlighted in section 22 below.

20 HOW OPERATIONS IMPACT ON DRUG SEARCH VOLUMES 3 – KNIFE CRIME

Violent knife crime is increasing nationally, though Nottinghamshire has 'bucked' this trend with a 12.8% reduction in knife crime during 2019/20. As evidenced previously there has been an increased focus on using stop and search powers to help deter, disrupt and detect criminal activity by taking weapons off the street and thereby reduce violent crime. The use of intelligence supports the proactive nature of the teams' efforts and offers the ability to identify prolific and habitual knife carriers.

Nottinghamshire Police established the Knife Crime Team in January 2016. Since its inception, the team has seized 393 weapons up from 290 in 2018/19. Intelligence-led stop and search encounters cause these weapons recoveries. This is not as a result of the indiscriminate use of these powers, but from using information given by the public to target those who are believed to be carrying knives and other weapons. The use of intelligence supports the proactive nature of the team's effort and offers the ability to identify prolific and habitual knife carriers.

The team has continued to deliver some notable results. In 2017/18, the arrest and positive outcome rate from the searches conducted was 58.9% of 231 searches. In 2018/19, the arrest and positive outcome rate was 51.5% of 603 searches. During this same period 92 weapons searches were undertaken; of these 32 had an arrest or positive outcome, which is 34.8%. 927 searches were undertaken 2019/20 with a 44.9% arrest

and positive outcome rate. 138 weapons based searches were undertaken with 34 arrests with 21 recovered weapons. This is a remarkable outcome rate from a higher volume of searches. In 2017/18, 73% of prohibited items recovered linked to the grounds for the search. During 2018/19, this figure had risen to 79.4%, in 2019/20 the rate was 78.8%.

The Knife Crime Team has made a significant investment in ensuring their stop and search powers are properly used. The supervisor actively seeks feedback on the quality of the recorded grounds from the various force-level audits. The positive results delivered by this team and the quality of their work have caused the force to establish a programme of attachments to it to spread this learning more widely. First, there was a series of 2-month attachments opened for officers. Second, officers posted to the team for daylong attachments, funded by the Government under 'Operation Scorpion', which is designed to reduce knife crime. These combined mean a high volume of officers can be better informed and more confident on using these powers.

A review of the team's activity has evidenced that despite tasking through the intelligence received on those carrying knives; a significant number of the searches conducted are using grounds established under the Misuse of Drugs Act. Of the 927 searches undertaken by the Knife Crime Team 768 were drugs searches, this is 82.3% of the total up from 76.8% in 2018/19. The 768 drugs searches represent 17.6% of the 4,352 drugs searches undertaken during 2019/20, down from 22% the previous year. During 2019/20 the arrest or positive outcome rate in the force for all searches was 37.7%; a 43.5% outcome rate for this team targeting the carrying of knives linked to drug supply and possession is positive.

20.1 Outcomes of Knife Crime Team searches during 2019/20

Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object Found Not Linked to search
Arrest	196	27	133	36
Article Found - Detailed Outcome	21		19	2
Caution	1		1	
Community Resolution	1		1	
Drugs Possession Warning	52	2	49	1
Fixed Penalty Notice	4		4	
Other	10	8	2	
Summons	83	4	74	5
Verbal Warning	15	2	4	9
Voluntary Attendance	58	9	47	2
Nothing Found – No Further Action	515	511	1	3
Total number of searches	956			
Arrests/Positive Outcomes	416	42	328	46
Rate	43.5%	4.4%	78.8%	11.1%

The full detail of the numbers contained within this chart is in Appendix B.

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

Outcome	Number	Nothing Found	Object Found Linked to search	Object Found Not Linked to search
Arrest	181	26	120	35
Article Found - Detailed Outcome Unavailable	17		16	1
Community Resolution	1		1	
Drugs Possession Warning	47	2	44	1
Fixed Penalty Notice	3		3	
Other	7	5	2	
Summons	78	4	70	4
Verbal Warning	11	2	3	6
Voluntary Attendance	51	8	42	1
Total of outcomes	396			
Nothing found - No further action	425		1	3
Total searches	821			
Arrest/Positive Outcomes	378	40	296	42
Rate	46.0%	10.6%	78.3%	11.1%

The positive outcome rate is 46% (compared to 43.5% for all searches). This is slightly higher because there are a number of searches where there is no record of the ethnicity. This is because the person searched chose not to 'self-define'. As a benchmark, 78.3% of prohibited items recovered linked to the object of the search. Again, positive outcomes do not include verbal warning or outcomes defined as 'other'.

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

Outcome	Number	Nothing Found	Object Found Linked to search	Object Found Not Linked to search
Arrest	31	3	23	5
Article Found - Detailed Outcome Unavailable	3		3	
Drugs Possession Warning	13		13	
Fixed Penalty Notice	1		1	
Other	2	1	1	
Summons	13		13	
Voluntary Attendance	6	1	5	
Total of outcomes	69			
Nothing found - No further action	79			1
Total searches	148			
Arrest/Positive Outcomes	67	4	58	5
Rate	45.3%	6.0%	86.6%	7.5%

The 45.3% positive outcome rate (compared to 43.5% for all ethnicity-defined searches) is comparable. The linked rate of 86.6% (benchmark of 78.3% for all ethnicity-defined searches) is high and positive.

20.4 Knife Crime Team outcomes rates including find rate for Black

Outcome	Number	Nothing Found	Object Found Linked to search	Object Found Not Linked to search
Arrest	37	3	26	8
Article Found - Detailed Outcome Unavailable	3		3	
Drugs Possession Warning	10		10	
Fixed Penalty Notice	1		1	
Other	4	3	1	
Summons	19	2	16	1
Verbal Warning	2		2	
Voluntary Attendance	7	2	5	
Total of outcomes	83			
Nothing found - No further action	85		1	1
Total searches	168			
Arrest/Positive Outcomes	77	7	61	9
Rate	45.8%	9.1%	79.2%	11.7%

The 45.8% positive outcome rate (compared to 43.5% for all ethnicity-defined searches) is comparable. The linked rate of 79.2% (benchmark of 78.3% for all ethnicity-defined searches) remains comparable.

20.5 Outcomes rates including find rate for dual / multiple heritage

Outcome	Number	Nothing Found	Object Found Linked to search	Object Found Not Linked to search
Arrest	15	2	9	4
Article Found - Detailed Outcome Unavailable	3		2	1
Drugs Possession Warning	1		1	
Summons	7	1	6	
Verbal Warning	3		1	2
Voluntary Attendance	5		5	
Total of outcomes	34			
Nothing found - No further action	36			
Total searches	70			
Arrest/Positive Outcomes	31	3	23	5
Rate	44.3%	9.7%	74.2%	16.1%

The positive outcome rate of 44.3% (compared to 43.5% for all ethnicity-defined searches) is comparable though with a relatively low number of searches at 31. The linked

rate of 74.2% (benchmark of 78.3% for all ethnicity-defined searches) is lower but not significantly so with the low number of searches. The search rates by the knife crime team of those who are dual or multiple heritages was a risk for monitoring during 2019/20. Mitigated of this risk has taken place, though the low number of searches always made this is highly variable issue.

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

Outcome	Number	Nothing Found	Object Found Linked to search	Object Found Not Linked to search
Arrest	3		2	1
Summons	1		1	
Voluntary Attendance	1		1	
Total of outcomes	5		4	1
Nothing found - No further action	0			
Total searches	5			
Arrest/Positive Outcomes	5		4	1
Rate	100.0%		80.0%	20.0%

The positive outcome rate of 100% (compared to 43.5% for all ethnicity-defined searches) is significantly higher but with very low search numbers. The linked rate of 80% (benchmark of 78.3% for all ethnicity defined searches) is comparable but with very low search numbers.

20.7 Knife Crime Team outcomes rates including find rate for White

Outcome	Number	Nothing Found	Object Found Linked to search	Object Found Not Linked to search
Arrest	95	18	60	17
Article Found - Detailed Outcome Unavailable	8		8	
Community Resolution	1		1	
Drugs Possession Warning	23	2	20	1
Fixed Penalty Notice	1		1	
Other	1	1		
Summons	38	1	34	3
Verbal Warning	6	2		4
Voluntary Attendance	32	5	26	1
Total of outcomes	205	29	150	26
Nothing found - No further action	225			1
Total searches	430			
Arrest/Positive Outcomes	198	26	150	22
Rate	46.0%	13.1%	75.8%	11.1%

The 46% positive outcome rate (compared to 43.5% for all ethnicity-defined searches) is higher but comparably so. The linked rate of 75.3% (benchmark of 78.8% for all ethnicity-defined searches) is low but not significantly so.

21 HOW OPERATIONS IMPACT ON DRUG SEARCH VOLUMES 4 - RELENTLESS

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

The aim was therefore to tackle both drug use and dealing in the City Centre and to disrupt, deter and detect offences. The team is intelligence-led and works in conjunction with other public and third sector agencies as well as Nottingham City Council, the Council's Community Protection Team and the local Neighbourhood Policing Team. This ensures those who have substance abuse problems obtain the support that they need. It also ensures enforcement opportunities are considered and applied when necessary (such as assisting with obtaining closures for car parks which were drug use hotspots,

criminal behaviour orders, use of dispersal orders etc.). Liaison has also taken place with other forces to ensure information sharing and best practice.

Stop and search powers primarily for the use of drugs are a vital tool used by Op Relentless in the pursuit of the aim, there have been 720 stop searches conducted by the team between 2019/20.

21.1 The powers used:

	Number	Percentage
Criminal Justice Act 1988, s139B	9	1.3%
Misuse of Drugs Act 1971, s23	677	94.0%
Police and Criminal Evidence Act 1984.	33	4.6%
Police Reform Act 2002, Schedule 4, paragraph 7A	1	0.1%

21.2 The object of the search:

	Number	Percentage
Controlled Drugs	677	94.0%
Going Equipped	6	0.8%
Offensive Weapons	10	1.4%
PRA - Alcohol (Under 18)	1	0.1%
Stolen Goods	26	3.6%

21.3 Arrest and Positive outcome rate:

	Number	Percentage
Arrest and positive outcome rate	467	64.9%
No Further Action	253	35.1%

64.9% is a very high arrest and positive outcome rate compared to the force rate for all searches of 37.7%. This illustrates the scale and prevalence of the issues addressed. The arrest and positive outcome rate includes all the outcomes in the table below, 'No Further Action' and 'Verbal Warning' are not included.

21.4 Search outcomes:

	Number	Percentage
Arrest	68	9.44%
Article Found - Detailed Outcome Unavailable	6	0.83%
Caution	4	0.56%
Community Resolution	11	1.53%
Drugs Possession Warning	69	9.58%
Fixed Penalty Notice	3	0.42%
Nothing Found – No Further Action	209	29.03%
Other	10	1.39%
Summons	248	34.44%
Verbal Warning	34	4.72%
Voluntary Attendance	58	8.06%

21.5 The ethnicity of those stopped and searched

	Number	Percentage
White	522	72.5%
Mixed Heritage	20	2.8%
Asian	15	2.1%
Black	20	2.8%
Chinese or Other	6	0.8%
Not Stated	135	18.8%
(blank)	2	0.3%
BAME	61	8.5%

21.6 The age range of those stopped and searched:

Age Range	Number	Percentage
10-17	39	5.42%
18-24	131	18.19%
25-34	197	27.36%
35-59	277	38.47%
60+	9	1.25%
Not Given	67	9.31%

22 THE EFFECT OF OPERATIONS ON DRUG SEARCH VOLUMES

During 2018/19, of the 3,023 searches 69.7% (or 2,106 searches) were undertaken looking for drugs. In 2019/20, the rate was 4,352 searches (80.4%) out of 5,415 searches. Questions have are posed regarding why the number of drug searches are so high when drugs are not a force priority.

As reported in sections: 18, 19 and 20; a total of 698 drugs searches were undertaken in the course of Op. Guardian (violence reduction in the night-time economy); 927 drugs searches took place as a result of the activities of the Knife Crime Team and 720 drugs searches through Op Relentless (tackling drug taking in open spaces). A total from the three operations of 2,345 drugs searches.

A further 870 searches were undertake using Op Scorpion surge monies designed again to tackle knife crime A significant number of additional Scorpion searches were undertaken under the Knife Crime Team and Op Guardian returns. The total number of searches from the four operations was 3,115 (57.5% of all searches); each was targeted on reducing violent crime or community concerns.

On removing the targeted drug searches from the annual total, the volume of drugs searches undertaken in the force during 2019/20 drops from 80.4% to 65%. This is an increase from the 54% recorded in 2018/19 but a drop of 15% in the total number of drugs based searches. This number is calculated by the total number of searches (5,415) minus the number of operations based drugs searches (2,345) divided by the number of non-operations based drugs searches (2,007) or $5,415 - 2,345 = 3,070$. 2007 is calculated as a percentage of 3,070. This still does not take into account the searches undertaken in other operations run locally to address specific short-term issues.

Whilst this figure of 65% remains high a number of these searches are undertaken in reactive circumstances; for example, where a call for attendance is made from a member of the public, CCTV operators or door staff outside night-clubs. It is possible to quantify the volume of police officer self-generated vs reactive drugs searches through audit. However, this audit is highly subjective. For example is an intelligence based stop 'reactive' or 'proactive'. Similarly, when an officer walks past a person smoking cannabis, is this 'reactive' or 'proactive'?

In the audit undertaken during 2019/20 a very simplistic view was taken that for a search to be 'reactive' it was based upon the officer being called to the scene by CCTV operators or a member of the public reporting an incident. Indicatively, using this methodology, 12.3% of searches were reactive. In 2020/21, greater nuance will be required to give a clearer picture of what triggered these searches.

23 SECTION 60 AUTHORITIES IN 2019/20

No section 60s were authorised during 2019/20.

24 STRIP AND MORE THOROUGH SEARCHING

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

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

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

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

- Ideas and good practice from the Metropolitan Police Service was adopted, in particular designated rooms were set up in all police stations to ensure there was privacy during any such searches;
- Conducting such searches at custody suites was determined to be inappropriate. The reason for this being that as the person being searched was not under arrest searching at such a facility would / may cause the individual confusion as to whether they were in fact ‘under arrest’, and may leave the organisation open to criticism;
- The requirement was set for a supervisor to be informed and be required to give their permission for a strip search of a child under 18.

All these requirements were set and published in June 2014. Subsequently there have been a number of communications to officers outlining the differences between search types and what information needed recording.

The Force also took the decision that every strip search, regardless of age, must be authorised by an Inspector, thereby going beyond the College of Policing recommendation that an Inspector should authorise a strip search for a person under the age of 18.

Monthly strip searches audits are undertaken and feedback provided to both officers and the authorising Inspectors.

24.1 ‘Strip’ and ‘More Thorough’ search numbers 2019/20

Total number of stop and searches	5,415
Total no. of strip searches	104 (1.9% of total)
Total no. of 'More Thorough' searches	23
Number of officers using these powers	71
Strip searches per calendar month	7.7

24.2 Arrest / Positive Outcome rate against volume and power used

Power	Outcome					Total Positive Outcome
	Arrest	Cannabis Warning	FPN	Vol. Att / RFS / Article found	N/A	
Misuse of Drugs Act 1971, s23	14	5	0	31	50	100 (50%)
Police and Criminal Evidence Act 1984.	0	0	0	3	0	3 (100%)
Criminal Justice & Public Order Act '88	0	0	0	1	0	1 (100%)
Total	14	5	0	35	50	104 (54%)

- 96% of searches are conducted for drugs compared to 98% the year before;
- 54% of drugs searches result in a positive outcome compared to 65%

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

Power	Ethnicity						Total
	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	Not Stated	
Misuse of Drugs Act 1971, s23	34	8	19	19	0	20	100
Police and Criminal Evidence Act 1984.	1	0	0	2	0	0	3
Criminal Justice & Public Order Act '88	0	0	0	0	0	1	1
Total	35	8	19	21	0	21	104

24.4 Outcomes of searches by self-defined ethnicity

Outcome Rates	White	Dual / Multiple Heritage	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Not stated	Total
Arrests	6	2	2	2	0	2	14
Positive Outcome	17	2	6	10	0	5	40
NFA	12	4	11	9	0	14	50
Total	35	8	19	21	0	21	104
Arrest Rate	17%	25%	10.5%	9.5%	N/A	9.5%	13.5%
Total arrest/ positive outcome rate	23 66%	4 50%	8 42%	12 57%	0	7 33%	54 52%

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

24.5 The proportionality of strip searching

Power	Proportionality				
	(1) White	(2) Mixed	(3) Asian or Asian British or other	(4) Black or Black British	BAME
Misuse of Drugs Act 1971, s23	-	7.4	8.5	19.9	10.8
Police and Criminal Evidence Act 1984.				Can't be calculated	
Total	-	7.2	8.3	21.3	10.9

- The proportionality for searches of Black people under the Misuse of Drugs Act has dropped to 19.9 compared to 25.4 the year before and 14.2 and 35.5 in the previous years; the number of searches rose to 19 from 15 and 8.
- This searching of people from the Black, Asian and minority ethnic communities has dropped slightly to 10.9 from 11; the number of searches rose to 48 up from 30.
- This searching of people from BAME communities under PACE cannot be meaningfully be calculated as there were only two searches.

24.6 Grounds audit for strip searches 2019/20

This report focuses on the most recent data set as the OPTIK 'app' has enabled a much clearer picture to be drawn about officer activity and in particular ensuring 'more thorough' searches are not included within this data set.

- During 2019/20, a total of 5,415 stop and searches were conducted;
- 104 of these searches were strip searches – 1.9% of all searches;
- Of the 104 strip searches, the grounds to move to a strip search were made out on 79 occasions or 76%, which is up slightly from the 74% in the previous year. It was also 74% in 2017/18 and 28% in 2016/17. It is worth noting that at this time PACE remains silent on whether additional or more specific grounds need recording for a strip search, so the organisation is setting the standard higher here than is currently required.

24.7 Summary of activity 2013/14 to 2019/20

Year	No. of Stop and Searches	No. of Strip Searches	Searches per month	Positive Outcome rate	BAME Positive Outcome rate	Black Prop	BAME Prop.
2013/14	5384	235	19.6	40.9%	N.R.	11.5	4.7
2014/15	4047	105	8.8	48.8%	52.4%	17.2	5.0
2015/16	2682	79	6.6	58%	61%	15.0	5.0
2016/17	1812	58	4.8	60%	60%	32	12.3
2017/18	1908	33	2.8	55%	64%	14.2	6.4
2018/19	3023	58	4.8	66%	67%	25.4	11.0
2019/20	5415	104	8.6	52%	50%	19.9	10.9

- The number of stop and searches in Nottinghamshire's force area had reduced by 64.5% from 5,384 in 2013/14, to 1,908 in 2017/18; however during 2018/19 there was

a significant uplift to 3,023 a 58% increase and in 2019/20 there was a further increase to 5,415 that represents an 79% increase on the previous year.

- The use of strip search reduced significantly between 2013/14 and 2017/18; from 235 to 33, an 85.9% reduction however during 2018/19 there was a significant uplift to 58 a 76% increase and in 2019/20 the number rose once again to 104 a 79% increase. However, the ratio to all searches dropped slightly from 2.0% in 2018/19 to 1.9% in 2019/20.
- Between 2013/14 and 2017/18 the number of officers using strip search reduced from 141 to 24 - a 82.9% reduction; during 2018/19 there was a significant uplift to 59 officers using these powers. In 2019/20, the number fell again to 45.
- The arrest rate and positive outcome rate for those who are White during the last full performance year was 66% up from 63% (35 total searches) in 2018/19, compared to 42% for Asian down from 78% (total 19 searches) and 57% for Black (21 total searches) down slightly from 58%. The rate for those of Dual or Multiple Heritages is 50% though with only four such searches.
- 100% of the grounds recorded for the strip searches passed the standard audit in 2019/20, following active communication of the recording requirement.
- The 'force requirement' to record strip search to a higher standard is steadily being met; despite this not yet being a 'legal requirement' – 76% complied with the requirement up from 74% the previous year:
 - Work covering the required standard for data recording was undertaken.
 - An 'aide memoire' and poster were written and circulated. These outlined what the data-recording requirement is.
 - A diary note has been written within the app which highlights, as soon as 'strip search' is ticked, the data required.
 - A monthly audit of strip search data is taking place to support this and to provide feedback to officers where they have not captured all the required data.
 - The stop and search app is eliminating previous data recording issues by requiring all necessary data fields to be populated once a 'more thorough' or 'strip search', is identified as being undertaken.
- Proportionality has dropped very slightly from 11.0 to 10.9 for those from BAME communities. The number of searches of those from Black, Asian and Minority Ethnic communities has also risen from 30 to 48. This does represent a community confidence issue; though the total number of searches is low.
- All bar 4 of the strip searches were conducted under the Misuse of Drugs Act.
- During 2019/20, 22 'more thorough', searches were undertaken compared to 46 in 2018/19. Of these 22 searches, 1 was conducted to find a weapon, 15 were conducted using the Misuse of Drugs Act legislation which reflects the nature of items sought i.e. small and easily concealed 'wraps' of drugs and 6 were under the Police and Criminal Evidence Act for stolen goods.
- Of the 22 searches conducted, two were undertaken on those self-identifying as Asian, 5 as being Black, 1 as being dual or multiple heritage and 6 as White. 8 did not self-define their ethnicity.
- Whilst these numbers are low, the proportionality of these searches remains a community concern. Understanding this data and conducting the regular audits means the Force can both better explain and be held to account for its activity. The

majority of the searches target into high crime areas and many have recent intelligence recorded as an aspect of the grounds.

- There will be a number of reasons for this change in position between the last three performance years, most notably:
 - The focus the force is placing on the quality of grounds that need to be both formulated prior to a stop and search being undertaken and then recorded;
 - The requirement that every stop and search will be reviewed by a supervisor;
 - The monthly auditing of grounds and the reinforcement of requirement for those who fail audit;
 - The auditing of individual officer activity, including the generation of 'trigger' reports where officer search history indicates the proportionality of searches does not match the community proportionality;
 - The ability to challenge officers to ensure there is no stereotypical use of these powers;
 - The fact that the force has pre-empted any future HMI Recommendations and required a standard of recording that exceeds the existing requirement – in that all strip searches require an Inspector's approval, not just those of children under the age of 18.

25 OTHER INITIATIVES AND OUTCOMES DURING 2019/20

- The 2019 HMIC PEEL Legitimacy Inspection reviewed the grounds recorded on 97 stop and search records; this audit identified that Nottinghamshire Police had a 96% pass rate. The national standing of this result remains unknown. The force has provided the data set for a further review in 2020 however; Covid-19 has prevented this taking place.
- Monthly audits have continued which review the grounds recorded for each stop and search encounter, to ensure they are compliant with the legal requirement. These audits include:
 - 100 grounds recorded for a 'standard' stop and search;
 - Grounds recorded for all 'more through' and 'strip searches';
 - The grounds recorded by officers who statistically have higher search rates of those from the BAME communities.
 - The new audit reviewing the number of drugs possession vs supply searches and reactive vs officer generated searches have commenced and is reported on in this 2019/20 Annual Report.
- The Police and Crime Commissioner (PCC), Paddy Tipping, has continued his close work with a BME Monitoring Group, which scrutinises the force's stop and search performance and practice.
- Members of the public watch stop and search in action as part of the continuing work to deliver against the Best Use of Stop and Search Scheme (BUSSS). Operation Guardian provides the lay-observer opportunity. More recently there has been an increasing number of 'lay-observers' going out on patrol with officers as part of the Ride Along Scheme.
- Through the force's mobile data solution, stop and search encounters performance data is now immediately available internally to scrutinise and ensure activity is necessary and proportionate. During 2019/20, we have once again published our stop

and search data on the force website so that it is available for public viewing and scrutiny.

- A monthly 'infographic' published on the force website illustrates the activity relating to a number of different characteristics, including, age, gender, race and outcomes is available. This info-graphic can be found at the Stop and Search title page: <http://www.nottinghamshire.police.uk/stopsearch>.
- The Professional Standards Directorate (PSD) works to increase the awareness of, and community confidence in the complaints procedure. The aim is for these communities to feel able to report their concerns and complaints.
- Current complaint levels are low. This may reflect a lack of confidence in complaint handling processes. While we would prefer that people do not have to complain, complaints demonstrate confidence that issues raised will be taken seriously and a resolution or redress will be provided. As required under the Best Use of Stop and Search Scheme, the force has developed a 'Community Trigger', which is available to view on the force website.
- The force will continue to build upon the improvements already made and welcomes Her Majesty's Inspectorate of Constabulary Fire and Rescue Service (HMICFRS) reports from 2013, 2015, 2017 and 2019. Reports on activity to deliver against the recommendations are contained both on the force website and within this report.
- We will continue to work with our communities and stakeholders to increase effectiveness and public confidence, improve the quality of the encounter, and ensure the use of stop and search powers continues to create a safer place for everyone.

26 LOOKING BACKWARD / LOOKING FORWARD – IDENTIFIED RISKS

The 2018/19 Annual Report identified five risks from the data analysis. The data from 2019/20; is reviewed for progress against these.

1. In Section 7 the number of searches of Asian people in the 18-24 age group were higher than other ethnicities. The dip testing of grounds by ethnicity has identified no issue. The 2019/20 data indicates that, taking into account the low numbers in some age groups, it is now noticeable that this disparity has moved to the 25-34 age group. No obvious reason for this has been identified through auditing, other than the low numbers of searches, which is less than 1 per day pro rata. As outlined within this report, supervisors are now required to review the BWV or account for not reviewing it in 2020/21.
2. In Section 8 of the 2018/19 report, the rate of handcuffing for BAME communities was disproportionately higher than for White community. The Stop and Search Scrutiny Board has continued to discuss this issue. The focus of this discussion remains on how stop and search and indeed the police, are viewed within certain communities. These views impact upon the interaction between the officer and the person searched.

The data from 2019/20 shows that handcuffs were applied in 23% of searches, down from 30% in 2018/19; 9% of these are applied in a 'non-compliant', way down from

11%. The over-whelming reason for the application of handcuffs is to prevent the escape of the person searched; at 72.1% up from 71.4% of compliant searches.

The work undertaken during 2019/20 to focus officer's minds more on the necessity of handcuffing has paid dividends by helping to reduce the rate of handcuffing. Work is still required though. The changes to the officer's mobile data 'App' that records stop and search encounters, require supervisors to review the recording and make comment about it. The 2020/21 Annual Report will review this data.

3. In Section 10, in 'Outcome rates by ethnicity and legislation', the arrest of White people is less likely than people who are Asian or Black. An attempt was made to review through an indicative dip-sample the arrest records of Asian, Black and White people, and where possible the review of the BWV recording. The aim being to ensure the Police and Criminal Evidence (PACE) Act Code G necessity for arrest test had been properly and proportionality met. However, the detail simply did not exist for this to be a valid audit protocol. The grounds for arrest have to be present for the custody team to authorise detention. With the Body Worn Video records the volume of work required, compared to the time available also precluded this. Consequently, further data review year on year is required.

The data in the 2019/20 Report indicates that there is no undue variance between the arrest and positive outcome indicators if the searches of White people are taken as the benchmark, as these outcome rates are mid-table and not outliers. However, when comparing the arrest data from 2018/19 and 2019/20 there has been a general drop in arrests, Asian (5.4%), Black (4.8%) and White (4.3%). The arrest of White people is less likely, though the positive outcome rate is the highest for this group. These are important indicators and need on-going monitoring.

The narrative around arrest rates is complex as the nature of offence, the circumstances of the search and the demeanour of the person being searched all impact on the decision to arrest. Again, the relatively low number of searches with an outcome of those from the BAME communities means that the data will flex with a small number of arrests.

It was identified in 2018/19 that drug focussed searches of those who are Black were relatively low. This was counter-intuitive to the narrative sometimes presented that police officers are prone to search Black people for drugs. In 2019/20, the search rate is now 'mid-table'.

4. It was identified in Section 11 covering 'the total find rate of those from dual or multiple heritages', that in 2018/19 a prohibited item was recovered in 32.9% of searches compared to 39.6% of all searches. The item seized rate was comparative at 87.5% against 89.3% of all searches. This indicated a significantly lower positive outcome rate and a lower comparative linked rate. In 2019/20, 33.9% of searches located a prohibited item, compared to 39% of all searches. 90% of the outcomes were linked to the object of the search compared to 90.9% of all searches. The gap has therefore closed. Nothing within the ethnicity-based audits was identified that would give a ready explanation for this so this figure will continue to be monitored.

5. In Section 19 related to the Knife Crime Team in 2018/19, considering the 'outcomes rates including find rate for dual / multiple heritage' people. The 46.8% positive outcome rate (compared to 55.4% for all ethnicity-defined searches) was significantly lower. However, there are a relatively low number of searches at 62. The linked rate of 65.5% (benchmark of 79% for all ethnicity-defined searches) is also significantly lower.

In 2019/20, this position has changed significantly. The positive outcome rate of 44.3% (compared to 43.5% for all ethnicity-defined searches) is comparable though with a relatively low number of searches at 31. The linked rate of 74.2% (benchmark of 78.3% for all ethnicity-defined searches) is lower but not significantly so with the low number of searches. The search rates, by the knife crime team, of those who identify as dual or multiple heritages; was a risk for monitoring during 2019/20. This monitoring has mitigated though based upon a small number of searches.

27 APPENDICES

Appendix A

The 2018/19 and 2019/20 comparative data for the outcomes

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Appendix B

Detailed outcome by legislation for the knife crime team

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

Asian	Arrest	Article Found - Detailed Outcome Unavailable	Caution	Community Resolution	Drugs Possession Warning	Fixed Penalty Notice	Nothing Found – No Further Action	NPS - Offence	NPS - Possession Only	Other	Summons	Verbal Warning	Voluntary Attendance	Grand total	% of Total Searches
Criminal Justice Act 1988, s139B	2											1		3	1.5%
Customs And Excise Management Act 1979, S163	1						1							2	1.0%
Firearms Act 1968, s47							2			1				3	1.5%
Misuse of Drugs Act 1971, s23	34	2	1		18	4	68	1		14	9	1	14	166	81.0%
Paragraph 10 of Schedule 5 to the Terrorism Prevention and Investigation Measures Act 2011							1							1	0.5%
Police and Criminal Evidence Act 1984.	4	1		1	1		13			5			1	26	12.7%
Section 60 Criminal Justice and Public Order Act 1994							4							4	2.0%
Total	41	3	1	1	19	4	89	1	0	20	9	2	15	205	
Outcome Rate	20.0%	1.5%	0.5%	0.5%	9.3%	2.0%	43.4%	0.5%	0.0%	9.8%	4.4%	1.0%	7.3%		

Asian	Arrest	Article Found - Detailed Outcome Unavailable	Community Resolution	Drugs Possession Warning	Fixed Penalty Notice	Nothing Found – No Further Action	NPS - Offence	Other	Summons	Verbal Warning	Voluntary Attendance	Grand Total
Firearms Act 1968, s47						2						2
Misuse of Drugs Act 1971, s23	40	6	2	40	6	139		20	22	3	14	292
Police and Criminal Evidence Act 1984.	9	1			2	26	1	3				42
Section 60 Criminal Justice and Public Order Act 1994						1						1
Terrorism Act 2000, s43						1						1
Total	49	7	2	40	8	169	1	23	22	3	14	338
Outcome Rate	14.5%	2.1%	0.6%	11.8%	2.4%	50.0%	0.3%	6.8%	6.5%	0.9%	4.1%	

The total number of searches of Asian people has risen from 205 to 338 (65%) and the number of arrests has risen by 19.5% (from 41 to 49). The positive outcome rate (taken from the numbers in the shaded boxes) has risen from 53 (25.8%) to 94 (27.8%). This gives a combined arrest and positive outcome rate of 42.3% in 2019/20 down from of 45.9% in 2018/9 and 33.7% in 2017/18.

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

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

Black	Arrest	Article Found - Detailed Outcome Unavailable	Cautious	Community Resolution	Drugs Possession n Warning	Fixed Penalty Notice	Nothing Found – No Further Action	NPS - Possession Only	Other	Summons	Verbal Warning	Voluntary Attendance	Grand Total
Criminal Justice Act 1988, s139B	5						5		1				11
Firearms Act 1968, s47	1						1		1				3
Misuse of Drugs Act 1971, s23	49	6	1	1	33	3	193	1	39	29	7	10	372
Police and Criminal Evidence Act 1984.	12	2	1				41		11	2	5	2	76
Section 60 Criminal Justice and Public Order Act 1994									1				1
Total	67	8	2	1	33	3	240	1	53	31	12	12	463
Outcome Rate	14.5%	1.7%	0.4%	0.2%	7.1%	0.6%	51.8%	0.2%	11.4%	6.7%	2.6%	2.6%	

The total number of searches of black people has risen from 309 to 463 (49.8%) and the number of arrests has dropped by 17.5% (from 57 to 67). The positive outcome rate (taken from the numbers in the shaded boxes) has dropped from 69 (22.3%) to 97 (20.9%). This gives a combined arrest and positive outcome rate in 2019/20 of 35.4% down from 40.8% in 2018/19 and 35.6% in 2017/18.

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

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

Dual or Multiple Heritage	Arrest	Article Found - Detailed Outcome Unavailable	Caution	Community Resolution	Drugs Possession n Warning	Nothing Found – No Further Action	Other	Summons	Verbal Warning	Voluntary Attendance	Grand Total
Criminal Justice Act 1988, s139B	4					5					9
Misuse of Drugs Act 1971, s23	21	5		2	14	88	11	15	12	13	181
Police and Criminal Evidence Act 1984.	7		1	2	1	31	2			1	45
Section 60 Criminal Justice and Public Order Act 1994									1		1
Total	32	5	1	4	15	124	13	15	13	14	236
Outcome Rate	13.6%	2.1%	0.4%	1.7%	6.4%	52.5%	5.5%	6.4%	5.5%	5.9%	

The total number of searches of those self-defining as dual or multiple heritage has risen from 170 to 236 (38.8%) and the number of arrests has risen by 68.4% (from 19 to 32). The positive outcome rate (taken from the numbers in the shaded boxes) has dropped from 42 (24.7%) to 54 (22.9%). This gives a combined arrest and positive outcome rate in 2019/20 of 36.4%, up from 35.9% 2018/9 and 29% in 2017/18.

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

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

Other	Arrest	Drugs Possession Warning	Nothing Found – No Further Action	Other	Summons	Verbal Warning	Voluntary Attendance	Grand Total
Criminal Justice Act 1988, s139B			1					1
Misuse of Drugs Act 1971, s23	8	7	11	5	4	3	3	41
Paragraph 10 of Schedule 5 to the TPIM Act 2011			1					1
Police and Criminal Evidence Act 1984.	1		7			1		9
Total	9	7	20	5	4	4	3	52
Outcome Rate	17.3%	13.5%	38.5%	9.6%	7.7%	7.7%	5.8%	

The total number of searches of those categorised as 'other' has risen from 20 to 52 (160%) and the number of arrests has risen from 2 to 9. The positive outcome rate (taken from the numbers in the shaded boxes) has risen from 5 (25%) to 14 (27%). This gives a combined arrest and positive outcome rate in 2019/20 of 44.2% up from 35% in 2018/9 and 40.7% in 2017/18.

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

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

White	Arrest	Article Found - Detailed Outcome Unavailable	Caution	Community Resolution	Drugs Possession Warning	Fixed Penalty Notice	Nothing Found – No Further Action	NPS - Offence	NPS - Possession Only	Other	Summons	Verbal Warning	Voluntary Attendance	Grand Total
Criminal Justice Act 1988, s139B	5	1			1		33			3	1			44
Firearms Act 1968, s47					1		7							8
Misuse of Drugs Act 1971, s23	221	46	23	25	206	10	1069	2	7	150	331	70	164	2324
Paragraph 10 of Schedule 5 to the TPIM Act 2011												1		1
Poaching Prevention Act 1862, s2										2				2
Police and Criminal Evidence Act 1984.	61	11		4	7		251	2	1	49	21	17	15	439
Police Reform Act 2002, Schedule 4, paragraph 7A												1		1
Section 60 Criminal Justice and Public Order Act 1994	2						1							3
Total	289	58	23	29	215	10	1361	4	8	204	353	89	179	2822
Outcome Rate	10.2%	2.1%	0.8%	1.0%	7.6%	0.4%	48.2%	0.1%	0.3%	7.2%	12.5%	3.2%	6.3%	

The total number of searches of white people has risen from 1554 to 2822 (82% increase) and the number of arrests has risen by 28% (from 225 to 289). The positive outcome rate (taken from the numbers in the shaded boxes) has risen from 428 (27.5%) to 879(31.1%). This gives a combined arrest and positive outcome rate in in 2019/20 of 41.4% down slightly from 42% in 2018/9 and 36.1% in 2017/18.

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

B1 Controlled drugs

Object of Search	Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object Found Not Linked to search
Controlled Drugs	Arrest	154	21	108	25
	Article Found - Detailed Outcome Unavailable	19		17	2
	Caution	1		1	
	Community Resolution	1		1	
	Drugs Possession Warning	51	2	49	
	Fixed Penalty Notice	4		4	
	Other	7	5	2	
	Summons	79	4	74	1
	Verbal Warning	15	2	4	9
	Voluntary Attendance	50	6	44	
	Nothing Found – No Further Action	409		1	3
	Arrests/Positive Outcomes	359	33	298	28
	Rate	45.2%	4.2%	83.0%	7.8%

B2 Firearms

Object of Search	Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object Found Not Linked to search
Firearms	Arrest	1			1
	Nothing Found – No Further Action	1	1		
	Arrests/Positive Outcomes	1			1
	Rate	50%			100%

B3 Going equipped

Object of Search	Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object Found Not Linked to search
Going Equipped	Arrest	1			1
	Nothing Found – No Further Action	3	3		
	Arrests/Positive Outcomes	1			
	Rate	25%	75%		100%

B4 Offensive weapons

Object of Search	Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object Found Not Linked to search
Offensive weapons	Arrest	33	6	21	6
	Article Found - Detailed Outcome Unavailable	1		1	
	Drugs Possession Warning	1			1
	Other	3	3		
	Summons	4			4
	Voluntary Attendance	5	3		2
	Nothing Found – No Further Action	93	93		
	Arrests/Positive Outcomes	44	9	22	13
	Rate	31.4%	6.4%	50.0%	29.5%

B5 Dangerous instruments

Object of Search	Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object Found Not Linked to search
Criminal Damage	Arrest	1			1
	Nothing Found – No Further Action	2	2		
	Arrests/Positive Outcomes	1			
	Rate	33.3%			100%

B6 Stolen goods

Object of Search	Outcome	Outcome Number	Nothing Found	Object Found Linked to search	Object Found Not Linked to search
Stolen Goods	Arrest	6		4	2
	Article Found - Detailed Outcome Unavailable	1		1	
	Voluntary Attendance	3		3	
	Nothing Found – No Further Action	3	3		
	Arrests/Positive Outcomes	10		8	2
	Rate	76.9%		80.0%	20.0%

For Information Appendix B	
Public	
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	18 th September 2020
Report of:	Chief Constable
Report Author:	Superintendent Paul Burrows
E-mail:	Paul.burrows@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	

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

The use of Strip Search in Nottinghamshire

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner (PCC) in relation to stop and searches that lead into 'strip search', as per recommendation 10 of the Her Majesty's Inspectorate of Constabulary and Fire and Rescue (HMICFRSFRS) report (2015) entitled "*Stop and search powers 2: are the police using them effectively and fairly?*"

2. Recommendations

- 2.1 It is recommended that the report is noted.

3. Reasons for Recommendations

- 3.1 Recommendation 10 of the HMICFRSFRS report (2015) entitled "*Stop and search powers 2: are the police using them effectively and fairly?*" states:

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

This report is written in direct response to recommendation 10.

4. Summary of Key Points

4.1 Overview

On the 24th March 2015 HMICFRS published a report entitled “Stop and search powers 2: are the police using them effectively and fairly?” Within this report five recommendations were set relating specifically to what is known as ‘strip search’, or searching beyond out coat, jacket or gloves.

The report outlined that there are, in effect, three levels of searches characterised by their increasing level of intrusiveness; the last two of these are referred to as ‘strip search’ within the recommendations.

1. A ‘standard’ stop and search where no more than outer coat, jacket and/or gloves are removed
2. A ‘more through search’ where other items of clothing are removed but intimate body parts are NOT exposed e.g. shoes or a T-shirt for a male.
3. A search where intimate body parts ARE exposed usually referred to as a ‘strip search’.

The issue we had in force was that our original stop and search app only enabled the officer to identify either a search as ‘standard’ or ‘strip search’. Consequently officers were recording searches which did not involve the exposure of intimate body parts (more thorough searches) as strip searches. This effectively skewed the data and created concerns about the level of these particularly intrusive searches when this was not in fact the case. The OPTIK ‘App’ used for recording stop and search interactions includes the requirement to record ‘more thorough’ and ‘strip searches’. The data from 2017-18 has been recorded using this App.

4.2 Present Position

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

- Ideas and good practice from the Metropolitan Police Service was adopted, in particular designated rooms were set up in all police stations to ensure there was privacy during any such searches.
- It was decided internally that conducting such searches at custody suites was inappropriate. The rationale for this being, that as the person being searched under such powers would not be under arrest searching at such a facility would / may cause confusion both in the individual’s mind as to whether they were in fact ‘under arrest’ but could also leave the organisation open to criticism.
- The requirement was also set for a supervisor to be informed and be required to give their permission for a strip search of a child under 18.
- All these requirements were set and published in June 2014.
- There have been a number of communications to officers outlining the differences between the search types and what information needs to be recorded for each.
- The Force has also taken the decision that every strip search regardless of age must be authorised by an Inspector. This goes beyond the College of Policing

recommendation that an Inspector should authorise a strip search for a person under the age of 18.

- Strip searches are audited monthly and feedback provided to both officers and the authorising Inspectors. This audit process has enabled the further development of the OPTIK App to ensure the data gathering process is as effective and as complete as possible. It has also led to a marked decrease in the number of searches being undertaken.

4.3 Specific Response to the HMICFRS Recommendations, 2015

Recommendation 7

Within three months, chief constables should require their officers to record all searches which involve the removal of more than an outer coat, jacket or gloves. This record must specify: the clothing that was removed; the age of the person searched; whether the removal of clothing revealed intimate parts of the person's body; the location of the search including whether or not it was conducted in public view; and the sex of the officers present.

Response

In part this requirement existed within force prior to the recommendation being published; the recommendation does however create some additional recording requirements. These new requirements were communicated to the organisation on the 28th March 2015.

As a direct result of this recommendation the OPTIK 'App' was developed to ensure the data gathered complies with the requirements of the Best Use of Stop and Search Scheme and the HMICFRS Recommendations.

Recommendation 8

Within twelve months, the Home Office should incorporate into Code A a requirement for the recording of all searches which involve the removal of more than an outer coat, jacket or gloves and a requirement for officers to seek the authority of a supervising officer before strip searching children.

Response

The PACE Codes of Practice have historically remained silent on recording the grounds for a strip search. This was noted in September 2014 and the requirement to record additional grounds over and beyond those of a 'simple' stop and search were set following discussion in February 2015. An extract from this internal force communication is:

"The key point is that you will need to establish two sets of grounds, the first to justify the standard stop and search the second to justify going beyond outer coat, jacket and gloves; they can both be recorded on the same record though.

The strip search audit specifically reviews the standard grounds to justify the stop and search but also, and more specifically, the grounds that would cause an impartial third party to believe the strip search was both necessary and proportionate.

The recommendation that the authority of a supervisor be sought to search children is already in place but we require this authority for all such searches and rather than it be a sergeant (supervisor) we have required that this be an Inspector.

Recommendation 9

Within twelve months, the Home Office should work with forces to establish a requirement for sufficient data to be published in the Annual Data Requirement to allow the public to see whether or not the way that police conduct searches that involve the removal of more than an outer coat, jacket or gloves is lawful, necessary and appropriate.

Response

The force awaits the requirement from the Home Office, however the evidence presented within this report illustrates that Nottinghamshire Police is currently able to produce a data set on strip search.

Recommendation 10

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

This report addresses this recommendation; the report will be written at least annually. As the use of this type of search is low, the report will only be run when sufficient data exists to make conclusions meaningful.

Recommendation 11

Within twelve months, the College of Policing should make sure that the relevant Authorised Professional Practice and the stop and search national training curriculum include instruction and guidance about how to make sure that searches that involve the removal of more than an outer coat, jacket or gloves are conducted in a way that are lawful, necessary and appropriate.

Response

Nottinghamshire Police will adopt the required standard when it is presented though it should be noted the Force had a significant input into writing the standard.

4.4 Annual Data Return 2018/19

Search numbers

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

Arrest / Positive Outcome rate against volume and power used

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

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

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

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

Outcomes of searches by self-defined ethnicity

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

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

The proportionality of strip searching

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

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

4.5 Annual Data Return 2019/20

Search numbers

Total number of stop and searches	5,415
Total no. of strip searches	104 (1.9%)
Total no. of 'More Thorough' searches	22
Number of officers using these powers	45
Strip searches per calendar month	8.6

Arrest / Positive Outcome rate against volume and power used

Power	Outcome					Total Positive Outcome
	Arrest	Cannabis Warning	FPN	Vol. Att / RFS / Article found	N/A	
Misuse of Drugs Act 1971, s23	14	5	0	31	50	100 (50%)
Police and Criminal Evidence Act 1984.	0	0	0	3	0	3 (100%)
Criminal Justice & Public Order Act '88	0	0	0	1	0	1 (100%)
Total	14	5	0	35	50	104 (54%)

- 96% of searches are conducted for drugs compared to 98% the year before
- 54% of drugs searches result in a positive outcome compared to 65%

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

Power	Ethnicity						Total
	(1) White	(2) Mixed	(3) Asian or Asian British	(4) Black or Black British	(5) Chinese or Other Ethnic Group	Not Stated	
Misuse of Drugs Act 1971, s23	34	8	19	19	0	20	100
Police and Criminal Evidence Act 1984.	1	0	0	2	0	0	3
Criminal Justice & Public Order Act '88	0	0	0	0	0	1	1
Total	35	8	19	21	0	21	104

Outcomes of searches by self-defined ethnicity

Outcome Rates	White	Dual / Multiple Heritage	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Not stated	Total
Arrests	6	2	2	2	0	2	14
Positive Outcome	17	2	6	10	0	5	40
NFA	12	4	11	9	0	14	50
Total	35	8	19	21	0	21	104
Arrest Rate	17%	25%	10.5%	9.5%	N/A	9.5%	13.5%
Total arrest/ positive outcome rate	23 66%	4 50%	8 42%	12 57%	0	7 33%	54 52%

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

The proportionality of strip searching

Power	Proportionality				
	(1) White	(2) Mixed	(3) Asian or Asian British or other	(4) Black or Black British	BAME
Misuse of Drugs Act 1971, s23	-	7.4	8.5	19.9	10.8
Police and Criminal Evidence Act 1984.			Can't be calculated		
Total	-	7.2	8.3	21.3	10.9

- The proportionality for searches of Black people under the Misuse of Drugs Act has dropped to 19.9 compared to 25.4 the year before and 14.2 and 35.5 in the previous years; the number of searches rose to 19 from 15 and 8.
- This searching of people from the Black, Asian and minority ethnic communities has dropped slightly to 10.9 from 11; the number of searches rose to 48 up from 30.
- This searching of people from BAME communities under PACE can't be meaningfully be calculated as there were only 2 searches.

4.6 Grounds audit for strip searches 2019/20

This report focuses on the most recent data set as the OPTIK 'app' has enabled a much clearer picture to be drawn about officer activity and in particular ensuring 'more thorough' searches are not included within this data set.

- During 2019/20, a total of 5,415 stop and searches were conducted
- 104 of these searches were strip searches – 1.9% of all searches
- Of the 104 strip searches, the grounds to move to a strip search were made out on 79 occasions or 76% of occasion which is up slightly from the 74% in the previous year. It was also 74% in 2017/18 and 28% in 2016/17. It is worth noting that at this time PACE remains silent on whether additional or more specific grounds need recording for a strip search, so the organisation is setting the standard higher here than is currently required.

4.7 Summary of activity 2013/14 to 2019/20

Year	No. of Stop and Searches	No. of Strip Searches	Searches per month	Positive Outcome rate	BAME Positive Outcome rate	Black Prop	BAME Prop.
2013/14	5384	235	19.6	40.9%	N.R.	11.5	4.7
2014/15	4047	105	8.8	48.8%	52.4%	17.2	5.0
2015/16	2682	79	6.6	58%	61%	15.0	5.0
2016/17	1812	58	4.8	60%	60%	32	12.3
2017/18	1908	33	2.8	55%	64%	14.2	6.4
2018/19	3023	58	4.8	66%	67%	25.4	11.0
2019/20	5415	104	8.6	52%	50%	19.9	10.9

4.8 Conclusions

1. The number of stop and searches in Nottinghamshire's force area had reduced by 64.5% from 5,384 in 2013/14, to 1,908 in 2017/18; however during 2018/19 there was a significant uplift to 3,023 a 58% increase and in 2019/20 there was a further increase to 5,415 that represents an 79% increase on the previous year.
2. The use of strip search reduced significantly between 2013/14 and 2017/18; from 235 to 33, an 85.9% reduction however during 2018/19 there was a significant uplift to 58 a 76% increase and in 2019/20 the number rose once again to 104 a 79% increase. However the ratio to all searches dropped slightly from 2.0% in 2018/19 to 1.9% in 2019/20.

3. Between 2013/14 and 2017/18 the number of officers using strip search reduced from 141 to 24 - a 82.9% reduction; during 2018/19 there was a significant uplift to 59 officers using these powers. However in 2019/20 the number fell again to 45.
4. The arrest rate and positive outcome rate for those who are 'white' during the last full performance year was 66% up from 63% (35 total searches) in 2018/19, compared to 42% for 'Asian' down from 78% (total 19 searches) and 57% for 'Black' (21 total searches) down slightly from 58%. The rate for those of dual or multiple heritages is 50% though with only 4 such searches.
5. 100% of the grounds recorded for the strip searches passed the standard audit in 2019/20, following active communication of the recording requirement.
6. The 'force requirement' to record strip search to a higher standard is steadily being met; despite this not yet being a 'legal requirement' – 76% complied with the requirement up from 74% the previous year:
 - A significant amount of work has been undertaken to ensure the required standard is complied with and educate officers on the data recording requirement.
 - An 'aide memoire' and poster have been written and widely circulated outlining what the data recording requirement is.
 - A diary note has been written within the app which highlights, as soon as 'strip search' is ticked, the data required;
 - A monthly audit of strip search data is taking place to support this and to provide feedback to officers where they have not captured all the required data.
 - The stop and search performance dashboard has been amended following the launch of the OPTIK 'app' to include more specific detail on strip searching.
 - The stop and search app is eliminating previous data recording issues by requiring all necessary data fields to be populated once a 'more thorough' or 'strip search', is identified as being undertaken.
7. Proportionality has dropped very slightly from 11.0 to 10.9 for those from BAME communities. The number of searches of those from black, Asian and minority ethnic communities has also risen from 30 to 48. This does represent a community confidence issue; though the total number of searches is low.
8. All but four of the strip searches were conducted under the Misuse of Drugs Act.
9. During 2019/20, 22 'more thorough' searches were undertaken compared to 46 in 2018/19. Of these 1 was conducted to find a weapon, 15 were conducted using the Misuse of Drugs Act legislation which reflects the nature of items sought i.e. small and easily concealed 'wraps' of drugs and 6 were under the Police and Criminal Evidence Act for stolen goods.
10. Of the 22 searches conducted 2 were undertaken on those self-identified as being Asian, 5 on those self-identified as being Black, 1 self-identified as being dual or

multiple heritage and 6 self-identified as being White. 8 did not self-define their ethnicity.

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

5. Financial Implications and Budget Provision

- 5.1 There are no direct financial costs from this work, the work being undertaken to meet the HMICFRS Recommendation take space within existing salary of officers and staff involved.

6. Human Resources Implications

- 6.1 There are no direct HR implications.

7. Equality Implications

- 7.1 There are direct Equality and Diversity implications as identified within the report as covered by the Equality Act 2010 in that those from black, Asian and minority ethnic communities are being searched more, per 1,000 population than those from the white community.
- 7.2 An Equality Impact Assessment already exists for the work undertaken by the force on stop and search; this is published on the force website.

- 7.3 As identified within the report stop and search and stop and account are an issue of importance to the Black, Asian and minority ethnic communities.

8. Risk Management

- 8.1 There are no new risks identified for the force arising out of this work. However, identifying the proportionality higher rates may increase community confidence and concern as part of the existing risk to the organisation of the use of stop and search.

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

- 9.1 There are no direct requirements to change policy or procedure as these changes have already been directed and the stop and search policy is subject to regular review.

10. Changes in Legislation or other Legal Considerations

- 10.1 Within the HMI Recommendations there is indication that PACE Code A which governs the use of stop and search will be re-written. The force is confident that the work it is already undertaking will ensure compliance with any legislative changes.

11. Details of outcome of consultation

- 11.1 There has been no consultation though the aim of this report is to present the detail to the PCC.

12. Appendices

- 12.1 A - The legal requirements of strip search
- 12.2 B – Poster communicating recording requirements
- 12.3 C – Detail of the officer aide memoire on recording

Understanding the use of Strip Search – legal requirements

PACE Code A (and Code C, Annex A, para 11) specifically allows for and provides guidance on the conduct of searches at nearby police stations that go beyond looking in a person's pockets. More specifically 3.6 and 3.7 of Code A state:

- 3.6 Where on reasonable grounds it is considered necessary to conduct a more thorough search (e.g. by requiring a person to take off a T-shirt), this must be done out of public view, for example, in a police van unless paragraph 3.7 applies, or police station if there is one nearby (see Note 6 below.) Any search involving the removal of more than an outer coat, jacket, gloves, headgear or footwear, or any other item concealing identity, may only be made by an officer of the same sex as the person searched and may not be made in the presence of anyone of the opposite sex unless the person being searched specifically requests it. (See *Code C Annex L and Notes 4 and 7 below.*)
- 3.7 Searches involving exposure of intimate parts of the body must not be conducted as a routine extension of a less thorough search, simply because nothing is found in the course of the initial search. Searches involving exposure of intimate parts of the body may be carried out only at a nearby police station or other nearby location which is out of public view (but not a police vehicle). These searches must be conducted in accordance with paragraph 11 of Annex A to Code C except that an intimate search mentioned in paragraph 11(f) of Annex A to Code C may not be authorised or carried out under any stop and search powers.

Notes:

- 4 Many people customarily cover their heads or faces for religious reasons – for example, Muslim women, Sikh men, Sikh or Hindu women, or Rastafarian men or women. A police officer cannot order the removal of a head or face covering except where there is reason to believe that the item is being worn by the individual wholly or mainly for the purpose of disguising identity, not simply because it disguises identity. Where there may be religious sensitivities about ordering the removal of such an item, the officer should permit the item to be removed out of public view. Where practicable, the item should be removed in the presence of an officer of the same sex as the person and out of sight of anyone of the opposite sex (see Code C Annex L).
- 6 Such a place should be located within a reasonable travelling distance using whatever mode of travel (on foot or by car) is appropriate. This applies to all searches under stop and search powers, whether or not they involve the removal of clothing or exposure of intimate parts of the body (see paragraphs 3.6 and 3.7) or take place in or out of public view. It means, for example, that a search under the stop and search power in section 23 of the Misuse of Drugs Act 1971 which involves the compulsory removal of more than a person's outer coat, jacket or gloves cannot be carried out unless a place which is both nearby the place they were first detained and out of public view, is available. If a search involves exposure of intimate parts of the body and a police station is not nearby, particular care must be taken to ensure

that the location is suitable in that it enables the search to be conducted in accordance with the requirements of paragraph 11 of Annex A to Code C.

- 7 A search in the street itself should be regarded as being in public for the purposes of paragraphs 3.6 and 3.7 above, even though it may be empty at the time a search begins. Although there is no power to require a person to do so, there is nothing to prevent an officer from asking a person voluntarily to remove more than an outer coat, jacket or gloves in public.

In summary

- There must be reasonable grounds to consider it necessary to remove more than an outer coat, jacket, gloves, headgear or footwear, or any other item concealing identity
- The search can only be conducted by an officer of the same sex and may not be made in the presence of anyone of the opposite sex unless the person being searched specifically requests it.
- This must be done out of public view, for example, in a police van or police station if there is one nearby.

Searches involving exposure of intimate parts of body

- Must not be conducted as a routine extension of a less thorough stop and search

Searches involving removal of religious dress

- Many people customarily cover their heads or faces for religious reasons – for example, Muslim women, Sikh men, Sikh or Hindu women, or Rastafarian men or women. A police officer cannot order the removal of a head or face covering except where there is reason to believe that the item is being worn by the individual wholly or mainly for the purpose of disguising identity, not simply because it disguises identity.
- Where there may be religious sensitivities about ordering the removal of such an item, the officer should permit the item to be removed out of public view. Where practicable, the item should be removed in the presence of an officer of the same sex as the person and out of sight of anyone of the opposite sex

Location the search takes place

- Should be located within a reasonable travelling distance using whatever mode of travel - it means, for example, that a search under the stop and search power in section 23 of the Misuse of Drugs Act 1971 which involves the compulsory removal of more than a person's outer coat, jacket or gloves cannot be carried out unless it is a place which is both nearby the place they were first stopped and out of public view.










- Although there is no power to require a person to do so, there is nothing to prevent an officer from asking a person voluntarily to remove more than an outer coat, jacket or gloves in public.

A search conducted at a nearby police station is a legitimate tactic available for use by the police in situations where a more extensive search is required to find an article concealed on the body, for which police are empowered to search.

When conducting a stop and search an officer must have reasonable grounds to consider it necessary to conduct a more thorough search, this may take place at a nearby police station. However, searches involving exposure of intimate parts of the body must not be conducted as a routine extension of a less thorough search, simply because nothing is found in the course of the initial search.

SEARCHING BEYOND OUTER COAT, JACKET OR GLOVES

What, Where and Who

	On the street	Out of public view, for example a police van	Out of public view, in a police station or other location, not a police vehicle
A search involving no removal of clothing other than, an outer coat, jacket or gloves	 Any sex of police officer can search	 Any sex of police officer can search	 Any sex of police officer can search
A search involving more than removal of an outer coat, jacket or gloves but not revealing intimate parts of the body		 Police officer must be of the same sex as person being searched	 Police officer must be of same sex as person being searched
As search involving more than the removal of an outer coat, jacket or gloves which exposes intimate parts of the body			 Police Officer must be of same sex as person being searched

Your record of search must specify:

- The authorising supervisors collar number
- What clothing was removed
- The age of the person searched
- Whether the removal of clothing revealed intimate parts
- The search location including whether or not it was conducted in public view
- The sex of the officers present

'More Thorough' and 'Strip Search' aide memoire

- *There is no power to require a person to remove any clothing **in public** other than a jacket, outer coat, or gloves, ('JOG') except when a Section 60AA is authorised by an ACC or above, which empowers a constable to require a person to remove any item worn to conceal identity.*
- *Where reasonable grounds exist and it is considered necessary to conduct a **more thorough search**, for example by requiring a person to take off a T-shirt this must also be done out of public view e.g. a police van or a police station if there is one nearby.*
- *Any search involving the removal of **more than** 'JOG', headgear or footwear, or any other item concealing identity, may only be made by an officer of the same sex as the person searched and may not be made in the presence of anyone of the opposite sex, unless the person being searched specifically requests it.*
- *Searches involving the exposure of intimate parts of the body (**a Strip Search**) must not be conducted as a routine extension of a less thorough search, simply because nothing is found in the course of the initial search. You must be able to justify why you have done this within the grounds you record and prior authorisation must be sought from an **Inspector**.*
- *Searches involving exposure of intimate parts of the body may be carried out only at a nearby police station or other nearby location which is out of public view (but not a police vehicle).*

There are, in effect, three levels of searches characterised by their increasing level of intrusiveness:

4. 'Standard' stop and search: where no more than outer coat, jacket and/or gloves are removed
5. 'More thorough search': where other items of clothing are removed but intimate body parts are NOT exposed e.g. the removal of shoes or a T-shirt for a male.
6. 'Strip search': where intimate body parts ARE exposed

Recording of 'more thorough' and 'strip searches'

You are required to record **additional** information for **all** searches which involve the removal of more than an outer coat, jacket or gloves i.e. 2 and 3 above.

You can do this by 'ticking', more-through or strip-search in the app.

The additional grounds to justify these searches will need to be recorded within the free-text box, which you already use to record the grounds for a standard search.

Your record must specify:

- Your general grounds for the standard stop and search
- Your grounds for moving beyond a 'standard' search to a more thorough or strip search
- The items of clothing that were removed
- The age of the person searched
- Whether the removal of clothing revealed intimate parts of the person's body (breasts, genitals or buttocks)
- The location of the search including whether or not it was conducted in public view
- The sex of the officers present
- The collar number of the Inspector who authorised this search (strip searches only)

Supervisors - you are authorising the grounds, necessity and proportionality of such searches

For Information	
Public	Yes
Report to:	Office of the Police and Crime Commissioner
Date of Meeting:	18th September 2020
Report of:	Chief Constable
Report Author:	Chief Inspector Neil Williams
E-mail:	Neil.williams@nottinghamshire.pnn.police.uk
Other Contacts:	Chief Superintendent Robert Griffin
Agenda Item:	7

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

Nottinghamshire Police Use of Force 2019-2020

1. Purpose of the Report

- 1.1 The purpose of the report is to provide an overview to the Police and Crime Commissioner around use of force within Nottinghamshire Police. This will focus on performance, proportionality and outcome rates for the Force.

2. Recommendations

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

3. Reasons for Recommendations

- 3.1 To ensure that the PCC is updated and provided with assurance on this area of business.

4. Summary of Key Points

- 4.1 In the 2019-2020 performance year there were 7,086 incidents where use of force was recorded. This is a 30% increase on the previous performance year.
- 4.2 The main area that showed an increase was handcuffing. This was mainly compliant handcuffing that saw a 27% increase in reporting and physical restraint that showed an increase of 32%. The increase in these areas is mainly due to the following:
- During the performance year there was a focus to remind officers that however compliant the subject may be, to physically take hold of someone and use handcuffs is a recordable use of force. This was emphasised through internal circulars within the organisation and a greater emphasis in officer safety training.
 - Processes have been developed to make it easier for officers to record use of handcuffs whilst carrying out a stop and search procedure. The platform for recording stop and search has been adapted to allow a more simple procedure to include the use of force information so an officer only needs to fill in one form rather than two.

- 4.3 The use of irritant spray saw an increase of 25% on the previous year. Towards the end of the performance year Nottinghamshire Police moved their irritant spray product from a CS based spray to a PAVA based option. This was in line with the national picture, with only one force nationally still using CS spray. The rationale for the move is that PAVA is far less flammable than CS options and as such can be used in conjunction with Taser. There is virtually no cross contamination making it safer to use for officers in high risk situations. It should be noted that although the percentage increase is high, the actual figures for using irritant spray are low (actual yearly figure is 34). A small increase in figures can lead to a big percentage increase. Most quarters of the last performance year saw a slight increase in irritant spray usage however the fourth quarter saw the biggest increase in irritant spray use, which was when CS Spray was replaced with PAVA. This indicates an increase in officer confidence to use irritant spray as a tactical option.
- 4.4 TASER usage also saw a significant increase of 49% on the previous year. During the performance year there has been a significant increase in officers trained to carry TASER through Government funding. This has resulted in TASER being more readily available to front line officers as a tactical option to deal with threat and risk particularly from weapons. Although the wider public perception of Taser is that it is a higher level of force used by officers, it is actually a far safer option than other alternatives leading to less injury, such as a baton. This is reflected in the officer and subject injury figures, which is continuing the downward trajectory from the previous year.

5. Financial Implications and Budget Provision

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

6. Human Resources Implications

- 6.1 There are no human resource implications arising from this report.

7. Equality Implications

- 7.1 Appendix 1 details the proportionality of use of force in line with Ethnicity across the population of Nottinghamshire. The document breaks down the tactics recorded for use of force.
- 7.2 For all use of force tactics, the rate of BME subjects where force has been used is 20 per 1000 of the population. The highest category is Black at 51.6 per 1000 of the population.
- 7.3 There are disparities in the recording as it is widely accepted that all use of force is not 100% recorded. Anecdotal evidence would suggest officers will record use of force if it is a requirement of a proactive operation, the incident may lead to a complaint or is in line with another recordable activity (i.e. stop and search). Where BME figures for the population are low, any proactive operation where there is an increased chance of persons with BME origins

being subject to use of force, will disproportionately affect the figures. An example of this is where the Knife Crime Team may work in areas where there is a high gang culture and persons routinely carry knives.

8. Risk Management

- 8.1 Under recording of the use of force continues to be a key risk to the recorded data captured by the organisation and returned to the Home Office. This is not just an issue unique to Nottinghamshire Police but is a national problem with virtually all forces not recording the true amount of force used by their officers.
- 8.2 There were 7,086 use of force incidents recorded by Nottinghamshire Police during the previous performance year. It should be noted that during the same time period there were 18,315 persons arrested by Police Officers. The figures would suggest that 11,229 persons arrested were compliant and no force was used upon arrest. It is a viable assumption that this is not the case as the majority of persons arrested are likely to have handcuffs applied even if compliant to prevent escape or in some circumstances to protect officers and the public which demonstrates the under recording issue.
- 8.3 All officers must record force when it is used by entering a use of force report through Niche. However, this is often viewed as an admin task for data collection and as such is often overlooked.
- 8.4 Over the last 12 months' various initiatives have been used to increase reporting and make officers more compliant including the following:
- The Professional Standards Department have released internal communications following high profile discipline proceedings around use of force highlighting the requirement to complete use of force forms. The focus has been supportive around how the forms are useful to the investigation to allow an early assessment to be completed around rationale for why force was used.
 - Internal communications have been released by the use of force lead highlighting the importance of completing use of force forms from an intelligence angle. The focus has been on collating information around a nominal, particularly their compliance with officers allowing a greater understanding of the risk from that particular subject. The view has been to move away from the culture of the recording being just for statistics, demonstrating the value of the information recorded.
 - Probationer training have developed a package around the use of force process with a role play involving having to consider use of force. This package includes a clear focus on the reporting of the actions that an officer takes and recording their rationale.
 - The organisation has moved away from recording use of force on a stand-alone system and it is now recorded by using a gateway through Niche. This has

made it easier for officers to record use of force as it is a system that they use for crime management and intelligence submissions.

- The senior management team within custody is focusing on the custody sergeants being more inquisitive around use of force at the point of booking persons in to custody. If force has been used by the officer the custody Sergeants will request that officers immediately complete a use of force form and the occurrence number generated by Niche is added to the custody record.

These initiatives have assisted in seeing the 30% increase in reporting during the performance year.

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

- 9.1 A new policy has been written for PAVA. The policies have been scheduled for review in 2022 – 2023.
- 9.2 This piece of work is intrinsically linked to the Police and Crime Plan, particularly the 'Transforming Services and Delivering Quality Policing' priority, which is about improving confidence and satisfaction in policing and securing value for money.

10. Changes in Legislation or other Legal Considerations

- 10.1 The use of force and Personal Protective equipment (PPE) policies have all been updated and now all contain the current legislation and standard operating procedures.

11. Details of outcome of consultation

- 11.1 There has been no consultation in relation to this report, which is intended to update the OPCC on this area of business.

12. Appendices

- 12.1 Appendix A - Use of force Info graphic (See attached).
- 12.2 Appendix B - Use of Force Proportionality 2019 - 2020

Use of Force

(Apr 19 - Mar 20)

7,086

Use of Force Events

5,207

Handcuffing (Compliant or Non-compliant)

2,660

Physical/Restraint Used

134

Incapacitant (Drawn or used)

389

TASER (Drawn, aimed or fired)

Subject Gender

♀

Female

938

♂

Male

6,137

♀

Transgender

0

?

Unknown

0

Subject Ethnicity

Asian (or Asian British)

450

Black (or Black British)

893

Chinese

4

Multiple Heritages

342

White


5,277

Other

74

Unknown

0

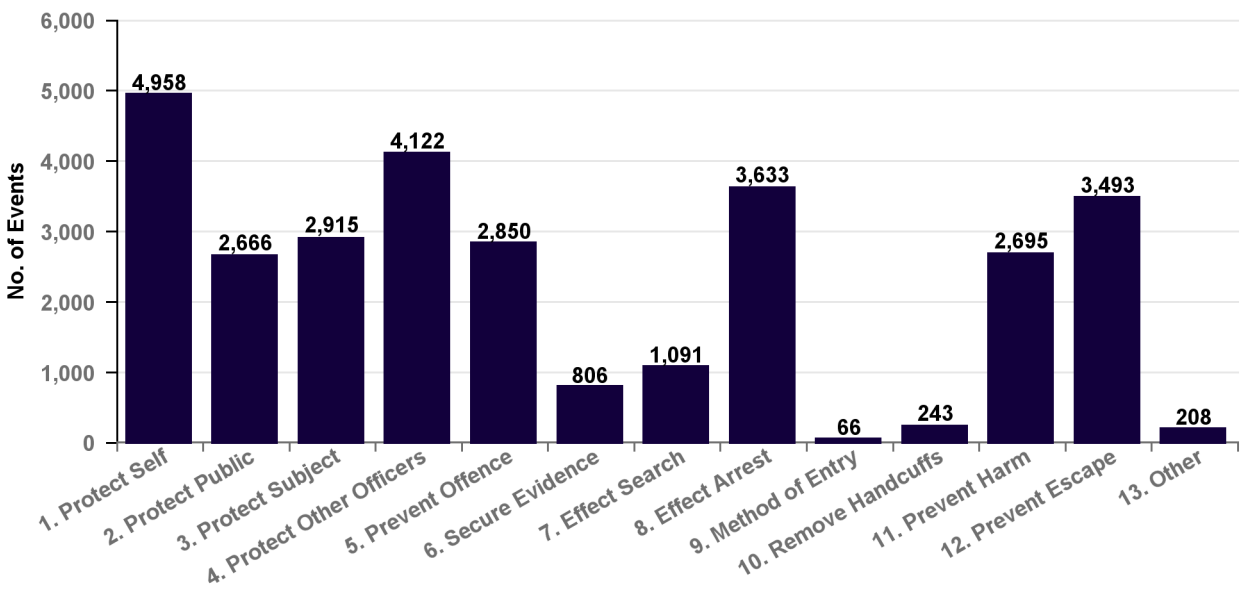


Injury Sustained

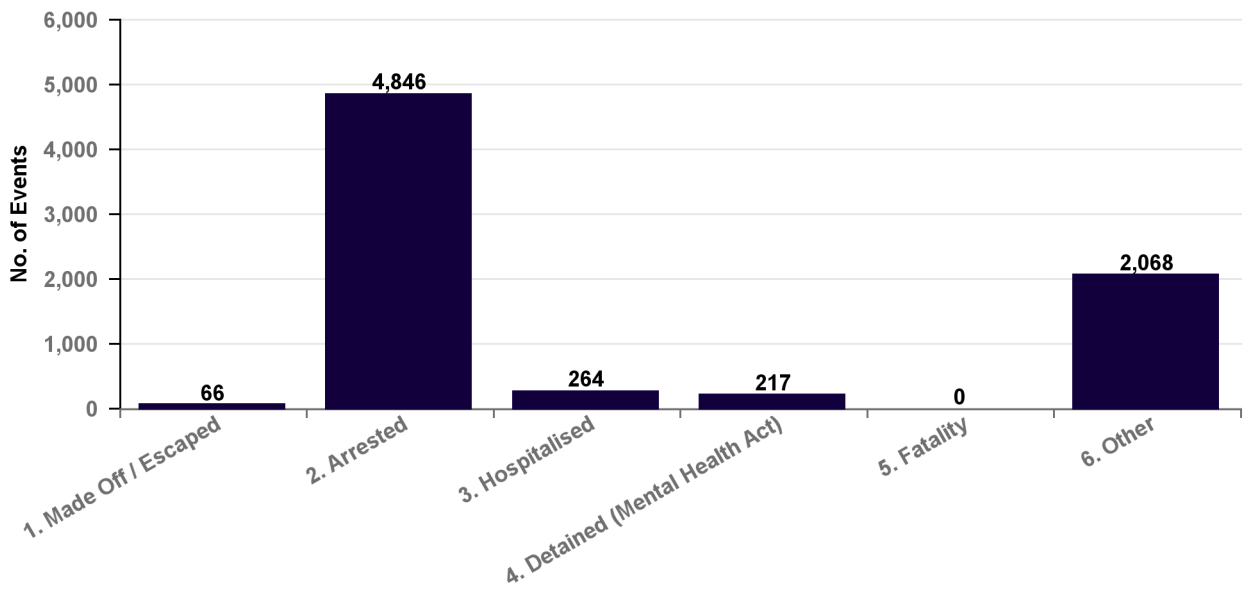
Officer: 8.2%

Subject: 7.7%

Use of Force by Reason



Use of Force by Outcome



Appendix B

Use of Force Ethnicity Proportionality 2019 - 2020

- Number – Recorded use of force events 2019 – 2020
- Population – Recorded population of ethnicity in Nottinghamshire
- Rate – Number of use of force recorded against 1000 population.
- Ratio - compares the black/mixed/asian/BAME rate to the white rate.

Force - All Use of Force Tactics

	White	Black	Mixed	Asian or Other	BME
Number	5277	893	342	450	1685
Population	969501	27287	30981	63713	121981
Rate	5.443	32.726	11.039	7.063	13.814
Ratio	-	6.0	2.0	1.3	2.5

Force - C.E.D

	White	Black	Mixed	Asian or Other	BME
Number	312	49	26	15	90
Population	969501	27287	30981	63713	121981
Rate	0.322	1.796	0.839	0.235	0.738
Ratio	-	5.6	2.6	0.7	2.3

Force - Compliant Handcuffing

	White	Black	Mixed	Asian or Other	BME
Number	1473	210	86	154	450
Population	969501	27287	30981	63713	121981
Rate	1.519	7.696	2.776	2.417	3.689
Ratio	-	5.1	1.8	1.6	2.4

Force - Irritant Spray - PAVA Used

	White	Black	Mixed	Asian or Other	BME
Number	13	3	1	1	5
Population	969501	27287	30981	63713	121981
Rate	0.013	0.110	0.032	0.016	0.041
Ratio	-	8.2	2.4	1.2	3.1

Force - Limb/Body Restraints

	White	Black	Mixed	Asian or Other	BME
Number	290	25	8	10	43
Population	969501	27287	30981	63713	121981
Rate	0.299	0.916	0.258	0.157	0.353
Ratio	-	3.1	0.9	0.5	1.2

Force - Non-Compliant Handcuffing

	White	Black	Mixed	Asian or Other	BME
Number	1804	287	90	98	475
Population	969501	27287	30981	63713	121981
Rate	1.861	10.518	2.905	1.538	3.894
Ratio	-	5.7	1.6	0.8	2.1

Force - Other

	White	Black	Mixed	Asian or Other	BME
Number	252	49	13	18	80
Population	969501	27287	30981	63713	121981
Rate	0.260	1.796	0.420	0.283	0.656
Ratio	-	6.9	1.6	1.1	2.5

Force - Other Improvised

	White	Black	Mixed	Asian or Other	BME
--	-------	-------	-------	----------------------	-----

Number	712	92	38	48	178
Population	969501	27287	30981	63713	121981
Rate	0.734	3.372	1.227	0.753	1.459
Ratio	-	4.6	1.7	1.0	2.0

Force - Tactical Communications

	White	Black	Mixed	Asian or Other	BME
Number	2876	416	125	174	715
Population	969501	27287	30981	63713	121981
Rate	2.966	15.245	4.035	2.731	5.862
Ratio	-	5.1	1.4	0.9	2.0

Force - Unarmed Skills

	White	Black	Mixed	Asian or Other	BME
Number	2079	277	78	105	460
Population	969501	27287	30981	63713	121981
Rate	2.144	10.151	2.518	1.648	3.771
Ratio	-	4.7	1.2	0.8	1.8

For Information	
Public	
Report to:	Strategic Resources & Performance Meeting
Date of Meeting:	18th September 2020
Report of:	The Chief Constable
Report Author:	Claire Salter – Head of People Services and Organisational Development
E-mail:	claire.salter@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	8

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

Health and Wellbeing Activity Update

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner (PCC) about the work undertaken to improve the health and wellbeing provision in Nottinghamshire Police.

2. Recommendations

- 2.1 It is recommended that the Commissioner considers and notes the significant progress undertaken during the last 12 months to further improve the Health and Wellbeing offer to staff and officers of Nottinghamshire Police.

3. Reasons for Recommendations

- 3.1 To provide assurance to the PCC about the work undertaken to improve health and wellbeing of staff and officers working for Nottinghamshire Police.

4. Summary of Key Points

4.1 Strategy & Plan

People Services have developed, published and are implementing the People Strategy, which was launched as part of the Deputy Chief Constable's (DCC) Roadshows. A key element is the strategic priority to deliver and improve upon the Wellbeing provision to officers and staff within Nottinghamshire Police. A Wellbeing Strategy was developed and launched on World Mental Health day in October 2019. The policy establishes our commitment to the staff and officers of Nottinghamshire Police and affirms our vision to have a workforce that can cope effectively with the normal stresses of work, and feel fulfilled and appropriately supported in the workplace.

The Wellbeing Strategy is underpinned by a strategic and tactical plan, which spans the next 5 years. This is updated quarterly and is overseen by the DCC.

Our commitment is based on 4 key areas of delivery:

- **Proactive** Actively promote positive wellbeing, providing meaningful training and monitoring of wellbeing
- **Promote** Build resilience for officers and staff, supported by our leaders
- **Spot and Support** Commitment from everyone to look after their own wellbeing as well as their colleagues with swift access to the right support
- **Treat and Recover** Provide effective signposting and support. Remove the stigma associated with mental health

4.2 **Governance**

A robust corporate governance system has been put in place to focus our efforts under the wellbeing theme. Governance consists of a strategic board chaired by the DCC, through to a tactical board chaired by People Services which is attended by single points of contacts SPOCs). SPOCs then have local meetings with their wellbeing champions who have been recruited from across the Force area. The intention is to ensure strategic direction whilst encouraging initiatives and ideas to be escalated through the meeting structure. People Services share any relevant communications and update directly through to champions to ensure that information gets to the people who need to promote and share it with colleagues.

Each element of the governance structure has clear terms of reference and all SPOCs and Champions have a clear understanding through a job description of the expectation upon their roles. During the coming year it is our plan to develop and embed the role of the SPOC and Champion to ensure they feel empowered to make a difference to the wellbeing of their colleagues in their area of business. We have secured a wellbeing budget in year to support initiatives and events. A small element of this will be available for champions to enable them to deliver quick wins in their areas.

4.3 **Staff Survey**

In order to ensure our plans link to the needs of the organisation, a Staff Survey was conducted in 2019 that established a baseline across the organisation. The results of the Staff Survey were extremely well received with the following key messages:-

- Parity between officers and staff
- Highest performing nationally across perceived organisational support
- Significant numbers of staff/officers reporting job satisfaction
- Increased vision clarity
- Public service motivation is very high
- Leadership support is very high
- Wellbeing is shown as improving
- Staff want to be challenged

The key areas for us to focus upon were sleep, work life balance and hindrance factors. It is important that the organisation sees the relevance of participating in the staff survey. As part of this, the DCC embarked upon a roadshows across the force to publicise the results and showcase the Wellbeing initiatives in place. It was also an opportunity to identify from our officers and staff the hindrance factors that they perceive are stopping them from doing their job. A full evaluation of the roadshows was subsequently completed, with the issues themed, and provided to relevant subject areas to be considered and addressed. July featured 'You said, we did' activity with a number of departments providing Vlogs to explain what has been delivered to address concerns raised.

4.4 Thematic Calendar

From January 2020 we have delivered a thematic calendar of Wellbeing initiatives. Each month we focus on a new initiative, which is linked to identified concerns i.e. sleep or knowledge and awareness of Wellbeing or mental health. In order to ensure that the initiatives and awareness messages published are recognised as wellbeing, we have worked closely with our communications team to develop a communications strategy, and build a brand that is recognisable in Force, as well as links to our priority of being an employer of choice.

4.5 Training

A key element of our plan has been to support our managers in recognising stresses and strain in their staff. We have delivered Harmless 'Spot the Signs' training to 72 managers so far this year. The course is designed to develop the managers' knowledge and understanding of mental health and wellbeing, and explores common conditions. This helps them to spot the signs and symptoms of poor mental health, including stress and burnout. Unfortunately the delivery of this course was halted due to Covid-19, however this will resume shortly. We have also committed to training 64 Wellbeing First Aiders in 3 phases. Phase 1 has been completed and Phase 2 commences in September 2020. This training has focussed on our SPOCs and our Champions to ensure that they are equipped with the basic skills to support any individual who approaches them as part of their Wellbeing role

4.6 Covid-19

As Covid-19 began to affect the country significantly in March, we reassessed our monthly themes, reprioritising them and adding an additional month of Mental Health Awareness and Resilience. As part of our communication plan for Covid-19, Wellbeing support and advice information was communicated alongside the Operation Bion operational updates. The orange branding of our Wellbeing work ensured that any individual wanting to search for information on Mental Health whilst working from home, or juggling parenting whilst working could easily identify this on our intranet pages.

4.7 Continuous Improvement

As the delivery plan for 2020 draws to a close it will be our intention to review all of the initiatives delivered and, through continuous improvement and our evaluation, decide which initiatives have supported our workforce and replace or improve those that have not positively influenced our agenda.

5. Financial Implications and Budget Provision

- 5.1** During the 19/20 financial year budget provision was successfully secured for wellbeing initiatives planned throughout the year. In addition to the force budget we have negotiated both sponsorship and funding via the application of grants. For example the DCC Roadshow was sponsored by the local Police Federation office; our Summer Safety water bottles were sponsored by Police Mutual, Unison and GMB. Inspector Mark Stanley was successful in his bid for Sleep guru Nick Littlehales to provide hints and tips for better sleep, and we have submitted bids for Mental Health First Aid training for our Wellbeing SPOCs and Champions.

6. Human Resources Implications

- 6.1** People Services manage the Wellbeing portfolio and develop the initiatives and themes across the organisation with the support of the Wellbeing SPOCs and Champions. We work closely with Corporate Communications and where possible tie in relevant policy reviews to coincide with the relevant theme. Within People Services we have two Policy and Wellbeing Partners and a Wellbeing Support Officer who dedicate a large proportion of their time to delivering the initiatives.

7. Equality Implications

- 7.1** Our People Strategy articulates our aim to create an exceptional place to work where diversity is embraced, success is celebrated. We seek to encourage an environment that inspires, motivates and promotes a culture of openness trust and respect. Wellbeing works alongside our other strategic priorities including diversity and inclusion to deliver this commitment. Our thematic programme is built from the issues identified by our people and our commitment to develop a highly engaged workforce.

8. Risk Management

- 8.1** Wellbeing is overseen by the Deputy Chief Constable and progress against the delivery plan is monitored via the quarterly Strategic Health & Wellbeing Board.

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

- 9.1** Wellbeing activity is directly linked to our strategy and plans and seeks to address the cause for concern identified through HMICFRS assessment and supports our work to being an employer of choice.

10. Changes in Legislation or other Legal Considerations

- 10.1** We continually horizon scan for changes to legislation and ensure we maintain knowledge of national initiatives through for example Oscar Kilo.

11. Details of outcome of consultation

- 11.1** Federation and staff association colleagues are included on the Strategic and Tactical Wellbeing meetings and feature as part of our annual thematic plan. It is the intention that our SPOCs and Wellbeing Champion roles embed themselves within the organisational structure, and we seek to empower these individuals to raise awareness and feedback on progress.

12. Appendices

- 12.1** Appendix A - People Strategy.
- 12.2** Appendix B - Wellbeing Strategy.



Your Force, Your People Strategy

2025



The Introduction



Nottinghamshire Police recognises that our people are our most valuable asset. They are the constant and critical success factor in respect of our past achievements and will be for our future successes. In order to deliver our vision, we need to ensure that our people are effectively supported, developed, motivated and representative to meet the changing needs of the society.

We need a professional, dedicated, representative workforce that is committed to our vision and values. Our people need to be flexible, creative and constantly looking for new and innovative ways to improve performance and deliver a quality service to the people of Nottinghamshire.

This people strategy sets out how People Services will help meet our priorities through this people strategy which cover police officers, PCSOs, police staff, special constables, Office of Police and Crime Commissioner employees, apprentices, cadets and police support volunteers.

Our aim is to 'develop and deliver a diverse, flexible, talented and modern workforce that people want to be a part of in support of the police & crime plan objective to become an 'Employer of Choice'.

This Strategy should be read in conjunction with the People Services Delivery Plan and Wellbeing Strategy & Plan.

Our vision and values



Our Vision

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

Our Priorities

- Engaged communities
- Service that works for local people
- An employer of choice

Our Values

Everyone who works for the force must be PROUD to serve, united by an unwavering commitment to our force values which embodies everything the organisation stands for.

Professional

Respect for all

One team

Utmost integrity, trust and honesty

Doing it differently



Strategic Priorities



The force's shared values were created by our workforce and to help shape the organisation and define the quality of service we provide.

The values represent and underpin what Nottinghamshire Police stands for, informing the expected standards of behaviour of all of our people and will help underpin effective and consistent leadership.

The PROUD values are incorporated into all of our people processes. They are an integral part of how we recruit, promote and assess the performance and development requirements of our people. We will recognise and reward people who display the right behaviours.

We aim to create an exceptional place to work where diversity is embraced, success is celebrated, innovation is encouraged and our people are PROUD to serve in a force that is renowned for quality.

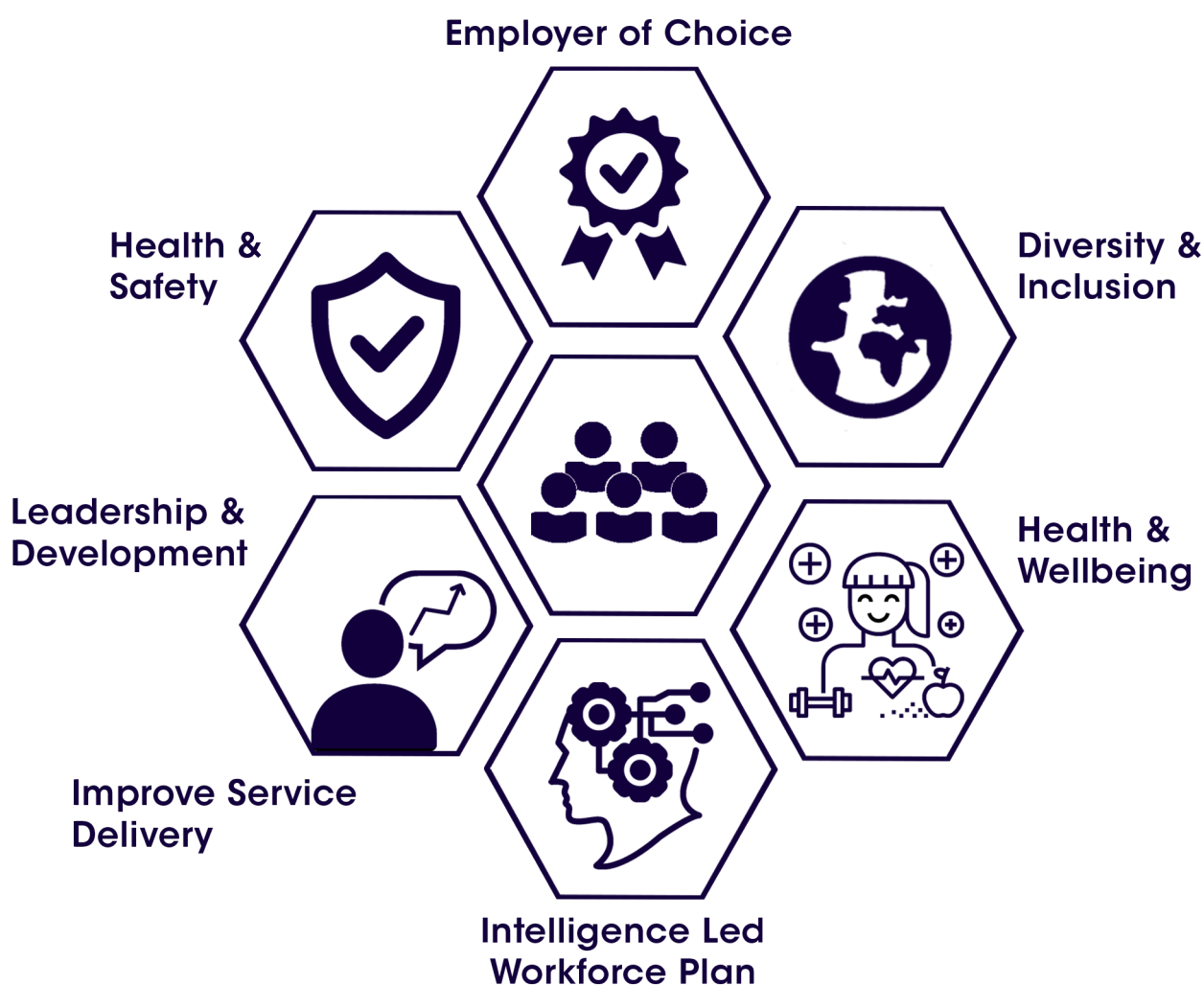
Together we will encourage an environment that inspires, motivates and promotes a culture of openness, trust and respect. We will provide our people with the opportunity for personal and professional growth.



Strategic Priorities



People Services will focus on the listed strategic priorities to deliver our people commitment. The People Strategy should be read alongside the strategic and tactical plans.



Diversity & Inclusion



Employing a diverse range of people allows us to draw on the full range of talent in the community; as recruiting from the widest pool of people means we recruit individuals who can speak other languages, understand other cultures, understand other lifestyles and are willing to use their skills to the benefit of the community and the organisation. This increases the forces legitimacy within communities, fostering social responsibility and increasing willingness to provide intelligence that both result in crime reduction and prevention.

Employing a diverse workforce gives us an operational policing edge and will ensure that policing remains relevant to the developing community of Nottinghamshire. It allows us to process a wider understanding of our communities needs and to develop our reputation as an employer of choice.

We aim to provide a positive and inclusive working environment that attracts, supports and develops the best talent from across the widest possible range of identities and communities. We aim to achieve a workforce that, at all levels, broadly reflects the community we serve.

We will target recruitment activities within the community in the areas where diversity is rich, we will adopt the principles of the NPCC diversity toolkit to develop our action plan to create links with communities, and to support talent pipelines into the organisation through, apprentices, cadets schemes, volunteers, mini police and working with schools liaison officers.

We will identify talent and support those from underrepresented group to flourish and progress through to senior roles, seeking to reduce pay gaps in both ethnicity and gender.

Diversity & Inclusion



We will achieve this by:

- Engaging with the community
- Utilising positive action to achieve a representative workforce at all levels particularly focusing on increasing representation in women and BME colleagues
- Targeting recruitment into areas within Nottinghamshire that are rich in talent and diversity.
- Encouraging people to be themselves in the workplace valuing difference and enabling them to flourish
- Creating future talent pipelines through cadets, mini police and volunteers
- Implement a talent management system.

We will measure this through:

- Increased women and BME representation in applicants for posts
- Reduced turnover in underrepresented groups
- Analysis of exit interviews
- Increased progression for women and BME colleagues in senior roles
- Improved public confidence
- Monitor the ethnicity and gender pay gaps



Health & Wellbeing



We aim to have a highly engaged workforce where people are valued, motivated, fully involved in and committed to their work, colleagues and the public. Where attendance is high and staff engage in wellbeing and are as fit and healthy as they can be. Nottinghamshire was the first force to sign up to the Oscar Kilo framework

We will achieve this by:

- Evaluate the current wellbeing provision to see what works
- Implementing a wellbeing strategy and action plan
- Creating a dedicated wellbeing officer role
- Provide a range of wellbeing initiatives across the Force that support the wellbeing of staff and officers
- Listening to staff and acting on feedback to continuously improve what we do (line management, staff survey etc.)
- Create an environment where people want to work to the best of their ability
- Improve managers skills in management of attendance
- Focusing on understanding and tackling the causes of stress 'spot the signs'
- Making timely reasonable adjustments where needed
- Ensuring a meaningful framework of policies, guidance and development that enables prevention of ill health and promotes wellbeing

Health & Wellbeing



We will measure this through:

- Annual staff survey
- PDR completion rates
- Reduced number of disputes and employment tribunals
- Reducing sickness absence
- Reducing stress-related absences
- Reviewing exit interview data
- Reviewing mid-service leavers



Intelligence Led Workforce Plan



It is critical to the delivery of our strategic outcomes that we have an effective workforce now and in the future. This means being able to forecast future policing requirements so we can prioritise, focus our efforts appropriately and design the force for the future. It is also essential that we have the right people with the right skills at the right place and at the right time.

We aim to design and deliver a workforce plan that is focused on front line policing, providing capacity, capability and flexibility to achieve our Vision.

We will achieve this by:

- Developing a strategic workforce plan
- Develop HR analytics for 'health indicators' and 'hot spots' to ensure the capability capacity and wellbeing of the force

These are

- Sickness Absence data
- Dispute data
- Employment Tribunal data
- Staff survey results
- Exit interview data
- Horizon and succession scanning to identify future needs
- Monitor numbers and representation of under-represented groups across all ranks and grades
- Identification and development of talent
- Develop a skills database

We will measure this by:

- BME and female representation statistics
- Monitor 'health indicators'
- Monitor starters, movers & leavers
- Exit Interview data
- Gender and ethnicity pay gap reporting

Improve Service Delivery



The People Services Department has recently restructured. The new service is based on a tiered service delivery model whereby the greatest volume of demand is met by tier 0 self service and tier 1, by service request this would mean staff find out what they need on the intranet, by self-service or via our shared service centre, Multi Force Shared Service (MFSS) based in Cheshire. Specialist HR support is delivered locally by business partners and advisors within the retained people services team. In order to maintain service levels it is important that individuals and line managers know how to access the service at the right level for them.

We will achieve this by:

- Develop a forcewide communications plan
- Develop our new people services intranet site
- Educate and take ownership for advising managers
- Revise business processes to ensure efficiency
- Develop user guides and training for staff and managers
- Review and monitor service delivered by MFSS and our regional partners in EMCHRS Learning & Development and Occupational Health

We will measure this by:

- Customer satisfaction surveys
- Volume of service requests
- Completed versus outstanding service requests
- Manage the performance of the shared service centre via the performance relationship manager

Leadership Development



Strong and consistent leadership is critical to continuing the significant progress the force has made in reducing crime and increasing public confidence.

All of our managers and leaders have a critical part to play in delivering the policing plan and driving progress towards being the best performing police force. Leaders will need to leverage their personal strengths and demonstrate flexibility, commitment and resilience, living the new CVF behaviours and force values.

We will develop our leaders and managers to provide them with the tools to manage fairly and consistently, providing them with the ability to have honest conversations with individuals and teams. Supporting individuals back into work through absence and managing conflict through early intervention.

We will develop an environment where our leaders and managers can get the very best out of our people, identifying talent and supporting individuals to drive their own performance.

We will achieve this by:

- Implementing a meaningful performance development framework (PDR)
- Develop a talent management system and promote honest conversations
- Implement positive action plans for underrepresented groups in leadership roles
- Reviewing and enhancing the Proud to lead Programme
- Encouraging our leaders and managers to model the right behaviours through CVF training
- Enhancing people skills through management workshops

Leadership Development



We will measure this through:

- Staff survey
- PDR completion rates
- Improved performance, evidenced through PDR
- Training evaluation including surveys
- Increased numbers of women and BME colleagues in leadership roles.



Health & Safety



The ultimate aim of the Health and Safety Service is to ensure a safe working environment for all, and to improve the health and wellbeing of the staff within the force. In achieving this aim, Nottinghamshire Police endeavours to reduce accidents, injury on duty reports and work related absences.

We will achieve this by:

- Ensuring there is a clear health and safety management system, which drives continuous improvement
- Developing our health and safety governance
- Reviewing the force health and safety systems of work
- Ensuring all health and safety policies and guidance are up to date
- Support the work of the Divisional and Departmental Health and Safety Committee Meetings in relation to mitigating risk
- Reviewing the accident reporting system and accident investigation process
- Review of the injury on duty recording process
- Undertake a review of health and safety training that is provided throughout the Force, to ensure all staff and officers have sufficient competence, training and awareness of the health and safety risks associated with their work activities



Health & Safety



We will measure this through:

- Effectively monitoring the effect of health & wellbeing programmes
- The results of audits and inspections
- Increasing levels of engagement through staff survey results
- Reducing number of injuries on duty
- Increasing reporting of near misses
- Producing RIDDOR reports
- Increased levels of attendance at health and safety training



Useful Documents



The following documents underpin the People Strategy:

- People Services Strategic and Tactical Delivery Plan
- Wellbeing Strategy and Delivery Plan
- Diversity and Inclusion toolkit

The People Services Delivery Plan sets out the key activities to help achieve the People Strategy.



Your Force Your Wellbeing



Wellbeing Strategy 2019 - 2023



Introduction

Nottinghamshire Police recognises that our people are our most valuable asset. You are the constant and critical success factor in respect of our past achievements and will be for our future successes. In order to deliver our vision, we need to ensure that you are effectively supported, developed, motivated and our workforce is representative to meet both your needs and the needs of the public.

We all know that wellbeing means many different things to different people, from physical, psychological and financial wellbeing. We recognise you are under increasing pressure from the changing demands of day to day policing which has a cost to you and can result in a number of impacts on you, ranging from compassion fatigue, to physical exhaustion or secondary trauma. Changes due to austerity have also had an impact on your financial health.

Through this strategy and the associated action plan we aim to have a highly engaged workforce where you are valued, motivated and fully involved in and committed to your work, colleagues and the public. We also want to create a culture and environment where attendance is high and you are as fit and healthy as you can be and where you engage with us to develop our wellbeing offer to meet your needs.

Our Vision



Our Mission

Our aim is to have a healthy, happy and engaged workforce

Our Vision

Our vision for your health and wellbeing is to ensure you are able to cope effectively with the normal stresses of work and feel fulfilled and appropriately supported in the workplace.

To do this we will strive to deliver a positive and healthy workplace, making sure Nottinghamshire Police is an Employer of Choice and delivers a service that works for local people.

Our Strategy



Our Strategy

This strategy is supported by a plan that aims to have a highly engaged workforce where people are valued, motivated and fully involved and committed to their work, colleagues and the public.

Proactive	Actively promote positive wellbeing, providing meaningful training and monitoring of wellbeing
Promote	Build resilience for officers and staff, supported by our leaders
Spot and Support	Commitment from everyone to look after their own wellbeing as well as their colleagues with swift access to the right support
Treat and Recover	Provide effective signposting and support. Remove the stigma associated with mental health

Our Strategy involves a commitment from both the organisation and from you.

Our commitment to you

We will;

- Listen to you and involve you in how we improve the things that affect your physical and psychological wellbeing
- Commit to ensuring wellbeing is embedded into all aspects of our organisation and our work
- Provide appropriate access to support services, ensuring these are widely communicated and easy to access
- Support you in developing resilience and positive psychological wellbeing
- Ensure our estate provides a fit for purpose environment that supports you in delivering our service whilst maintaining your health and wellbeing
- Ensure our leaders and managers are competent and compassionate and actively support your physical and psychological wellbeing
- Ensure our practices, policies and procedures recognise and support your health and wellbeing
- Create a culture free from stigma and judgement to ensure you feel comfortable to speak up when you're not feeling okay

Your commitment



We ask you to;

- Look after your own physical and psychological wellbeing
- Attend any training you are offered in relation to wellbeing
- Attend any scheduled health related debriefs or check-ups
- Challenge stigma or discrimination wherever you see it
- Share ideas for promoting health and wellbeing in the workplace
- Recognise personal resilience limits in yourself and others and raise any concerns

Our plan



The wellbeing plan will align to this strategy and will be delivered through clear governance that feeds from a local to strategic level, ensuring that voices at all levels of the organisation are heard and captured and that evaluation of initiatives take place in order to continually improve wellbeing services and ensure they are fit for purpose.



Measuring success



We will measure our success through:

- Undertaking an annual staff survey. We will publish the results, analyse the findings and act upon identified recommendations through the Health and Wellbeing Board
- Reduction in the number of disputes, complaints and employment tribunals
- Reduced stress-related absences
- Evaluation of health indicators and hot spots
- Improved HMICFRS grading
- Exit Interview themes
- Review mid service leavers
- External / Peer Review results
- Wellbeing Framework (Oscar Kilo)
- Improvement in near miss reporting and investigation quality

For Information	
Public/Non Public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	18th September, 2020
Report of:	Tim Wendels, Head of Estates and Facilities Management
Report Author:	Tim Wendels, Head of Estates and Facilities Management
E-mail:	tim.wendels@nottinghamshire.pnn.police.uk
Other Contacts:	David Heason, Estates Manager
Agenda Item:	9

Environmental Management

1. Purpose of the Report

- 1.1 The purpose of this report is to provide an update to the Police and Crime Commissioner (PCC) on the Force's environmental management, waste recycling figures and current environmental initiatives.

2. Recommendations

- 2.1 It is recommended that the PCC notes the Report.

3. Reasons for Recommendations

- 3.1 To ensure that the OPCC is aware of the Force's current environmental management initiatives.

4. Summary of Key Points

CARBON MANAGEMENT PLAN

- 4.1 In 2011, the Force developed a Carbon Management Plan which set out a target for a net reduction in its carbon emissions of 30% and the Plan also set out projects and proposals to meet that target.
- 4.2 The target was achieved by the end of financial year 2018/19 with a 38% reduction from the original baseline. These energy reductions have been made through projects and new initiatives that have been developed, along with the reducing number of buildings in the estate.
- 4.3 The estate rationalisation should continue to reduce our emissions slightly over the next year to 18 months, but emissions may then increase slightly when the new build for the joint HQ with Nottinghamshire Fire and Rescue Service is completed as this will increase the floor space of the estate. We will continue to monitor carbon emissions and will reassess the baseline and set further targets once the new joint HQ has been completed and a clearer picture emerges for the future.

SPEND TO SAVE

4.4 The following gives a description of the projects that have been carried out by the Estates and Facilities department to reduce energy consumption over the past 7 years:-

- i 9 sites have PV panels installed.
- ii Sherwood Lodge was fitted with double glazing, roof insulation and LED lighting to many parts of the site.
- iii Ollerton Police station, was fitted with a biomass boiler, double glazing, loft insulation and LED lighting with automatic controls.
- iv Broxtowe Police station was fitted with double glazing, loft insulation and LED lighting with automatic controls.
- v Sherwood Lodge has had two biomass boiler houses built to reduce the oil consumption.
- vi LED lighting has been used whenever we have carried out major improvements to the estate.
- vii The Force has installed new boilers and Building Management Systems (BMS) to regulate the heating and be more efficient at seven sites. The following list of buildings were included in this project, because they were typically 20-25 years old, and have gas and oil heating systems that are considered inefficient by today's standards and in most cases were near, or at the end of their life. This project was completed in the autumn of 2018 and will continue to provide us with efficient heating and minimise our energy consumption over many years.

Arrow Centre
Mansfield
Oxclose Lane
Phoenix House
Radford Rd
Sherwood Lodge
West Bridgford

4.5 The following additional works have been carried out over the past 12 months:-

- i Smart LED lighting systems have been fitted at Bulwell, Oxclose Lane and in the new Locker room at Sherwood Lodge.
- ii An Air Source Heat Pump has been installed in the new Locker Room at Sherwood Lodge.

- 4.6 The following additional works are currently at planning stage and are to be implemented in 2021:-
- i Smart LED lighting system to be installed throughout Mansfield Police Station.
 - ii Replacement of windows and roof coverings at Radford Road and Oxclose Lane providing increased standard of insulation.
 - iii Consideration of possible voltage optimisation scheme to reduce energy usage.

ESTATE RATIONALISATION AND MAJOR CHANGES

- 4.7 The estate rationalisation programme has had a significant effect on reducing our energy usage and carbon emissions over several years. We have moved out of several buildings and either not replaced them, which has saved the full amount of energy/carbon, or teams have relocated to smaller buildings with lower energy consumption for the Force. Further details of the estates rationalisation programme and future proposals are contained in a separate report elsewhere on the agenda for this meeting.
- 4.8 The Force is in the process of implementing two major new build projects which are due to be completed in 2021. These are a new custody suite and a new joint HQ building with Nottinghamshire Fire and Rescue Service (NFRS) on the Sherwood Lodge site. The new joint HQ building will increase the floor space, so this will have an effect on our future consumption but will enable NFRS to join the Force on the Sherwood Lodge site and will be offset by NFRS's floor space reduction through the disposal of their HQ – Bestwood Lodge.
- 4.9 In order to minimise carbon emissions and energy consumption from these two new builds, they have both been designed with a strong focus on environmental credentials as set out below:-
- i. Sherwood Lodge – The roof area has been maximised with Photovoltaic (PV) panel arrays to provide electrical power direct to the building or return to the grid when there is a surplus. The building fabric has been designed with low heat loss and air infiltration to keep heating requirements down. In addition, orientation, glazing and solar shading have been considered to limit solar gains and cooling requirements. Heating and cooling are provided by high efficiency air source heat pump units and ventilation systems utilise heat recovery to minimise heat input. Lighting utilises intelligent occupancy and daylight monitoring to minimise artificial lighting where not required, and also a self-test system to monitor faults and operation to reduce maintenance requirements. Finally a whole Building Energy Management System (BEMS) monitors and controls all systems which can modulate to meet load requirements based on occupancy, temperature, air quality etc.
 - ii. Custody Suite - The scheme has been designed to incorporate 420m² of PV panels which maximises the main roof footprint. The aim has been to provide

an energy efficient building. The primary focus has been to minimise energy usage through a fabric first approach, which utilises high performing components and materials to maximise the energy efficiency of the building. Efficient use of systems, and application of controls to suit zoning for heating, ventilating and air conditioning (HVAC) plant and lighting all contribute to the low energy consumption. A number of different services concepts have been assessed along with their suitability for incorporating low carbon energy systems into the scheme.

WASTE RECYCLING FIGURES

- 4.9 The waste contractor currently recycles or diverts to alternative uses approximately 98% of the waste we create. Part of our waste is separated on Police sites and is sent straight for recycling. While the rest of our waste is taken and separated by the waste contractor, who recycles it in several ways, including energy recovery, so that very little waste goes to landfill.

VEHICLE FUEL CONSUMPTION

- 4.10 The Force continues to reduce its carbon emissions from its vehicles, with better engine efficiency and lower car use, which has contributed to the overall reduction in carbon emissions. Funding is in place to purchase two electric vehicles this financial year and charging points have been installed at Sherwood Lodge and Byron House in Nottingham. Further charging points are to be installed as part of the new custody site and the new joint HQ build at Sherwood Lodge and the makeup of the fleet will be kept under review.

5. Financial Implications and Budget Provision

- 5.1 The capital programme contains budgets to implement the changes as required by the estate rationalisation programme and the other schemes that will continue to deliver lower energy consumption.
- 5.2 In the past, there was a general energy reduction fund for “spend to save” initiatives, but at the present the energy reduction schemes are either part of larger projects or are funded on a project by project basis through specific requests for capital funds.

6. Human Resources Implications

- 6.1 There are no 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 organisational risks associated with this report.

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

- 9.1 There is a link to the PCC's Corporate Social Responsibility agenda.
- 9.2 This area of business is also linked to the Police and Crime Plan priority, 'Transforming Services and Delivering Quality Policing' priority, which is about improving confidence and satisfaction in policing and securing value for money.

10. Changes in Legislation or other Legal Considerations

- 10.1 There are no changes in legislation or other legal considerations for this report.

11. Details of outcome of consultation

- 11.1 There has been no consultation in relation to this update report.

12. Appendices

- 12.1 None.

For Information	
Public/Non public	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	18th September 2020
Report of:	Chief Constable Guildford
Report Author:	Michael Allen
E-mail:	michael.allen@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	10

Code of Ethics Update September 2020

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner of on-going activity regarding the Policing Code of Ethics within Nottinghamshire Police.

2. Recommendations

- 2.1 It is recommended that the OPCC notes the update and the progress made. With the Code of Ethics having been embedded in the force since its launch in 2014, the report sets out how the understanding of ethics across the workforce and its response to ethical issues / dilemmas will be enhanced.

3. Reasons for Recommendations

- 3.1 To ensure that the NOPCC is kept informed of the progress made.

4. Summary of Key Points

- 4.1 The Policing Code of Ethics (hereafter termed the Code) was introduced by the College of Policing (CoP) and approved by Parliament on 15th July 2014.
- 4.2 Each Police Force was required to undertake action to effectively embed the Code within activity locally. In Nottinghamshire, the lead command officer is Deputy Chief Constable (DCC) Rachel Barber and the operational lead is Temporary Detective Superintendent Michael Allen, having taken over from Superintendent Matthew MacFarlane.
- 4.3 An implementation plan to introduce the Code of Ethics into Nottinghamshire Police was delivered in 2014 into 2015.
- 4.4 The strategic direction for the work of embedding the Code within Nottinghamshire included:
- Clear personal leadership from Command regarding the importance of the Code;

- The Code would be recognised as an expansion to detail within the 'Professional element' of our existing PROUD values. It does not replace those values;
- The Code would be applied to decision making in whatever context those decisions are made. It would not be approached in a 'tick box/audit' manner.

4.5 Key work within the implementation plan included:

- a) Communicating the Code individually to all members of Nottinghamshire Police staff;
- b) An ongoing communication plan to raise awareness of the Code, including items such as 'ethical dilemmas' on the force intranet.
- c) Briefing senior managers on the Code;
- d) Incorporating the Code explicitly within relevant training;
- e) Incorporating the Code explicitly within management development, also within promotion processes;
- f) Including the Code within recruitment and also induction processes;
- g) Identifying business area leads across all business areas of Nottinghamshire Police, to embed the Code within the activity of each area;
- h) Developing the Force Professional Standards, Integrity & Ethics Board to explicitly include and consider ethical issues;
- i) Ensuring the Code is at the heart of decision making within Nottinghamshire Police, (recognising the position of the Code at the centre of the National Decision Making Model). This includes action such as explicitly including the Code within policy logs;
- j) Maintaining contact with the CoP and regional forces to share best practice;
- k) Interactive sessions with management teams on the Code, including how to practically apply it to decision making within situations.

4.6 Summaries of the Her Majesty's Inspectorate of Constabulary and Fire and Rescue (HMICFRS) PEEL inspection programmes for Nottinghamshire Police in 2015, 2016 and 2017 were reported in the Code of Ethics update to the Strategic Resources and Performance (SR&P) meeting on 28th May 2018.

4.7 In the 2019 HMICFRS integrated PEEL inspection report, Nottinghamshire Police were assessed as 'good' in respect to the question '*How legitimately does the force treat the public and its workforce?*'. The force was assessed as good at behaving ethically and lawfully. It was assessed that officers and staff understood the standards of behaviour expected by the force, had a range of data available for review to monitor this and leaders were judged to be positive role models. HMICFRS suggested it would be good if there was a separate forum where the workforce could refer ethical dilemmas.

- 4.8. HMICFRS noted that the Professional Standards Directorate (PSD) engaged with the workforce, enabling those serving with the force to understand the limits of acceptable behaviour and keep pace with current issues having a bearing on police legitimacy, thus promoting procedural fairness within the community and the delivery of internal organisational justice.
- 4.9 Extending on paragraph (para.) 4.8, whilst the Standards of Professional Behaviour as prescribed by schedule (sch.) 2 of the Police (Conduct) Regulations (PCR) 2020 are well understood by the workforce, the distinction between those standards and what is meant by ethics, is less well understood. The main reason is that in general terms, the Code conflates ethical behaviour with the Standards of Professional Behaviour; the published document rehearsing (i) the content of the secondary legislation [sch.2 PCR 2020] defining acceptable behaviour for officers and (ii) the content of the Police Staff Council joint circular number 54 (2018) governing Standards or Professional Behaviour for police staff.
- 4.10 Given the conflation of ethics and Standards of Professional Behaviour within the Code and its embedded position within the force since its launch in 2014, the workforce have a strong comprehension of binary Standards of Professional Behaviour i.e. what it is acceptable and that which is improper, however their understanding of the nuanced position of ethics is less well understood. Improving this position, which is mirrored nationally, will be the focus for the operational lead for ethics over the next 12 months. Indicators of the current understanding of ethics can be summarised as follows:
- a) Matters referred to the force ethics forum that are patently issues of Standards of Professional Behaviour;
 - b) Submissions by peers, supervisors and the PSD that person serving with the force has 'breached the Code of Ethics.'
 - c) An acknowledgement by members of the United Kingdom Police Ethics Guidance Group (UKPEGG) and the CoP that a new iteration of the Code is required.
- 4.11 The issue set out above at para. 4.10(a) is important to acknowledge, in that when examining misconduct, it is the Standards of Professional Behaviour, prescribed by sch.2 PCR 2020, that is breached and not the Code. The workforce therefore needs an enhanced understanding of ethics, recognising the importance of making decisions based on conscience, where matters are not prohibited by the Standards of Professional Behaviour and / or force policy, but are defined by intuition in the absence of binary rules. That said, on the vast majority of occasions those serving with the force make sound ethical decisions; this is more a case of augmenting practice with theory to provide for continuous personal development and organisational learning.

- 4.12 Over the next 12 months, promoting ethics within the force, there will be focus on the nine policing principals, built on the 'Nolan principals for public life,' specifically: accountability, integrity, openness, fairness, leadership, respect, honesty, objectivity and selflessness.
- 4.13 In June 2020, drafting of an internal communications plan began, with the aim of delivering a campaign to raise the workforce's understanding of ethics in policing. That campaign entitled 'Let's Talk Ethics' is intended to commence in September 2020 and has a number of objectives that are designed to foster a culture of openness in the discussion and resolution of ethical issues and dilemmas. Key objectives are:
- (a) Enable the workforce to understand the broad categories of ethics relevant to policing, in particular deontology, utilitarianism and virtues; ensuring knowledge as to the clear differentiation with the Standards of Professional Behaviour;
 - (b) Recruit grassroots membership to the force ethics forum.
 - (c) Empower the workforce to raise ethical dilemmas to the force ethics forum who can on return provide guidance and / or escalate issues for resolution to the force Organisational Risk and Learning Board.
 - (d) Encourage open and safe discussion of ethical issues within the workplace environment and raise awareness as to how internal mechanisms can be instigated to resolve such issues at force, regional and national levels.
- 4.14 Historically, the ethics forum has comprised both strategic managers and senior support network representatives, but such membership mirrors other meetings that already exist in force where such persons can influence change. The forum has therefore been re-designed in an effort to gain a more representative view from officers, staff and volunteers operating at a tactical level across the force. Membership at a grassroots level has been encouraged i.e. officers, staff and volunteers who are closest to our communities and / or are affected by decisions made by the force's senior leadership teams (SLTs). Support has also been welcomed from those within the core membership of staff support networks, as opposed to the executive members who already have a regular audience with the Chief Officer Team.
- 4.14 Re-designing the ethics forum involved consultation with the PSD and it was the consensus of opinion was that their membership was unnecessary given the purposeful separation of ethics from the Standards of Professional Behaviour. Given the lead officer for Ethics also acts as the staff officer for the National Police Chiefs' Council (NPCC) complaints and misconduct portfolio, they have the requisite knowledge to identify disciplinary issues should such arise within the ethics forum.

- 4.15 Whilst open discussion of ethical issues is encouraged and will continue to be promoted (see para. 4.13(d)), it is recognised that for a diverse range of legitimate reasons, on some occasions those wishing to raise an ethical issue or dilemma for resolution, will wish to remain anonymous. A number of avenues are available to support such persons, including the force's confidential reporting channel maintained by the force's Counter Corruption Unit (CCU) or the raising of issues to the ethics forum through advocacy support.
- 4.16 The national situation regarding ethics forums is varied, with several different approaches being taken across the country. Some forces have external representation on their ethics forums / committees, but there can be a lack of clarity regarding a distinction between the roles provided by such membership and the purpose of other external reference groups (ERGs) such as Independent Advisory Groups (IAGs), the latter of which exist within Nottinghamshire. Whilst the concept of external membership has not been precluded, given the infancy of the force's re-designed ethics forum and the impending campaign that should provide for a better informed workforce, consideration as to such membership is currently pending until there is more assurance that true ethical issues will be identified and those serving with the force have greater confidence in raising such dilemmas and discussing them openly.
- 4.16 The operational lead sits on the national Professional Standards and Ethics working group and is therefore sighted on strategic progress within the NPCC ethics portfolio.

5. Financial Implications and Budget Provision

- 5.1 There are no financial implications because work is conducted within mainstream activity.

6. Human Resources Implications

- 6.1 The Code applies to all staff, and is applicable to all policing decisions.

7. Equality Implications

- 7.1 The Code is an essential element in continuing to demonstrate legitimacy to all communities and the force's workforce.

8. Risk Management

- 8.1 There are no risks identified within this report.

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

- 9.1 The activity updated on is consistent with existing priorities.
- 9.2 This area of business is linked with the 'Transforming Services and Delivering Quality Policing' policing plan priority.

10. Changes in Legislation or other Legal Considerations

- 10.1 The Code comes after the CoP was granted powers under the Anti-Social Behaviour, Crime and Policing Act 2014 to set codes of practice for the police.

11. Details of outcome of consultation

- 11.1 There has been no consultation in relation to this update report.

For Information	
Public	
Report to:	Strategic Resources and Performance meeting
Date of Meeting:	18th September 2020
Report of:	Deputy Chief Constable Rachel Barber
Report Author:	Chief Inspector Neil Humphris
E-mail:	neil.humphris@nottinghamshire.pnn.police.uk
Other Contacts:	
Agenda Item:	11

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

Force Management Statement 2020

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner (PCC) with the findings of the Force Management Statement (FMS) and how this is now being used by Nottinghamshire Police as part of the business planning process.

2. Recommendations

- 2.1 It is recommended that the Police and Crime Commissioner note the contents of this report and the attached appendix in relation to the contents of the FMS.

3. Reasons for Recommendations

- 3.1 To ensure the Police and Crime Commissioner is aware of activity being undertaken by Nottinghamshire Police in response to the findings of the FMS.

4. Summary of Key Points

4.1 Background to FMS 2020

FMS 2020 is the third Force Management Statement (FMS) prepared by Nottinghamshire Police. It provides an overview of the demand we expect to face in the next four years, how we plan to change and improve our workforce and other assets to cope with that demand, how we will continue to reduce the gap between future demand and future capability along with articulating the sound financial plans in place to enable us to achieve this.

The HMICFRS describe the FMS as a Chief Constable's statement and explanation of:

- The demand the force expects to face in the foreseeable future;
- The current performance, condition, composition, capacity, capability, serviceability and security of supply of its workforce, and the extent to

which current force assets will be able to meet expected future demand;

- How the force will change and improve its workforce, policies, practices and other assets to cope with future demand;
- The impact the chief constable expects those changes to have and the effect of any residual risk of service failure; and
- The money the force expects to have to do all this.

The HMICFRS guidance directed a slightly revised four step approach as outlined below;

1. Establish the difference between current demand and the demand that you expect in the foreseeable future (at least the next four years).
2. Establish the current status of your workforce and other assets: their performance, condition, capacity, capability, serviceability, wellbeing and security of supply.
3. Explain what you will do to make sure your workforce and other assets can meet the demand you are anticipating. Describe the expected effect of the planned changes and how this will be monitored.
4. Estimate the extent of future demand that you expect to be met having made the changes and efficiencies in step 3. You should state any demand that you expect to be unmet and what the consequences of not meeting it are expected to be.

4.2 Key points from the FMS 2020

The key points from the FMS 2020 are captured within the overall summary section at the start of the FMS 2020 report and this is attached as an appendix.

This overall summary provides a synopsis of the findings regarding the following 12 areas;

- Section 1: Finance
- Section 2: Wellbeing
- Section 3a: Responding to the public - requests for service
- Section 3b: Responding to the public - incident response
- Section 4: Prevention and deterrence (Neighbourhood Policing)
- Section 5: Investigations
- Section 6: Protecting vulnerable people
- Section 7: Managing offenders
- Section 8: Managing Serious and Organised Crime
- Section 9: Major Events
- Section 10: Knowledge and ICT management
- Section 11: Force-wide functions
- Section 12: Collaboration

A summary section and overall statement on the findings provide the following

key points.

4.3 **Summary**

Our most recent HMICFRS PEEL Assessment was published in May 2019 and recognised the significant improvements we have made in our ability to effectively reduce crime and keep people safe. Our overall grading of 'Good' was a significant endorsement of our progress and a tribute to the hard work undertaken by our officers and staff. There has been a huge amount of effort undertaken to sustain and build on these improvements and we continue to invest in frontline resources, with more officers serving local communities whilst tackling crime, vulnerability and ASB.

These commitments have meant that, against a national increase, Nottinghamshire has bucked the trend by achieving a -13.6% reduction in knife crime. We've also reduced overall crime including robbery, burglary, vehicle crime and rape offences whilst prosecuting over 100 more drug dealers in line with local priorities. We remain committed to investing in all of our neighbourhoods and have increased our capacity with dedicated proactive neighbourhood teams across our 12 geographic areas whilst we will also continue to grow our robbery, burglary, public protection, knife crime and digital forensics teams. This has included setting up two dedicated burglary teams across both the city and county.

The lion's share of our 107 Uplift will be placed across our University of Cambridge academic endorsed Operation Reacher Teams. These featured in a recent Home Office good practice guide which links SOC to local Neighbourhood Policing and Crime investigation. I describe these resources as giving Neighbourhood Policing some 'teeth', a theme very much aligned with the recent announcements surrounding Neighbourhood Crime outcomes from the Home Secretary. Of note is the fact that we have creatively delivered the uplift 12 months ahead of target.

4.4 **Overall statement on the force's findings in the FMS**

This Force Management Statement highlights many of the areas of notable progress against the discreet areas for improvement in our most recent PEEL assessment. Overall we continue to make very solid progress thanks to all the hard work undertaken by our officers and staff. There has been a huge amount of effort undertaken to get us to this position. While there is always more to do, the investment we have placed in frontline resources, with more police officers available to bolster our local communities will continue to reap rewards. We continue to welcome HMICFRS feedback.

Like many other forces we have also noted a marked increase in the complexity and seriousness of our incoming demand. The simultaneous reduction in adult social care provision and the immense strain on social services can be seen and noted every day when reviewing demand on our services and our desire to increase joint initiatives. For example, our increase

in MARAC meetings to ensure all high risk domestic abuse cases are reviewed was initially delayed due to partner capacity and resourcing. I anticipate future pressure in this area as the wider focus upon domestic abuse and partner Safeguarding activity increases following anticipated legislative change.

We have extended our investment and innovation in key areas of vulnerability as evidenced by the work of our dedicated human trafficking and modern slavery team, County Lines Team and the management of our serial domestic abuse offenders through IOM. Our dedicated Street Triage Team also continues to perform well and has been expanded this year to provide greater coverage and support to the frontline. Access to mental health support, most specifically for young people, remains a significant driver to incidents requiring police attendance. Nationally Mental Health provision has been described as 'creaking'. Our approach has led to a virtual elimination of Police Sec 136 detentions with a relatively modest investment of 5 Police Officers. I believe there is a very strong local role for each and every PCC in helping facilitate a national approach to this issue with local partners. It's better for those in need and much more efficient for the service.

The strategic shift towards the policing of vulnerability and safeguarding along with the diversification of crime, present real challenges in respect of legitimacy amongst those communities who do not feel the effects of, or understand the priority placed upon such issues, but their lives are affected by acquisitive crime. It is here where they rightly expect that their policing investment is focused. It is essential that local policing structures, despite this strategic shift, remain sensitive to local needs and demands and work innovatively together in local partnerships. On a national basis this will be a challenge as in my experience Serious Acquisitive Crime (SAC) and Public Protection require highly trained investigators. As Uplift kicks-in, it will be crucial for forces to keep a close eye on their investigative capacity and skills profile. National Policing Priorities and Ministerial impetus from the newly established National Policing Board will also have a direct impact upon force investigative capacity. Strategically the service must plan to mitigate any competitive tension from SOC expansion, SAC and Public Protection demand.

In Nottinghamshire we have met this challenge by ensuring prevention remains a key part of our approach despite the fiscal challenges. We know this is needed, wanted and that it delivers over time from academic research. Schools & Early Intervention Officers are aligned ubiquitously across the force into every secondary school and academy following a successful trial and positive evaluation by Nottingham Trent University. This is also being extended to higher education establishments aligned to high profile demands such as knife crime. This engagement strand is complemented by projects such as our Mini Police programme and a continuous youth offer into our junior and senior Police Cadets. We also have a uniquely bespoke Primary School offer too and all this is linked to recruitment, engagement, diversity of thought plus knife crime prevention.

We were the first force outside of The Met to mainstream a dedicated knife crime team, who use intelligence led tactics working with partners to address knife carrying within Nottinghamshire. They are deployed according to the latest intelligence picture, using stop search powers with phenomenal success and consistently high positive outcome rates and weapons seizures. We have continued to invest with our partners in a Knife Crime Strategy Manager who works across the partnerships to deliver direction and improvements to our approach in line with the 4 P's of Pursue, Prevent, Protect and Prepare. This can be seen in the development of a knife crime cohort of younger offenders for proactive management and intervention using IOM principles. It is through a multi-faceted approach that we aim to reduce both the prevalence of carrying and use of knives across Nottinghamshire which is augmented by the development of our local VRU.

Partnership working is one of our strengths and we are continuing to effectively identify and protect those who are vulnerable, sharing information and taking proactive steps to keep people safe. Our joined up approaches including the mental health triage process and the Multi-Agency Safeguarding Hubs in the City and County (MASH), ensures those in need get the appropriate help they require.

Though significantly more demand heavy and risk intensive than similar and regional forces, we face similar challenges including our understanding of the demand for our service. That said despite these challenges we continue to work collaboratively across the public sector developing innovative solutions and we professionally challenge the efficiencies of existing collaborations. Recent highlights include sharing our estate, as we are doing with Nottinghamshire Fire and Rescue Service and local authorities. This reduces cost and helps retain local footprints across communities wherever possible.

We look to prioritise our response according to the threat, harm and risk to the public and we have introduced school liaison officers to educate young people, and seek to prevent and detect crime through our knife crime team, burglary team, and most recently a robbery team to reduce demand. We have not closed any Front Counters and we are using them more creatively than ever with IT.

There are some internal processes that we need to improve and we are looking to maximise the skills of the workforce and maximise the capabilities available to us. We have tight control of our finances, strongly acknowledged by HMICFRS and we remain committed to fair and ethical leadership, to ensure we are an employer of choice for those working for Nottinghamshire Police.

Our Integrated Peel Assessment 2018/19 grading of 'Good' is a significant endorsement of the progress we have made and while there is more to do, the investment we have placed in frontline resources will continue to reap rewards as our service delivery optimism on behalf of the public remains unstinting.

4.5 Current utilisation of FMS 2020

Through the application of these steps across all departments the FMS has assisted us in identifying the effect that changing demand will have on performance. By drawing out the main themes and focusing most attention on the areas where we have found the most important risks informed decisions can be made on how to prioritise investments and efficiencies.

The current Annual Departmental Assessment (ADA) process is informed by the key themes, risks and issues identified within the FMS. Department heads are now in the process of preparing their ADA submissions, which will include efficiencies delivered within their respective business areas, planned changes which are ongoing or recently delivered and proposals for future changes and investment to best meet anticipated future demand.

5. Financial Implications and Budget Provision

- 5.1 Some ADA proposals will have a financial implication which will be scrutinised and approved or declined through the e-FEB (exceptional Force Executive Board) element of the ADA process. These are scheduled for late September 2020.

6. Human Resources Implications

- 6.1 There are no immediate HR implications although some changes to the size and configuration of departments may come from the ADA process.

7. Equality Implications

- 7.1 There are no equality implications arising from this report

8. Risk Management

- 8.1 There are no immediate organisational risks associated with this report. Risks identified in relation to demand and performance are detailed within the main report attached at Appendix A.

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

- 9.1 The FMS will allow Nottinghamshire Police to make informed decisions on how best to meet anticipated future demand in support of delivering the strategic priorities of the Police and Crime Plan.

10. Changes in Legislation or other Legal Considerations

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

11. Details of outcome of consultation

11.1 There has been no consultation in relation to this update paper

12. Appendices

12.1 The attached, appendix A, is the summary of the FMS 2020.

For Information	
Public/Non Public*	Public
Report to:	Strategic Resources and Performance Meeting
Date of Meeting:	18th September 2020
Report of:	Chief Constable Guildford
Report Author:	Suzanna Daykin-Farr
E-mail:	Suzanna.daykin@nottinghamshire.pnn.police.uk
Other Contacts:	Christopher.harris12732 @nottinghamshire.pnn.police.uk
Agenda Item:	12

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

Performance and Insight Report – update to July 2020

1. Purpose of the Report

- 1.1 The purpose of this report is to inform the Police and Crime Commissioner of the key performance headlines for Nottinghamshire Police in the 12 months to June 2020.

2. Recommendations

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

3. Reasons for Recommendations

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

4. Summary of Key Points

- 4.1 The summary tables in the attached report (Appendix A) provide an overview of performance across the four Police and Crime Plan strategic themes. Trend information is represented as both a percentage and volume change is included where possible to give a representation of the monthly trend over the last two years. Additional narrative provides context where required, particularly in respect of any performance exceptions.

5. Financial Implications and Budget Provision

- 5.1 Financial performance monitoring is highlighted in appendix A under ‘theme 4: Transforming Services and Delivering Quality Policing.’

6. Human Resources Implications

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

7. Equality Implications

- 7.1 Equality, diversity and human resources are considered throughout each area of Force business. Any exceptions arising in this area of business will be discussed in the performance report.

8. Risk Management

- 8.1 There are no risk management implications arising from this report. Performance is monitored on a regular basis through the provision of management information for all key areas of 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 AND CRIME PLAN PERFORMANCE AND INSIGHT REPORT 2020/21



QUARTER 1: PERFORMANCE TO JUNE 2020

Guidance notes:

1. The following performance indicators are taken from the Police and Crime Commissioner's (PCC) plan 2018-21. The information is structured according to the four strategic priority themes.
2. Wherever possible, performance information is provided for a 12 month rolling period compared to the equivalent 12 months of the previous year, in order to provide an indication of trend. Where information provided is for an alternative period this is stated.
3. Additional insight is included in the report in order to provide context in relation to performance exceptions only.
4. Data sources and further insight is specified at Appendix 1, including any information supplied outside of the Nottinghamshire Police Management Information team.
5. Amendments and additions have been added to this edition of the P&I report, in line with the revised Police and Crime Plan Strategic Framework (2018-21)
6. Due to the impact of the COVID-19 pandemic Coronavirus Restrictions which came into force in March 2020, it has not been possible to undertake planned face to face fieldwork this quarter as part of the Commissioner's rolling Police and Crime Survey. The situation will be re-assessed following the further easing of lockdown measures on 4 July, with a view to resuming the programme of consultation in late summer if deemed safe, practical and appropriate to do so.

Performance exceptions:

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

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

Summary of Key Performance Headlines and Exceptions

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

- Nottinghamshire Police was assessed by HMICFRS as 'GOOD' at Protecting Vulnerable People as part of the 2019 PEEL inspections.
- Safeguarding referrals continue to show marked increases each quarter, largely due to improved training and better Partnership working.
- Missing Persons Reports have continued to see progressive reductions each yearly quarter.
- Recorded Modern Slavery offences saw a marked increase in the 12 months to June 2020 (+149.1%) partly due to the dedicated team and on-going training & awareness raising.
- Police recorded Child Sexual Exploitation (CSE) offences continue to see reductions.
- Online crime saw increases in the latest quarter and yearly comparison.

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

- Domestic Abuse crimes increased by 4.2% in the year ending June 2020 compared to the previous 12 months; lockdown measures and victims being furloughed at home are thought to have contributed.
- The collection of DA satisfaction data for the last quarter has not been possible due to Covid-19 restrictions.
- Both Adult and Child Serious Sexual Assaults saw reductions in the year ending June 2020.

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

- Victim-based crime decreased by a further 8,778 offences in the year ending June 2020.
- Crime in urban areas continued to decrease more noticeably than rural areas.
- Of the 23 Priority Areas, Basford and Arboretum recorded the highest severity scores in the 12 months to June 2020.
- Gun Crime saw noticeable decreases between March and May 2020 and then a marked increase to 17 offences in June 2020.
- Both Alcohol related Violence and ASB continued to see reductions in this period compared to the previous two years.
- Both City and County YOTs have seen reductions in their FTE's in the past 12 months.

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

- PSD recorded timeliness saw a large increase in the 12 months to June 2020.
- Both Police Officer and Police Staff sickness levels saw reductions compared to the previous 12 months.
- 999 calls for service saw a reduction in the latest year to June 2020, with April 2020 seeing the lowest number of calls received in two years.

Theme 1: Protecting Vulnerable People from Harm

Theme 1A: More Vulnerable People Safeguarded and Protected

		Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
								%	Actual
1A.1	Adult and Child Safeguarding Referrals	Increase	5,837	6,401	6,739	7,056	7,450	+27.6%	+1,613
1A.2	Missing persons	Monitor	3,242	3,153	2,964	2,895	2,712	-16.4%	-530
1A.3	Missing: No apparent risk	Monitor	3,094	3,016	3,008	3,103	2,838	-8.3%	-256
1A.4	Mental health-related incidents	Monitor	18,708	18,456	18,416	18,818	19,249	+2.9%	+541

Safeguarding Referrals

Overall, safeguarding referrals continued to increase in Nottinghamshire in 2019/20 and have continued the trend in the first quarter of this year, reaching a new peak in June 2020 of 777. Overall, referrals increased by 27.6% during the year.

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

Missing Person Reports

Missing Person reports have been in decline since May 2018 following force investment in a dedicated Missing Team to work collaboratively on safeguarding issues. These reductions, which totalled 15.5% in 2019/20 have bucked rising trends seen among other police forces and are estimated to have equated to savings of around £1.3 million over the last two years. The latest quarter has seen further reductions with average monthly reports falling from 244 to 226 in the last year.

Reports of 'Missing with no apparent risk' (formerly Absent Persons Reports) increased sharply during February and March 2020 – reaching the highest monthly rate (302) since July 2018. The latest quarter saw large reductions in April and May 2020, when 'lockdown' was at its peak. June 2020 has seen levels jump again to 259 this month; to more 'normal' levels.

Mental Health-Related Incidents

The last 12 months have seen a monthly average of 1,604 police recorded mental health reports, which is an increase on the previous year monthly average of 1,559. Police recorded mental health incidents had been in decline since Summer 2019, but saw a marked increase during the previous quarter that continues into this quarter; most likely attributable to the emotional and mental impact of Covid-19 and lockdown measures. Overall, the number of mental health-related incidents recorded by police increased by a 2.9% over the 12 month period.

Theme 1: Protecting Vulnerable People from Harm

Theme 1B: Improved Response to Serious and Emerging Threats

		Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
								%	Actual
1B.1	Fraud Offences	Monitor	3,076	3,049	3,006	3,013	2,877	-6.5%	-199
1B.2	Online Crime	Monitor	3,567	3,469	3,556	3,641	3,813	+6.9%	+246
1B.3	Drug Trafficking and Supply Offences	Monitor	847	897	947	908	959	+13.2%	+112
1B.4	Police recorded Child Sexual Exploitation	Monitor	588	575	560	525	520	-11.6%	-68
1B.5	Police recorded Modern Slavery offences	Increase	53	73	102	116	132	+149.1%	+79

Modern Slavery

The last financial year saw significant increases in recorded modern slavery offences and the latest quarter continues this trend with a 149.1% increase compared to the previous year. This positive trend largely reflects on-going training and proactivity among officers and an increased awareness of the nature, risk, legislation and signs of slavery. The force has a dedicated Modern Slavery and County Lines Team. The force continues to take a proactive approach to identifying and tackling modern slavery - seeking out offences, ensuring survivors are protected and that offenders are brought to justice.

Fraud offences and online crime

Fraud offences and online crime continue to represent a significant challenge to the police and represent a growing demand on police resources. Fraud saw a 6.5% reduction over the last 12 months, while Online crime saw a 6.9% increase, possibly due to increased online activity during the lockdown period.

Child Sexual Exploitation

The latest quarter has seen a continuation in the reduction of CSE, with an 11.6% decrease compared to the previous 12 months. There are no definitive factors that can be evidenced to explain this reduction. However, a number of considerations can be given to provide possible context for the reduction:-

- Previously, CSE was a force priority area and heavily advertised; more recently CCE (Child Criminal Exploitation) has become the priority and some crimes may now be recorded as this.
- Notts has recently seen an uplift in the recruitment of new officers; there may be issues with their training and understanding of crimes linked to CSE and the use of the correct flags.
- There has been increased education and advertisement about CSE in the public domain; this could have had the potential to put some offenders off or, has made them smarter in their offending so that crimes are becoming better hidden.

Drug Trafficking and Supply Offences

Recorded drug trafficking and supply offences have continued to increase; over 13% in the past 12 months.

In the latest quarter, there have been 21 drug seizures, 62 vehicles seized of which 7 were stolen and £3000 of criminal cash seized.

The Op Reacher teams are continuing to support the local church with care packages and have also liaised with Tesco to supply a gift hamper to a local resident who had gone above and beyond their normal duties during the pandemic. Police vehicles are also to receive 'Reacher' branding (with a black bonnet and Op Reacher on it) and will be a visual sight on the roads

Theme 2: Helping and Supporting Victims

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

		Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
								%	Actual
2A.1	Police recorded domestic abuse crimes	Monitor	14,571	14,860	15,124	15,119	15,176	+4.2%	+548
2A.2	Domestic abuse repeat victimisation rate	Monitor	33.5%	34.4%	34.5%	34.1%	33.8%	+0.3% pts	n/a
2A.3	Domestic abuse: Positive Outcome Rate	Monitor	14.6%	13.8%	13.4%	13.7%	13.2%	-1.4%	n/a
2A.4	% Domestic abuse victims satisfied (overall)	Monitor	90.9%	90.0%	88.0%	88.4%*	*n/a	n/a	n/a
2A.5	Serious sexual offences: Adult	Monitor	1,500	1,447	1,466	1,431	1,340	-10.7%	-160
2A.6	Serious sexual offences: Child	Monitor	1,391	1,406	1,387	1,408	1,233	-11.4%	-158
2A.7	Sexual Offences: Positive Outcome Rate	Monitor	8.5%	7.2%	7.3%	7.8%	8.2%	-0.3% pts	n/a

Domestic Abuse

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

Domestic abuse crimes increased by 4.2% in the year ending June 2020 compared to the year ending June 2019. June 2020 levels were the highest recorded for 12 months (1,434) and could be attributable to the lockdown period and victims being furloughed at home. The proportion of victims that are repeats has increased marginally during the year.

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

* NB: There is no updated data due to Covid-19 restrictions.

Sexual Abuse

Both Adult and Child Serious Sexual Offences saw decreases of 10.7% and 11.4% respectively in the year ending June 2020 when compared to the previous 12 months. Figures were markedly lower between March and May 2020 as a result of the lockdown and Covid-19 measures. The positive outcome rate has fallen marginally by 0.3% pts.

Theme 2: Helping and Supporting Victims

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

		Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
								%	Actual
2B.1	Victims Code of Practice Compliance	Monitor	90.4%	90.0%	90.0%	90.4%	91.4%	+1.0%	n/a
2B.2	Victim Services: Closed Cases	Monitor	2,956	3,526	3,545	3,565	n/a	n/a	n/a
2B.3	Improved cope and recover outcomes (all)	Monitor	79.6%	80.6%	79.5%	78.4%	n/a	n/a	n/a
2B.4	% crimes resolved via community resolution	Monitor	10.5%	10.7%	10.4%	10.0%	9.5%	-1.0%	n/a

Victims Code of Practice

The Victims Code Of Practice (VCOP) requires that a VCOP assessment be made and recorded for every victim of a crime, and that victim services should be offered as part of this assessment. In order to be VCOP compliant, every victim-based crime should have a completed VCOP recorded on the crime and the officer should record that victim services have been offered. A slight improvement has been seen in the past 12 months compared to the previous 12 months that may be attributable to the more robust screening of RASSO offences and VCOP compliance. For Adult and Child public protection compliance, stringent reviews have been put in place since June 2020. Overall, compliance in these two areas has improved, as more teams have been included in the mandatory review process while maintaining high compliance. NB Apr/May 20 are missing due to the changeover and the below reflects Adult PP only.

	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	**VOID**	JUNE
NORTH	44%	52%	36%	59%	72%	90%		88%
SOUTH	73%	55%	60%	75%	75%	90%		89%

Victim Services

Ministry of Justice funded victim services commissioned by the PCC supported around 11,071 individuals in 2019/20, of which 10,135 were new referrals to these services. Victim services formally closed around 3,565 cases in 2019/20, of which around 78.4% reported being better able to recover and cope with aspects of everyday life as a result of the support received. This remains broadly in line with levels recorded in 2018/19. Outcomes remain particularly strong among the services providing support for survivors of Child Sexual Exploitation and Abuse, where around 90% of cases closed reported improvements in their ability to cope and recover.

Community Resolution

The proportion of crimes resulting in community resolution has remained relatively stable over the previous year with a 1% reduction in the 12 months to June 2020 when compared to the previous year.

Theme 3: Tackling Crime and Anti-social Behaviour

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

		Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
								%	Actual
3A.1	Victim-based crime: Total	Monitor	92,677	92,432	92,076	90,797	83,899	-9.5%	-8,778
3A.2	Victim-based crime: Rural areas	Monitor	10,768	10,983	11,388	11,406	10,718	-0.5%	-50
3A.3	Victim-based crime: Urban areas	Monitor	80,915	80,463	79,532	78,351	72,279	-10.7%	-8,636
3A.4	Average Crime Severity: Force-wide	Monitor	167.99	163.34	163.01	159.06	158.23	-5.8%	-9.76
3A.5	Average Crime Severity: Priority areas	Monitor	170.03	165.87	164.22	174.67	172.84	+1.7%	+2.81
3A.6	Residents reporting experience of crime	Monitor	18.9%	18.1%	18.9%	18.0%	*n/a	n/a	n/a
3A.7	% residents feeling safe in area by day	Monitor	89.1%	89.2%	88.7%	89.2%	*n/a	n/a	n/a
3A.8	% residents feeling safe in area after dark	Monitor	60.5%	61.1%	61.0%	61.5%	*n/a	n/a	n/a
3A.9	% reporting drug use / dealing as an issue	Reduce	48.1%	48.9%	43.3%	42.8%	*n/a	n/a	n/a

Police recorded crime

Police recorded crime, decreased by 8,778 offences in the 12 months up to June 2020 (influenced by large decreases April to June 2020). The decrease is attributed to the reduction in crime from March 2020; correlating to the impact of Covid-19 on social interaction and lockdown measures.

*Self-reported experience of crime has not been reported in this quarter via the Police & Crime Survey, as fieldwork has been delayed by the impact of Covid-19.

Reductions were largely observed in Theft from Person, TFMV, Burglary Residential and Business Robbery. Police recorded crime in rural areas decreased marginally, while crime in urban areas increased more noticeably over the 12 month period.

Crime Severity

The average severity score of crimes recorded Force wide (based on weightings via the ONS Crime Harm Index) has reduced. Average severity scores have reduced over the Quarterly twelve month comparisons and from the last 12 months compared to the current 12 month period; this indicates a higher volume of offences being committed that have a lower severity value and likewise, an overall reduction in the more severely coded offences.

The 23 Priority Areas saw a slight increase in overall crime severity in the year ending June 2020. This follows a reducing trend seen throughout 2019. The areas of Basford and Arboretum have recorded the highest severity scores (206.46/203.46) over the past 12 months.

Resident concerns regarding drug use and dealing

*Police and Crime survey measures have not been completed this quarter. Fieldwork has been delayed by the impact of Covid-19.

Theme 3: Tackling Crime and Anti-social Behaviour

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

		Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
								%	Actual
3B.1	Violent knife crime	Monitor	837	806	812	762	739	-11.7%	-98
3B.2	Violent knife crime: Positive outcomes	Monitor	28.9%	29.8%	29.6%	27.3%	26.9%	-2.0%	n/a
3B.3	Gun crime	Monitor	163	153	175	163	149	-8.6%	-14
3B.4	Possession of weapons offences	Monitor	1,163	1,221	1,263	1,205	1,112	-4.4%	-51
3B.5	Stop and Searches	Monitor	3,933	4,608	5,405	5,487	5,377	+36.7%	+1,444
3B.6	Stop and Search: Positive outcomes	Monitor	41.8%	42.5%	42.5%	40.4%	39.8%	-2.0% pts	n/a
3B.7	Alcohol-related violence	Monitor	17.4%	16.9%	16.4%	16.0%	15.4%	-2.0% pts	n/a
3B.8	Alcohol-related ASB	Monitor	9.5%	9.5%	9.4%	8.9%	7.8%	-1.7% pts	n/a

Violent Knife Crime

There has been a steady reduction in the number of violent Knife Crimes recorded since 2018, with a further 11.7% reduction recorded in the last 12 months compared to the previous 12 months. The proportion of offences resulting in a positive outcome, has reduced by 2% in the last 12 months.

Gun Crime

Police recorded gun crime has decreased by over 8% in the current 12 month period. Large monthly decreases were seen January to May 2020, however, an upsurge to 17 offences was seen in June 2020.

Please see Appendix A for further insight.

Stop Searches

There has been a significant increase in the number of stop searches conducted since January 2018, largely attributable to Operation Reacher. Levels have remained high in the latest year to June 2020, despite reduced numbers in Feb-Apr 2020. This trend is likely to continue in view of new community teams that were formed in January 2020.

Positive Outcomes improved steadily in 2019, although, the latest year end to June 2020 has seen a small reduction. The increase in activity and upward trend of positive outcomes is primarily associated with targeted intelligence led operations which derive from local commanders identifying a specific crime issue in a given location that can be addressed through on-street proactive policing activity. The force continues to work with communities in our use of these powers.

Possession of Weapons

Police recorded Possession of Weapons offences decreased by 4.4% to June 2020 compared to year ending June 2019; this reflects the continued positive proactive work of Op Reacher and the newly formed community teams in taking more weapons taken off the streets.

Alcohol-related violence and ASB

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

Theme 3: Tackling Crime and Anti-social Behaviour

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

		Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
								%	Actual
3B.9	IOM: Offenders subject to monitoring	Monitor	286	281	302	317	385	+34.6%	+99
3B.10	IOM: Offenders successfully removed	Monitor	117	108	96	78	61	-47.8%	-56
3B.11	IOM: Reduction in average re-offending risk	Monitor	-44.6%	-44.9%	-45.1%	-45.3%	-46%	+1.4% pts	n/a
3B.12	Youth Justice First Time Entrants: City	Monitor	156	154	146	140	109	-30.1%	-47
3B.13	Youth Justice First Time Entrants: County	Monitor	158	141	129	123	115	-27%	-43
3B.14	Crimes with an identified suspect (average)	Monitor	2,787	2,836	2,897	3,048	3,102	+11.3%	+315
3B.15	Positive outcomes: All crime	Monitor	15.4%	15.5%	15.4%	15.4%	15.6%	+0.2% pts	n/a
3B.16	Positive outcomes: Victim-based crime	Monitor	12.0%	12.0%	11.8%	11.7%	11.9%	-0.1% pts	n/a

Integrated Offender Management (IOM)

There are 324 offenders monitored on the performance cohort over the last 12 months and a further 61 that were removed last year; therefore, a total of 385 have been subject to monitoring over the past 12 months. The 61 removed offenders accounted for a total RRS On Score of 12,349 and when removed, scored 5,296, a reduction of 58% in that cohort. For the remaining 324 offenders monitored over the last year, only a mid-point (entry +12m) can be reported on. This mid-point cohort total 212 offenders, they came onto the scheme with an average IOM RRS of 336 and their mid-point shows an average of 223; a 34% reduction (although, bear in mind that they are STILL on the programme). IOM is meant to induce long term behavioural and offending change and measuring any IOM cohort over less than a year is not accurately reflective of performance.

DVIOM Scheme

At June 2020, the scheme managed 149 offenders and 89 offenders have been taken OFF the scheme. These came onto the scheme with a PPIT of 1015 and an average per offender score of 11.8. When taken off, the PPIT score was 558 with an average offender score of 7.8; equating to around a 33% drop in PPIT risk.

When the DVIOM scheme was launched in 2017, the threshold PPIT score was around 8.0, the threshold is now 17.0, meaning that lower scoring offenders have to be removed to manage the greater risk. Decisions to remove offenders are justified through case notes, IOMS minutes, multi-agency consensus and PPU consultation. Of the 89 removed to June 2020, the cumulative ON score was 12105 (avg of 183 per offender), the cumulative OFF score was 6595 (avg of 91.5 per offender), equating to a 46% drop in IOM score.

Youth Justice – First Time Entrants

City has seen a reduction of 30.1% in First Time Entrants in the 12 months to June 2020.

County has seen a reduction of 27% in the First Time Entrants in the 12 months to June 2020.

Identified Suspects

The number of Niche crime outcomes with a named suspect has been increasing steadily since April 2018, with a further 11.3% increase in the past year to June 2020.

Positive Outcomes: All Crime & Victim Based Crime

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

Theme 3: Tackling Crime and Anti-social Behaviour

Theme 3C: Build Stronger and More Cohesive Communities

		Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
								%	Actual
3C.1	Police recorded hate occurrences	Monitor	2,357	2,346	2,320	2,351	2,379	+0.9%	+22
3C.2	Hate crime repeat victimisation rate	Monitor	15.8%	15.3%	14.7%	14.4%	14.3%	-1.5%	n/a
3C.3	% Hate crime victims satisfied (overall)	Monitor	83.0%	84.2%	85.4%	84.0%	84.6%	+1.6% pts	n/a
3C.4	% feeling there is a sense of community	Monitor	50.8%	51.1%	52.6%	54.0%	*n/a	n/a	n/a
3C.5	% feeling different backgrounds get on well	Monitor	53.8%	53.1%	53.4%	54.7%	*n/a	n/a	n/a
3C.6	Anti-social Behaviour Incidents	Monitor	31,870	31,647	31,455	32,137	39,019	+22.4%	+7,149
3C.7	Anti-social Behaviour Incidents: % Repeats	Monitor	28.4%	28.4%	28.4%	28.4%	26.9%	-1.5% pts	n/a
3C.8	Alcohol-related ASB	Monitor	9.5%	9.5%	9.4%	8.9%	7.8%	+1.7 pts	n/a

Hate Crime

Recorded Hate Crime has remained steady over the previous two years. Repeat victims of Hate Crime have seen a gradual decline over the two year period. Victim Satisfaction has remained at around 84%.

NB: Please note that Hate Crime survey results are 2-3 months behind real time and the latest data shown is from April 2020 occurrences reflected in June/July surveys.

Community Cohesion

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

Anti-social Behaviour

ASB saw large increases from April to June 2020. Performance in relation to ASB remains stable, as does the number of repeat victims. Alcohol related ASB has also seen a downward trend over the previous year, reducing by 19 incidents in the 12 months to June 2020, when compared with the 12 months to June 2019.

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

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4A: Further Improve Public Confidence in Policing

		Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
								%	Actual
4A.1	Police are dealing with the issues that matter	Monitor	40.3%	40.9%	42.0%	41.7%	*n/a	n/a	n/a
4A.2	Residents feeling the Police do a good job	Monitor	47.7%	47.9%	49.3%	50.0%	*n/a	n/a	n/a
4A.3	Residence reporting confidence in the police	Monitor	53.4%	53.6%	54.9%	55.4%	*n/a	n/a	n/a
4A.4	% residents satisfied with the police	Monitor	59.2%	60.4%	59.2%	58.4%	*n/a	n/a	n/a
4A.5	PSD Recorded Complaints	Monitor	995	988	989	896	904	-9.1%	-91
4A.6	PSD Recorded Complaints: Timeliness (days)	Monitor	55	60	68	73	● 91.5	+66.4%	+36.5

Public Confidence in the Police

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

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

PSD Recorded Complaints: Timeliness

The average timeliness for the resolution of PSD complaints has risen from 55 days in the year to June 2019 to almost 92 days in the year to June 2020. Several factors have contributed to this increase and measures have been implemented to improve future timeliness:-

- Data cleansing of information recorded on Centurion - with outstanding historical complaints being chased for completion. This has skewed the data.
- PSD have changed and renewed the PSD performance pack to ensure scrutiny and current reporting procedures from the IOPC.
- New PSD reporting is highlighting 'legacy' cases that will be dealt with at SMT, ensuring that older cases are regularly reviewed.
- PSD staff received extensive training on Centurion on 25/06/20, this should lead to an improvement in timeliness.

- The restructure has seen the two local resolution Sergeants moved from the City and County to the PSD umbrella. This will mean stronger supervision and more stringent scrutiny of historical complaints.

Theme 4: Transforming Services and Delivering High Quality Policing

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

		Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
								%	Actual
4B.4	Staffing vs Establishment: Officers	Monitor	99.7% 1,943/1,950	98.9% 1,939/1,960	98.2% 1,935/1,970	101.34% 1,980/2,006	98.66% 2,059.01/2,087	-1.04% pts*	+116
4B.5	Staffing vs Establishment: Staff	Monitor	97.0% 1,115/1,151	96.9% 1,157/1,123	97.0% 1,166/1,131	98.35% 1,119/1,138	99.84% 1,198.89/1,138.67	+2.84% pts	+83
4B.6	Staffing vs Establishment: PCSOs	Monitor	90.3% 181/200	87.7% 175/200	84.6% 169/200	75.53% 151/200	83.42% 166.83/200	-6.88% pts	-14
4B.7	% Contracted days lost to Sickness: Officers	Monitor	5.13% 19,710	5.33% 20,311	5.29% 20,733	5.24% 20,718	4.83% 19,628	-0.3% pts	-82
4B.8	% Contracted days lost to Sickness: Staff & PCSOs	Monitor	5.13% 14,384	5.11% 14,521	5.10% 14,225	5.13% 14,426	4.80% 13,741	-0.33% pts	-643

Budget vs Spend: Revenue/Capital

In terms of budget vs actual spend, the Force ended up being £92k overspent for the year ended 19/20 for our revenue budget. The total spend was £206,375k versus a budget of £206,286k. For capital spend for 19/20 we spent a total of £8,072k versus a budget of £14,580k which was an underspend of £6,508k.

Staffing: Officers / Staff / PCSOs

*Based on the percentage against the increased Target Operating Model.

Officer establishment has increased by 116 officers in the 12 months to June 2020; the % change shows a negative due to the increased Target baseline.

Police Staff have seen an increase of 83 while PCSOs have seen a decrease of 14 in the year to June 2020.

Sickness: Officers / Staff & PCSOs

Overall, sickness for Officers and Staff has seen reductions over the two-year period.

- The Force has entered a time period where the implications of the pandemic are being reflected in our absence figures. Whilst a pandemic would suggest that absence should increase, a separate absence reason has been created to capture this data and as a Force, we have not seen a significant proportion of overall absence related to this reason.
- The Force has followed the government guidelines and implemented self-isolation, shielding and in some cases, authorised absences through the Personal Assessment process which are not reported as sickness absence.

- Force processes coupled with the Government initiative to encourage people to stay at home may have reduced absence through the impact of individuals not mixing with others and picking up infections. Gyms and sporting activities being restricted are likely to have reduced injuries and as a result, absence.
- It is anticipated that lower demand and the arrival of some of our new officers on shift, increasing overall staffing numbers, coupled with the reduction of some of the less welcome commitments in Force, may attribute to less pressure in daily roles and staff and officers may therefore, feel more able to 'keep going'.
- Central reporting of absence may affect an individual's decision making over reporting sick.
- A sense of duty at a time of crisis may encourage attendance. We are aware as a Force through the Staff Survey, that motivation to serve the public is high.
- The increase of flexibility and working from home is well researched externally and is known to increase productivity and reduce absence.
- It is reported within the media that people are not seeking out diagnosis with the NHS of some health concerns due to fear of Covid-19, unfortunately, this may mean we have some undiagnosed illnesses at present that will eventually come to light.

Theme 4: Transforming Services and Delivering High Quality Policing

Theme 4C: Achieving Value for Money – Demand Management

		Aim	12 months to Jun 2019	12 months to Sep 2019	12 months to Dec 2019	12 months to Mar 2020	12 months to Jun 2020	Change over last year	
								%	Actual
4C.1	Calls for Service: 999	Monitor	186,229	189,325	190,968	195,050	188,570	+1.3%	+2,341
4C.2	Abandoned Call rate: 999	Monitor	0.076%	0.057%	0.111%	0.515%	0.70%	+0.6% pts	n/a
4C.3	Calls for Service: 101	Monitor	417,705	406,989	400,047	388,671	372,991	-10.7%	-44,714
4C.4	Abandoned Call rate: 101	Monitor	3.1%	2.0%	2.1%	5.1%	7.4%	+4.3% pts	n/a
4C.5	Response times: Grade 1 Urban	Monitor	77.9%	78.7%	79.3%	-	-	-	-
4C.6	Response times: Grade 1 Rural	Monitor	74.6%	74.6%	74.2%	-	-	-	-
4C.7	Response times: Grade 2	Monitor	50.9%	52.1%	52.5%	-	-	-	-
4C.8	Compliance with NCRS	Monitor	94.0%	94.0%	94.0%	94%-96%*	96.1%	+0.1*	n/a

Calls for Service: 999 and 101

999 calls have seen successive increases over the last two years, however, the latest year to June 20 has seen a reduction of over 2,000 calls compared to the previous 12 months to March 2020. April 2020 saw the lowest number of 999 calls recorded in the last 2 years (11,824), mainly attributable to the Covid-19 situation. Abandoned call rates for 999 remain extremely low. 101 calls have seen successive decreases over the last two years, mainly attributable to the cost of using the service and the Public reluctance to incur a charge. However, the last yearly quarter figure to the end of June 2020 has seen an increase in the number of 101 abandoned calls.

Response Times within Target

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

Compliance with NCRS

The coronavirus lockdown has seen significant reduction in crime in many categories throughout England and Wales, including Nottinghamshire.

NCRS compliance remains strong at 96.1% overall.

*A modest 0.1% point improvement has been recorded against the approximate compliance rate given last quarter.

APPENDIX A

Gun Crime

A Force problem profile for Gun Crime is now nearing circulation, as approved by Supt Scurr.

Points of note for the latest quarter Gun Crime data (March-June 2020) are:

- June 2020 saw an increase in 'actual' firearms discharges across both the City and the County from a low in preceding months.
- None of the discharges have been linked by NABIS currently and all emanate from different problems.
- All of the discharge offences now have offenders arrested, charged and/or remanded.
- Only one of the offenders is mapped in a recognised OCG.
- Other discharges have resulted from a dispute between nominals that are known to each other.
- P&I figures contain air weapon offences, these are not included in the intelligence gathering of Gun Crime as they are typically ASB and are deemed low risk/threat.
- An increase has been seen in drugs offences as lockdown eases and business becomes more overt in its nature, many firearms discharges are linked to tensions in the drug market historically.

ECINS Update

A training plan has been created to ensure that there is clear guidance on basic ECINS use as well as how to maintain the knife crime cohort, how to create a problem solving plan and how to make a referral to a Complex Case Panel (or local equivalent). NFRS agreed to provide training to each County NPI as well as two super-users per NPI area. Insp Gummer will provide training for the City NPI's and super-users. This will be 'train the trainer' delivery to enable them to cascade the training to their teams. The training package addressed the issues identified from the ECINS audit and was scheduled for delivery April to June 2020 – this unfortunately, had to be postponed and will now be delivered by the end of August.

The creation of short 'how to' videos has also been implemented, these will be stored on the Neighbourhood portals. Any that are relevant to partners can also be shared with them to bring about corporate usage.

Significant work has been undertaken to meet with recommendations from the internal audit, this has ensured that all users still require access to the system and are showing on the correct team. We also ensured that all PNC references and warning markers were deleted from profiles.

In relation to building confidence in the system among users and potential users, Notts has the most successful year since the start of the project.

The primary driver for this being the City MARAC process moving onto E-CINS, this has necessitated many additional agencies meaningfully interacting with the system successfully, for a purpose that already existed and had a need for a system such as E-CINS to host it. This project caused partners, such as those in the health sector, who had previously been reluctant to engage with E-CINS, to adopt the system, see the benefits and then envisage further uses.

Significant work has been undertaken to meet with recommendations from the internal audit, this has ensured that all users still require access to the system and are showing on the correct team. We also ensured that all PNC references and warning markers were deleted from profiles.

Please note: with the departure of the dedicated ECINS Manager, Matt Etchells-Jones, it is not possible to update on the following scenarios:-

- Work is underway to share that process (City MARAC) across the County.
- Nottinghamshire County Council is also now making moves to engage which will likely see a significant change in the County as the many processes to which they contribute to that were previously in the queue to transition to ECINs (pending County Council movement) can now start to transfer.

For Information

Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	18th September 2020
Report of:	Chief Constable
Report Author:	Tracey Morris
E-mail:	Tracey.morris@nottinghamshire.pnn.police.uk
Other Contacts:	Mark Kimberley
Agenda Item:	13

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

Quarter 1 2020/21 Capital Year to Date Position.

1. Purpose of the Report

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

2. Recommendations

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

3. Reasons for Recommendations

- 3.1 To update the Office of the PCC on the Force's forecast outturn position for 2020/21 as at the end of quarter 1 and also to comply with good financial management and Financial Regulations.

4. Summary of Key Points

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

	New Budget 2020/21 £'000	Slippage From 2019/20 £'000	In Year Approvals £'000	Revised Budget £'000
Assets/Estates	28,270	838	0	29,108
Information Technology	5,212	331	0	5,543
Other Projects	1,107	0	87	1,194
Total	34,589	1,169	87	35,845

- 4.3 The review of capital expenditure shows a forecasted outturn position of £28,241k. This is an underspend of (£536k) and anticipated slippage of (£7,068k). A breakdown of all the projects can be found in Appendix A.
- 4.4 Within the Assets/Estates projects are the three new build projects for Nottingham Custody Suite, new Joint HQ Build and the SARC (Sexual Adult Referral Centre). These three areas alone amount to a combined budget of £25,169k and also amount to the majority of the slippage figure currently being forecast of (£4,546k).
- The custody project is a multiyear project to deliver a new Nottingham Custody Suite at a new location within the City, work is now ahead of schedule, we are therefore at this point in time predicting that the budget allocated to this financial year is at risk of overspending. Should this momentum continue a review will be taken at Q2 with a view to requesting that budget allocated to 2021/22 be brought forward to this financial year. It is expected that the project will be delivered on budget in totality, but the phasing maybe a little out of line with costs being incurred. For a multi-million pound project, over multi years this is not unusual.
 - The new FHQ build is a multiyear project to deliver a new headquarters supporting the needs of Nottinghamshire Police and Nottinghamshire Fire and Rescue. The build is taking place on existing land, currently owned by Nottinghamshire Police; as such the difficulties experienced with the new custody suite have been avoided with this project. The project is well underway and the build contract has recently been let to Henry Brothers. It is expected that the project will generate a reasonable underspend, the full amount of this needs to be assessed in detail.
 - The current Topaz Centre is deemed as unsuitable; there is no scope for extending the building, and no opportunity for co-locating and integrating support services to provide a seamless support package for victims. In addition, the Topaz Centre is in need of reparation and improvement from a forensic perspective and requires urgent mitigation work to bring the building up to United Kingdom Accreditation Standards (UKAS) forensic standards. As a result of this assessment a new build is being undertaken close to the existing Centre. During this financial year it is expected that design and planning fees will be incurred with a view to the build starting April 2021. The capital budget is therefore slightly out of alignment with the planned works, hence the potential for slippage into 2020/21.
 - Other projects within the Assets/Estates area consist of building improvement, renovation & conversion works, this is an annual programme and reflects the risks identified within the building condition survey. The survey assessed each building in terms of mechanical, electric and fabric works that is required to keep buildings in top condition, the works have been prioritised and these form the basis for this element of the capital programme. Within the plans for this financial year are replacement windows and roof for Radford Road and Oxclose Lane police stations, this work needs to be completed during summer

months and due to covid this work is now delayed and will be undertaken next financial year. This is reflected in the slippage figure above.

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

- Technology refresh is a recurring project that has been developed to provide the financial support to refresh and upgrade existing equipment that has reached end of life. The plans for this financial year include the ongoing procurement of BWV (Body Worn Video) devices, replacement laptops, tough books and workstations, DIR (Digital Interview Recording) suites & laptops, nimble storage, Hyper V server hardware refresh, replacement multi-functional devices (printers) and archive storage expansion. Whilst some of these plans are in the early stages of planning and some purchases have been held back due to manufacturing issues delayed through Covid-19, at this stage it is anticipated that there could be an underspend from this project.
- ESN is a national programme to replace the current airwave service. The project started some years ago and has seen several setbacks, progress is still fragmented and types of devices have yet to be established. It is expected that the only cost this financial year will be to improve our firewall capability in preparation. It is expected that this project will slip again, with a further £800k already allocated to 2021/22, it is expected that this budget will slip into 2022/23.
- Replacement of static ANPR cameras around the County is the focus of this project. Existing cameras are old and the failure rate is high, a number of cameras were replaced last financial year, with the last instalment delayed due to manufacturing issues in relation to Covid-19. There is scope and plans for further cameras to be replaced this financial year.
- Operation Uplift includes the increase in BWV and airwave devices. There are also plans to increase the number of car parking spaces at several stations this is due to the increase in officers and whilst not an IT cost, this budget could be reallocated and split between estates and IT.

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

- Vehicle replacement is an annually recurring project that has been developed to provide the financial support to replace non-Venson vehicles that have reached end of life. There is a plan on which vehicles this will provide and progress is being made in delivery the plan which is expected to be on budget at the end of the year.

- Operation Uplift represents the impact on the force in relation to vehicles tied in with the increase in officers, costs currently attributed to this area are 11 Skoda Octavia's for operation Reacher, 3 Skoda Octavia's and introduction of the first 4 x electric vehicles for additional capacity across the force. The running costs for the vehicles have been reflected in the revenue element of the Transport budget.

5. Financial Implications and Budget Provision

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

6. Human Resources Implications

6.1 There are no immediate Human Resource implications arising from this report.

7. Equality Implications

7.1 There are no equality implications arising from this report.

8. Risk Management

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

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

9.1 There are no policy implications arising from this report.

10. Changes in Legislation or other Legal Considerations

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

11. Details of outcome of consultation

11.1 The figures included in this report are presented to the Force Executive Board on monthly basis.

12. Appendices

12.1 Appendix A – Capital Projects

APPENDIX A

Capital Projects

	Revised Budget	Out-turn	Under Spend	Slippage to 2021/22
	£'000	£'000	£'000	£'000
Estates				
Nottingham Custody Suite	12,400	12,852	(0)	452
New HQ Joint Build	11,959	7,498	(139)	(4,322)
Building Improvement, Renovation & Conversion Works	2,640	801	(171)	(1,668)
SARC New Build	800	124	0	(676)
Estate Improvements	600	600	(0)	0
Northern Control Room Conversion & Refurb.	362	362	0	0
Custody Improvements	166	100	0	(66)
West Bridgford Relocation	165	165	0	0
Hucknall EMAS	17	17	0	0
	29,108	22,518	(311)	(6,280)
Information Services				
Technology Services Refresh & Upgrades	2,573	2,350	(223)	0
Operation Uplift - IS	1,926	1,926	0	0
ESN	800	12	0	(788)
ANPR Camera Project	244	244	(0)	0
Command & Control	0	(2)	(2)	0
	5,543	4,530	(225)	(788)
Other Projects				
Operation Uplift - Fleet	572	572	0	0
Vehicle & Equipment Replacement	435	435	(1)	0
Operation Uplift - Other	100	100	0	0
CED	87	87	0	0
	1,194	1,193	(1)	0
Total	35,845	28,241	(536)	(7,068)

For Information	
Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	18th September 2020
Report of:	Chief Constable
Report Author:	Tracey Morris
E-mail:	Tracey.morris@nottinghamshire.pnn.police.uk
Other Contacts:	Mark Kimberley
Agenda Item:	14

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

Quarter 1 2020/21 Revenue Year to Date Position.

1. Purpose of the Report

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

2. Recommendations

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

3. Reasons for Recommendations

- 3.1 To update the Office of the PCC on the Force's forecast outturn position for 2020/21 as at the end of quarter 1 and also to comply with good financial management and Financial Regulations.

4. Summary of Key Points

4.1 Summary

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

At the end of Q1 the force has incurred additional costs/loss of income of £304k in relation to Covid-19 as well as £300k in relation to orders that have been delayed, the cost of which should have been incurred during 2019/20. These costs along with additional overtime spends would have resulted in a much larger overspend position than that being reported, however the considerable savings on vacant staff posts have off-set much of those costs.

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

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

4.3 Detail

The review of revenue expenditure shows a forecasted outturn position of £143k overspend for Police and an on budget position within the OPCC. This report will review each of the expenditure areas relating to the Police element of the budget.

Expenditure Type	Total Base £'000	Virements £'000	Revised Budget £'000	Q1 Outturn £'000	Variance Over/(Under) £'000
Employee	142,858	1,468	144,326	144,458	132
Premises	6,118	58	6,176	6,596	419
Transport	6,144	0	6,144	5,905	(238)
Comms & Computing	8,915	770	9,685	10,154	469
Supplies & Services	9,834	132	9,966	10,774	808
Agency & Contract Services	12,763	5	12,768	11,872	(895)
Pension	34,460	331	34,791	34,878	87
Capital Financing	8,482	1,000	9,482	9,448	(34)
Income	(13,054)	(3,729)	(16,784)	(17,389)	(605)
	216,519	35	216,554	216,696	143

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

The current forecast is an overspend of £132k and this relates to an underspend on staff pay of (£605k) representing a higher number of vacant posts, an overspend on officer £145k and PCSO £150k pay reflecting a lower than planned natural attrition rate. Overtime is currently predicted to overspend at around £453k, this is partly due to the 2 hours self-approval process not yet being removed from the system.

The costs of the EMSCU (East Midlands Strategic Commercial Unit) who were budgeted within Agency & Contracted Services £859k, these costs are due to the delay on implementing the LLP transfer which are off-set by additional income, leaving the original net budget of £150k unchanged.

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

The current forecast is an overspend of £419k. The overspend is due to retaining buildings for longer than expected, Worksop and Holmes House being the main costs at £110k. An additional £27k relates to additional cleaning costs due to Covid-19.

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

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

Current forecast is an underspend of (£238k). (£155k) saving has been achieved reflecting the lower than planned cost of diesel and petrol and a reduced level of mileage claims made by employees. These reductions are off-set by an increase in vehicle repairs and tyres, reflecting a higher specification fleet. There has been a higher number of written off vehicles, some of the cost of these will be recouped through insurance claims in due course.

£240k of this relates to a decision by the Speed Camera Partnership no to replace some of the existing fleet, an opposite entry to reserves is shown in Capital Financing.

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

Current forecast is an overspend of £469k and this relates to £308k increase of costs from the Home Office, a rise of 19% on previous years. £115k of orders that were delayed due to Covid-19 and now impact on the 2020/21 financial year; £96k of costs in relation to increase in airwave and Niche costs reflecting the growth in officer numbers. These costs have been off-set by savings of (£319k) in relation to closing of systems and phone/data lines no longer required. The balance of £200k relates to various contract renewals being higher than anticipated.

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

Current forecast is an overspend of £808k, the majority of this reflects an increase in insurance premiums of £310k. A fee of £219k has been incurred in respect of Avon and Somerset Police opting out of the MFSS (Multi Force Shared Services) Collaboration. £250k efficiency saving allocated here will be incurred in other areas, it is anticipated that this will be achieved in full across the force.

As a result of increase insurance premiums the contribution to the Insurance reserve will be reduced by £310k.

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

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

Current forecast is an underspend of (£895k). MFSS costs have reduced, £342k of this is a reduction in the GEN 2 costs with inflation and relative growth being £326k lower than expected.

A new delivery model was approved at the PCC board, resulting in a reduction in the regional charges for EMSOU (East Midlands Special Operations Unit) of £227k.

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

The forecast currently shows an overspend of £87k. An accrual for £150k has been made in respect of pension remedy compensation claims, which is off-set by a saving on staff standard pension contributions reflecting the current vacant posts in the organisation.

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

Current outturn position is (£34k) underspend. The MRP has been increased by £332k to reflect the shorter lifetimes of assets that have been funded by borrowing, capital receipt contributions are also expected to be lower. This is off-set by £327k transfer to general reserves which is mainly in respect of the £240k change in decision relating to the Speed Camera van replacements.

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

Currently forecast to increase by (£605k). (£1,218k) reflects the income due to off-set the EMSCU charges. (£213k) off-sets costs of regional buildings; (£174k) additional income generated from investment interest, this is off-set by £278k loss of income for sporting events and Speed Camera Team £297k as a result of Covid-19. A reduction of £320k income from the Speed Camera Partnership, mainly as the result of a decision not to replace vehicles is off-set by reduced contribution to capital financing.

5. Financial Implications and Budget Provision

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

6. Human Resources Implications

6.1 There are no immediate Human Resource implications arising from this report.

7. Equality Implications

7.1 There are no equality implications arising from this report.

8. Risk Management

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

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

9.1 There are no policy implications arising from this report.

10. Changes in Legislation or other Legal Considerations

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

11. Details of outcome of consultation

11.1 The figures included in this report are presented to the Force Executive Board on monthly basis.

12. Appendices

12.1 None

For Consideration	
Public/Non Public	Public
Report to:	Strategic Resources & Performance
Date of Meeting:	18th September 2020
Report of:	The Chief Executive
Report Author:	Noel McMenamin
E-mail:	noel.mcmenamin@nottsc.gov.uk
Other Contacts:	
Agenda Item:	15

WORK PROGRAMME

1. Purpose of the Report

- 1.1 To provide a programme of work and timetable of meetings for the Strategic Resources and Performance meeting

2. Recommendations

- 2.1 To consider and make recommendations on items in the work plan and to note the timetable of meetings

3. Reasons for Recommendations

- 3.1 To enable the meeting to manage its programme of work.

4. Summary of Key Points

- 4.1 The meeting has a number of responsibilities within its terms of reference. Having a work plan ensures that it carries out its duties whilst managing the level of work at each meeting.

5. Financial Implications and Budget Provision

- 5.1 None as a direct result of this report

6. Human Resources Implications

- 6.1 None as a direct result of this report

7. Equality Implications

- 7.1 None as a direct result of this report

8. Risk Management

- 8.1 None as a direct result of this report

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

- 9.1 This report meets the requirements of the Terms of Reference of the meeting and therefore supports the work that ensures that the Police and Crime Plan is delivered.

10. Changes in Legislation or other Legal Considerations

- 10.1 None as a direct result of this report

11. Details of outcome of consultation

- 11.1 None as a direct result of this report

12. Appendices

- 12.1 Work Plan and schedule of meetings

**STRATEGIC RESOURCES AND PERFORMANCE
WORK PROGRAMME**

4 November 2020			
	ITEM	Report Focus	REPORT AUTHOR
	Police and Crime Plan Priority Theme 1 • <i>Protecting People from Harm</i>		
1	Children and Adult Safeguard	Legal requirements, progress against HMIC recommendations, performance and criminal justice outcomes, Public Protection Unit resourcing, IICSA response and progress against force improvement plan.	Force
2	Modern Slavery –	Performance and response. Highlighting key achievements	Force
3	Cyber enabled Crime and Keeping People Safe Online	Performance and response. Highlighting key achievements.	Force
4	Missing Persons	Demand profile, risk assessment, force and inter-agency response, progress, HMIC findings and recommendations. Lessons learnt from other forces.	Force
5	EDHR annual update – moved from Sept meeting	Equality Act 2010 duties, positive action, training, workforce profile and engagement and consultation with BAME communities	Force
	Strategic Items		
6	Police and Crime Plan –Delivery Plan Update	Monitoring theme 1	OPCC
	Standard Items		
7	Performance and Insight Report	Performance against police and crime plan	Force
8	Capital Report	Monitoring against capital	Force
9	Finance Revenue Budget Outturn		Force
10	Chief Constable's Update	Chief Constable's achievements and briefing	Force
	Regional Collaboration (Verbal Update)	Update on key developments and activity	Force