NOTTINGHAMSHIRE POLICE
PROUD TO SERVE

Corporate Services

Performance & Insight Report

Themes 1 - 7

Performance to September 2013

Strategic Priority Theme 1: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		Target Profile	Current Performance – 12 months to July 2013[1]		
			Target	Trend	Summary
1	% of victims of crime that are completely, very or fairly satisfied with the service they have received from the police	▪ 90% ▪ To be in the top five Forces nationally	-2.8pp[2] ●	+0.1pp ↔	Performance is stable when considering the long term trend with the Force remaining below the **90%** target. Satisfaction for incidents in the 12 months to July is **87.2%.** It was 87.1% for the comparative period in the previous year. The Force is in line with peers nationally and is above the Most Similar Group (MSG) average (based on 12 months of interviews ending June 2013). The gap between the two divisions has closed (City **86.3%**, County **88.0%**) with the County evidencing improvement in Burglary Dwelling. Theft from vehicle crime satisfaction is also a key differentiating factor between the divisions, with the City experiencing a negative trajectory over the last year. Further details on this measure are available at **Appendix B**.
2	% of victims and witnesses satisfied with the services provided in court	▪ 90% satisfied with service received ▪ 85% feel confident to give evidence in court ▪ Improved satisfaction levels compared to 2012-13	+3.8pp ●	↔[3]	In September, **98.4%** of victims and witnesses were satisfied or very satisfied with the services provided in Court and the **90%** target has been achieved in eight of the last nine months. Year-to-date figures show an average satisfaction level of **93.8%** (April - September 2013), while **88.0%** felt confident to give evidence (April - June 2013). Further details on this measure are available at **Appendix C**.
3	% of people who agree that the Police and Council are dealing with local Anti-Social Behaviour and other crime issues	▪ 60% by 2015-16	-10.6pp ●	-12.0pp ↓	**There is no new data on this measure.** Performance is below target following a further dip in agreement levels since the previous quarterly results. The agreement level is **49.4%** for 12 months interviews ending March 2013. The Force has lost ground on peers and there is a statistically significant disparity to the national average. Further details on this measure are available at **Appendix D**.

[1] *Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure*
[2] *Percentage points*
[3] *Should be treated with caution due to limited amount of data available*

Strategic Priority Theme 1: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		Target Profile	Current Performance – 12 months to July 2013[1]		
			Target	Trend	Summary
4	% reduction of people that have been repeat victims within the previous 12 months	▪ Reduce the number of repeat victims of Domestic Abuse, Hate Crime & Anti-Social Behaviour by 5% year on year compared to 2012-13	-8.1% ●	-12.1% ↓	Year-to-date (April to September 2013) there has been a **12.1%** reduction in the number of people that have been repeat victims of domestic violence, hate crime or Anti-Social Behaviour (ASB) within the previous 12 months, when compared to the same period of last year. This equates to **665** fewer repeat victims. The Force is currently achieving target on this measure, with the strong performance driven by a reduction of **17.1%** in repeat ASB victims when compared with the same period last year. In terms of repeat victims of domestic violence, the Force is currently experiencing an increase of **10.1%** (71 victims) when compared to last year, while repeat victims of hate crime have increased from 22 last year to 36 this year. Whilst these increases are not impacting on the overall performance position for this measure, they are of concern, and are discussed further at **Appendix E**.
5	The number of people Killed or Seriously Injured (KSIs) on Nottinghamshire's roads	▪ 40% reduction in all Killed and Seriously Injured (KSIs) by 2020 (from 2005-2009 average)	-18.8% ●	-23.5% ↓	Quarter 1 and 2 figures reveal that between January and June 2013, the Force recorded a **23.5%** reduction in KSIs when compared to the same period of 2012. This equates to **64** fewer people Killed or Seriously Injured on Nottinghamshire's roads, and means that the Force is currently on course to meet the long term target reduction for this measure. The reduction has been driven by a large reduction in fatalities (**31.3%** or 5 KSIs), while serous injuries have also reduced by a healthy **23.0%** (59 KSIs). The vulnerable road groups show the greatest reductions, with motorcyclist and pedestrian KSIs reduced by more than 30%, and pedal cyclists down by 19.0%. A detailed report on KSI performance including the latest quarter two data and an overview of current road policing operations can be viewed at **Appendix F.**

Strategic Priority Theme 1: Protect, support and respond to victims, witnesses and vulnerable people					
Measure		Target Profile	Current Performance – 12 months to July 2013[1]		
			Target	Trend	Summary
6	Average time taken to locally resolve allegations about the conduct of employees arising from public complaints will reduce to 35 days by 2015[4]	▪ **INTERNAL TARGET** Average of 43 days to locally resolve allegations by 2013-14	+68.0% ●	-16.4% ↔	Long-term performance is stable however there is evidence of deterioration in the short-term. The average number of days to locally resolve allegations in the year to the end of August 2013 is **72 days**, and the disparity to the 2013-14 target timescale has stabilised in the last quarter. In the last 12 months around 37% of local resolutions were achieved within 43 days. The latest IPCC data[5] shows Nottinghamshire to be below both the national and MSG averages. A detailed report on this measure can be viewed at **Appendix G**.
7	Average time to locally investigate allegations about the conduct of employees arising from public complaints will reduce to 120 days by 2015	▪ **INTERNAL TARGET** Average of 150 days to locally investigate allegations by 2013-14	+30.0% ●	+6.5% ↔	Long-term and short-term performance is broadly stable. The average number of days to locally investigate allegations in the year to the end of August 2013 is **195 days** which is 45 days from target. In the last 12 months around 46% of local investigations were achieved within 150 days. The latest IPCC data[6] shows Nottinghamshire to be below the national average and in line with the MSG average. A detailed report on this measure can be viewed at **Appendix H**.

[4] *Public complaints measures do not form part of the current Policing and Crime Plan but are proxy indicators for strategic priority theme 1*

[5] *Source: Police Complaints Information Bulletin (Interim Bulletin) – Nottinghamshire Police, Reporting Period April 2012 to March 2013, published by the Independent Police Complaints Commission. The IPCC has advised that some information is missing and that a full bulletin for April 2012 to March 2013 will be published in the summer of 2013. In particular the bulletin does not reflect the changes introduced to the complaints system by the Police Reform and Social Responsibility Act 2011.*

[6] *Source: Police Complaints Information Bulletin (Interim Bulletin) – Nottinghamshire Police, Reporting Period April 2012 to March 2013, published by the Independent Police Complaints Commission. The IPCC has advised that some information is missing and that a full bulletin for April 2012 to March 2013 will be published in the summer of 2013. In particular the bulletin does not reflect the changes introduced to the complaints system by the Police Reform and Social Responsibility Act 2011.*

Strategic Priority Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process					
Measure		Target Profile	Current Performance – Year-to-date to August 2013[7]		
			Target	Trend	Summary
1	% of Crown Court and Magistrate Court files to be submitted by the police to the CPS on time and without deficiencies	▪ To improve the current timeliness and quality of files	CC Error Rate -0.7pp ● CC Timeliness -6.0pp ● MC Quality +1.0pp ● MC Timeliness +0.7pp ●	↔[8]	Performance on this measure remains stable in the short-term, however it is not possible to make accurate long-term judgments regarding trend due to a lack of data[9]. The Crown Court shows the stronger performance this month, with improvements in both file quality and timeliness meaning that the target has been achieved. Performance in August is particularly strong, with both the error and late rates for the Crown Court at their lowest level this year. Performance in terms of the Magistrates Court files is not as strong, with this area failing to meet either the quality or the timeliness target. Examination of monthly data reveals that the error rate for Magistrates Court files has been increasing since the start of the year, reaching a peak in August, and the late rate is now increasing following an earlier period of improvement. More detail is available at **Appendix I**.
1	Crown Court and Magistrates Court conviction rates	▪ To be better than the national average ▪ To be consistently in line with CPS national averages	CC +3.2pp ● MC 0.0pp ●	↔	Nottinghamshire Criminal Justice Area is showing a conviction rate for the month of August 2013 of **84.1%** for cases prosecuted through the Magistrates' Courts (MC) and **83.7%** for cases prosecuted through the Crown Court (CC). The year-to-date conviction rate for the Crown Court stands at **84.5%**, and although this shows some deterioration when compared to the **87.0%** recorded at the end of quarter one, the Crown Court continues to meet target on this measure, having a higher rate than the national average of **81.3**%. The Magistrates Court is close to target, having recorded a year-to-date rate of **84.7%**, the same as the national rate for the same period. More detail on this measure is available at **Appendix J**.

[7] *Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure*

[8] *Performance on all of the criminal justice measures remains stable in the short-term, however it is not possible to make accurate long-term judgments regarding trend due to a lack of available data*

[9] *Where information on direction of travel is provided for this measure, it will reflect the current month's position compared to last months position.*

Strategic Priority Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process					
Measure		Target Profile	Current Performance – Year-to-date to August 2013[7]		
			Target	Trend	Summary
2	% of effective trials in the Magistrates' and Crown Courts	▪ Reduce % of ineffective trials compared to 2012-13 ▪ Achieve an effective trial rate of 50% for Crown Court and 50% for Magistrates Court	CC -8.2pp ● MC -7.2pp ●	↔	Year-to-date figures to August 2013 show that the current effective trial rate (year-to-date) is **41.8%** for the Crown Court, and **42.8%** for the Magistrates Court, meaning that neither court is achieving the target 50% effective trial rate. Performance across both courts has been fairly static over the last 14 months. While both courts are recording an increase in rate when compared to last year, this increase is relatively small. Current trends suggest that the 50% target will be a challenging one to achieve this year. More detail on this measure is available at **Appendix K**.

Strategic Priority Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour					
Measure		Target Profile	Current Performance – Year-to-date to September 2013		
			Target	Trend	Summary
1	Reduction in All Crime across the Force	▪ 10% reduction compared to 2012-13	+12.9% ●	+3.3% ↑	The Force continues to record an increase in All Crime volume when compared to last year, and although the performance picture has improved since the start of the year, the Force is noticeably over target on this measure and performance remains of concern. In terms of divisional performance, the City is currently experiencing the larger percentage increase in offence volume, with a **3.7%** (550 offences) increase, compared to the County's 3**.0%** (570 offences) increase. The Theft and Handling and Violence Against the Person offence groups continue to drive the current All Crime increase, although it is the Burglary Dwelling offence group which is experiencing the largest percentage increase in offences year-to-date (22.8% or 403 offences). A full table showing performance by crime type can be viewed at **Appendix M**. The Force's Priority Areas show mixed performance, with more than half recording increases as seen at Force level. A summary table of performance on these areas can be viewed at **Appendix N**. The Policing Plan target for this measure is a 10% reduction in All Crime during 2013/14, and based on current performance to date, the Force will require a significant reduction in offences in order to achieve target by the end of the year. Current performance for All Crime is discussed in more detail at **Appendix L**.

Strategic Priority Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour					
Measure		Target Profile	Current Performance – Year-to-date to September 2013		
			Target	Trend	Summary
2	Reduction in Anti-Social Behaviour incidents across the Force	▪ 8% reduction year on year, from 2013-14 to 2015-16 ▪ A 50% reduction in ASB incidents across the Force by 2015-16 compared to 2011-12	-3.0% ●	-10.9% ↓	The Force continues to record a reduction in Anti-Social Behaviour (ASB) incidents, with 2,415 fewer incidents recorded this year compared to last. Performance is similar across the Forces BCUs, with year-to-date reductions of **6.5%** (593 incidents) on the City, and **14.0%** (1,822 incidents) on the County. Although the Force is currently achieving target on this measure, recent reductions have been smaller than those seen last year and downward momentum continues to slow. More information on this, including details of areas of concern are discussed at **Appendix O**. A full breakdown of ASB incidents by area can be viewed at **Appendix P**.
3	The detection rate (including Positive Outcomes) for recorded offences	▪ A rate of 37% (including positive outcomes) for All Crime ▪ To monitor Home Office disposals as follows; Charge/Summons, Caution/Reprimand/Warning Taken into consideration, Penalty Notice for Disorder, Cannabis Warning, Community Resolution.	-7.8pp ●	-5.5pp ↓	The overall year-to-date detection rate of **31.1%** is considerably lower then the current target of **37.0%,** and is also below the **36.6%** rate recorded last year. Detection rates on the BCUs are similar to those seen at Force level (**32.0%** on the City, **30.4%** on the County). The current detection rate is **5.5** percentage points lower than the rate recorded last year, and this has been driven by both an increase in offence volume, and a decrease in the volume of detections recorded (**6.7%** or 843 less detections compared to last year). With the exception of Community Resolutions, all of the main types of disposal have shown a reduction this year; with the reduction in offences Taken Into Consideration (TICs) of most concern. Further detail on the Forces current detections performance can be viewed in **Appendix Q**.

Strategic Priority Theme 4: Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour					
Measure		Target Profile	Current Performance – Year-to-date to September 2013[10]		
			Target	Trend	Summary
1	Number of alcohol related admissions to hospital	▪ A reduction in the number of alcohol related admissions to hospital compared to 2012-13	-11.1% ●	-11.1% ↓	The volume of admissions in quarter four of 2012/13 was; **1,405** for Nottingham City, **4,150** for Nottinghamshire County. These totals represent sizeable decreases for both Nottingham City **(-18.5%** or 319 fewer admissions) and Nottinghamshire County (**-8.3%** or 374 fewer admissions), meaning that the Force has achieved the target of a reduction in admissions, with an overall reduction of 11.1% or 693 less admissions. When considering rates of admission per 100,000 population the East Midlands region compares favourably to the national picture, with a reduction in rate of **8%** compared to **3%** for England as a whole. More detail can be viewed at **Appendix R**.
1	The number of alcohol related crimes (proxy measure)	▪ Monitor the number of crimes which appear alcohol related	N/A	N/A	Year-to-date figures reveal that **15.4%** of All Crime in Force was alcohol related, compared to **18.0%** last year. (Year-to-date: City **17.1%,** County **14.2%**). Due to current recording limitations there is no target for this measure and the current results should be treated with some caution during the monitoring phase. Improvements in recording practices will be monitored this year with a view to setting a target in later years. A detailed report on this measure is available to view at **Appendix S**.

▪

[10] *Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure*

2	% of successful completions of OCU and non OCU (Opiate and Cocaine Users)	▪ 1% increase compared to 2012-13	OCU -2.2pp ●	-1.2pp ↓	This measure is based on the proportion of Opiate and Cocaine Users (OCU) and Non-Opiate and Cocaine Users (Non-OCU) who have successfully completed drug treatment programmes. In the 12 months to June 2013 the successful completion rate for OCUs was **9.7%**. This is a slight deterioration on the rate recorded during 2012/13, meaning that the target has not been achieved, although the Force is close to target at only 2.2pp away. During the same period the success rate for non-OCUs was 43.2%, also a deterioration when compared to the previous year. In terms of a City and County performance, performance on both BCU's shows signs of deterioration with current completion rates for both OCU and non-OCU lower than in the previous period. More detail on this measure is available at **Appendix T**.
			Non-OCU -4.2pp ●	-3.2pp ↓	

Strategic Priority Theme 5: Reduce the threat from organised crime					
Measure		Target Profile	Current Performance – Year-to-date to September 2013		
			Target	Trend	Summary
1	The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders	▪ 10% increase (year on year) in the numbers of confiscation and forfeiture orders compared to 2012-13	-18.4% ●	-7.1% ↓	The target for this measure is to increase the number of confiscation and forfeiture orders and the Force has actually recorded a decrease in the number of orders, with **92** orders this year compared to **99** last year (a reduction of **7.1%**). This reduction in the number of orders means that the Force has not achieved the target volume of orders year-to-date, with **92** orders compared to a target of **109** orders, meaning that the Force has fallen short of target by **17** orders or **18.4%** based on year-to-date figures. So far this year the Force has recorded a total order value of **£445,645.04** (last year; £901,226.81) which equates to an average order value of **£4,843.97**, a decrease of **46.8%** compared to the average order value recorded during the same period of last year, however this has been influenced by a significant high value order obtained in September last year. Performance for this measure is discussed in more detail at **Appendix U**.

Strategic Priority Theme 5: Reduce the threat from organised crime					
Measure		Target Profile	Current Performance – Year-to-date to September 2013		
			Target	Trend	Summary
2	Force threat, harm and risk (THR) assessment level	▪ To reduce THR to below the 2012-13 level	●	↓	**There is no updated information available for this measure and as this summary provides all of the current information, there is no additional report for this measure.** The current THR level is **slightly reduced** when compared to that recorded at the end of last year. In terms of criminal intent and capability, the *current threat* from Serious, Organised Crime in Nottinghamshire can be described as **significant** and **consistent** but with evidence of **successful disruption** within the last 6 month period as a result of various Nottinghamshire Police and EMSOU operations. From an intelligence perspective, despite this successful disruption the recent and upcoming prison release of key individuals linked to organised criminality means that it is likely that the medium term threat from Serious, Organised Crime in Nottinghamshire will not change from its current threat status of **significant** and **consistent**.

Strategic Priority Theme 6: Prevention, early intervention and reduction in re-offending					
Measure		Target Profile	Current Performance – Year-to-date to September 2013[11]		
			Target	Trend	Summary
1	First-Time Entrants (FTEs) into the Youth Justice System	▪ 10% reduction (year on year) compared to 2012-13	-23.8% ●	-27.3% ↓	There have been 200 First-Time Entrants (FTEs) into the Youth Justice System this year. This is a reduction of **27.3%** (75 FTEs) compared to last year. The current year-to-date target has been achieved. Currently **23.8%** or **48** FTEs better than target. The largest reduction this year is seen on the County, where a **47.2%** reduction was recorded, while the City recorded a reduction of **6.0%**. The use of Restorative Justice disposals and Community Resolutions came into force at the beginning of 2012-13 and it is expected that as it gathers momentum there will be less FTEs year on year. Further detail on this measure can be viewed at **Appendix V**.
2	National – reduce the offending of offenders managed and supervised by Integrated Offender Management (IOM) that cause significant harm Local - Acquisitive Crime Cohort, high risk of harm offenders and young adult offenders (18-21years)	▪ 10% reduction (year on year) compared to 2012-13 ▪ Reduce (proven) reoffending to be below the national average ▪ To monitor the Acquisitive Crime Cohort, high risk of harm offenders and young adult offenders (18-21years)	+3.0pp ●	N/A	National data published by the Ministry of Justice covering the 12 months to September 2011 suggests that Nottinghamshire had a 'proven' re-offending rate of **37.0%**, **3.0** percentage points above the national average of **34.0%**, placing the Force 32nd out of 36 areas. Further detail on this measure, including information on the Force's current IOM cohort, can be viewed at **Appendix W**.

[11] *Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure*

Strategic Priority Theme 7: Spending your money wisely

Measure		Target Profile	Current Performance – Year-to-date to September 2013[12]		
			Target	Trend	Summary
1	Make efficiency savings	▪ Save £8.6m by March 2014	N/A	N/A	The Government's grant has reduced significantly and in order to balance the budget, savings of **£8.6m** need to be made in 2013-14. Detailed plans are in place to ensure the savings target is met. However, it is too early in the year to make sensible measure of progress against the target. Confirmed efficiencies are currently being made through staff savings and savings from Fleet, Estates and Collaboration.
2	Ensure balanced budget	▪ Overall spend v budget	+0.2% ●	N/A	The full year net revenue budget for 2013-14 is £196.998m. Actual net expenditure for April – September 2013 was £99.030m against a budget of £98.806m for the same time period. The resulting position against budget was an over spend of £0.224m (+0.2% of budget), meaning that the Force is currently over budget and is within target at this time. More detail on this measure can be viewed in **Appendix X**.
3	Total number of days lost due to sickness (Officer)	▪ 3.7% for Officers and Staff (8.2 days)	+9.4% ●	-13.4% ↓	The latest 12 month rolling sickness data for the Force has shown that officer sickness reduced to 4.05% in September 2013 from 4.53% in March 2013 and 4.67% when the updated Attendance Management policy was implemented at the end of October 2012. This compares to 4.68% in September 2012. The reduction appears to coincide with the implementation of the updated Attendance Management policy at the end of October 2012, and HR is continuing to work closely with line managers to deal with outstanding sickness issues in order to enable to the Force to meet target on this measure. Officer sickness absence in the 12 months to September 2013 amounted to a cost to the Force of £4.1m. This has reduced from £4.8m as at the end of October 2012 when the revised policy was introduced. More detail on this measure can be viewed in **Appendix Y.**

[12] *Unless otherwise stated. Where different date parameters apply, this will be detailed in the summary for the measure*

Strategic Priority Theme 7: Spending your money wisely					
Measure		Target Profile	Current Performance – Year-to-date to September 2013[12]		
			Target	Trend	Summary
3	Total number of days lost due to sickness (Staff)	▪ 3.7% for Officers and Staff (8.2 days)	+2.7% ●	-12.0% ↓	Staff sickness is currently on target, with 12 month rolling figure of 3.80% against the 3.7% target. This represents a notable improvement in performance, with the equivalent figure at the end of October 2012 being 4.44%. More detail on this measure can be viewed in **Appendix Z**.
4	BME representation	▪ To reduce the gap in current Black Minority Ethnic (BME) representation within the Force and local BME community representation in respect of: Recruitment for officers and staff to reflect the local community	●	+0.1% ↔	Current BME representation in Force stands at 3.9% (September 2013). This shows little change from the proportion recorded in March last year, however the Force is in the process of recruiting new officers following a positive action campaign and therefore a change may be seen in the representation statistics in the coming months. The 3.9% figure is lower than the BME population of Nottinghamshire, which stands at 11.2% (Source: 2011 Census Data).
Proxy measures:					
5	Overtime Budget	▪ Maintain overtime spend below budget	+29% ●	-13% ↑	The Force's overtime expenditure during the year to September 2013 was £2.545m, which is an overspend of £0.574m against a budget of £1.971m. The main operations were: Op Sponsor (£0.105m, rechargeable), Op Accelerate (£0.100m), Op Embolite (£0.036m), Op Enamelled (£0.025m), Op Solentina (£0.022m, rechargeable). More detail on this measure can be viewed in **Appendix AA**.
6	Establishment	▪ Officer establishment 2,109 ▪ Staff establishment 1,642	● ●	N/A	Targets quoted are for March 2014. Officer and PCSO recruitment is in process which will help get levels up to target. More detail on this measure can be viewed in **Appendix AB**.

Appendix A

User Guide to the Performance and Insight Report

This document sets out a summary of the performance of Nottinghamshire Police in relation to key measures to deliver against the strategic priority themes as set out in the Police and Crime Plan 2013-18.

The seven themes are used to provide direction and focus to support the delivery of the Police and Crime Plan and are as follows:

- Theme 1: Protect, support and respond to victims, witnesses and vulnerable people
- Theme 2: Improve the efficiency, accessibility and effectiveness of the Criminal Justice system
- Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
- Theme 4: Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour
- Theme 5: Reduce the threat from organised crime
- Theme 6: Prevention, early intervention and reduction in offending
- Theme 7: Spending your money wisely

Within the seven themes are a number of key measures to allow monitoring of Force performance, in order to highlight risks and implement the appropriate control measures required to improve performance.

The summary tables in the front of the report provide an overview of current performance for each of the key measures, and these tables are organised according to the seven strategic themes. The information provided in the tables is as follows:

Measure and Target Profile columns
These provide a description of the measure and the target set by the Police and Crime Commissioner

Target column
Shows current performance against target. Where available, this will be shown as a numeric (mainly percentage) value along with a direction of travel, so for example; -10% on the ASB measure would denote that current volume is 10% lower than target volume. This numeric value will be accompanied by a coloured circle showing whether the measure is on target, close to achieving target or not achieving target, as shown in the box below.

KEY to Performance Comparators	
Performance Against Target	
●	Significantly better than Target >5% difference
●	Better than Target
●	Close to achieving Target (within 5%)
●	Significantly worse than Target >5% difference

Trend column
Provides an indication of current trend and direction of travel. As with the target column, this data will be presented, where possible, as a numeric (again usually percentage) value. For the majority of measures this figure will represent the change in performance when compared to the equivalent period of the previous year, with a + or – symbol denoting the direction of travel, i.e. whether the change is an increase or decrease on the previous position. This figure will be accompanied by an arrow which provides an indication of current trend, with the direction of the arrow representing direction of travel (increase, decrease or stable) and the colour of the arrow showing whether this is positive, neutral or negative performance (as an increase in a measure such as detection rate will be positive performance, whereas an increase in a measure such as All Crime will be negative). This is summarised in the box below.

KEY to Performance Comparators	
Trend	
↑	Increase – Improvement in Performance
↓	Decrease – Improvement in Performance
↔	Stable Trend – little change in Performance
↑	Increase – Deterioration in Performance
↓	Decrease – Deterioration in Performance

Date parameters
The majority of measures in the report use performance year-to-date data (April to the end of the current month), and will compare this period to the equivalent year-to-date period of the previous year in order to provide an indication of performance over time. The main exceptions to this are satisfaction and confidence data, which both use 12 months to date data, and which tend to lag behind crime and detections data by a few months. It should also be noted that for a number of the measures for which the data is sourced externally, the date parameters may differ to those commonly used in Force. Where different parameters are used, this will be specified in the text summary for the measure affected, and unless otherwise stated, comparisons to previous performance will refer to the equivalent period of the previous year.

Diagnosing Exceptional Performance
Any measures which are demonstrating exceptional performance will be discussed in further detail in the appendices of the report. Where this is the case it will be stated in the summary for that measure. A measure will be considered an exception if it is significantly off target, has a deterioration in recent performance, (for example a marked decrease in satisfaction levels) or if there are any other significant changes in performance which are of concern.
Fur the purposes of this report, the statistical techniques applied to determine statistically significant changes in performance for the majority of the measures examine the standard deviation, the moving range and linear regression using pearsons correlation coefficient and t-tests.

For more information on the statistical techniques employed in the report please contact the Performance and Insight team: mi@nottinghamshire.pnn.police.uk

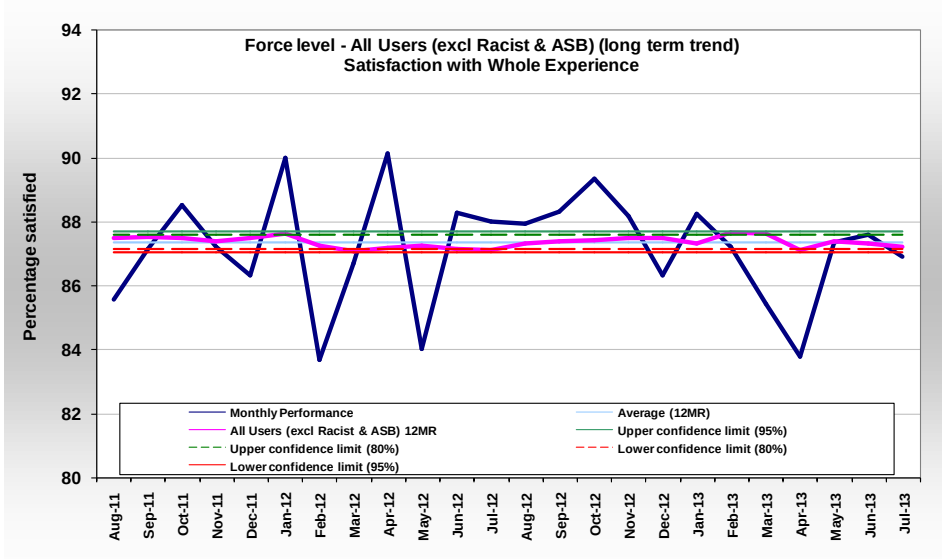
Commonly used acronyms
ASB – Anti-Social Behaviour
BCU – Basic Command Unit
BME – Black Minority Ethnic
CSEW – Crime Survey for England and Wales
HMIC – Her Majesty's Inspectorate of Constabulary
MSG – Most Similar Group of Forces; or Most Similar Group of BCU's
PCC – Police and Crime Commissioner
PSD – Professional Standards Directorate
RTC – Road Traffic Accident

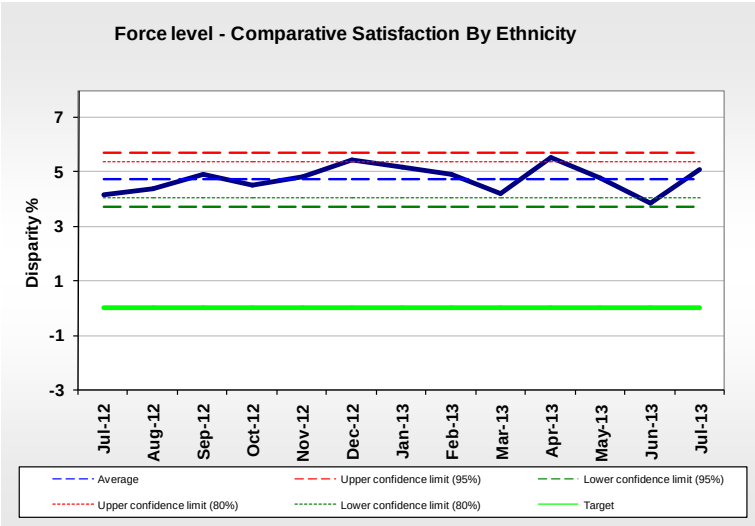
Data Sources	
Theme 1: Protect, support and respond to victims, witnesses and vulnerable people	
Satisfaction with serviced received from police	Nottinghamshire Police internal user satisfaction surveys
Victim and witness satisfaction with court services	Victim Support Witness Service Quality of Service forms collected from Nottinghamshire courts
Confidence in police and local council	Crime Survey for England and Wales (formally the British Crime Survey)
Repeat victims	Nottinghamshire Police CRMS Crime Recording & Management System and Vision Command & Control system
Persons Killed or Seriously Injured on the roads	Nottinghamshire Road Safety Team and Force internal POETS incidents system
Complaints	Nottinghamshire Police internal Centurion system
Strategic Priority Theme 2: Improve the efficiency, accessibility and effectiveness of the criminal justice process	
Court file timeliness and quality	Nottinghamshire Police Crime and Justice department
Court conviction rates	HM Courts Service
Court effective trial rates	HM Courts Service
Strategic Priority Theme 3: Focus on those local areas that are most affected by Crime and Anti-Social Behaviour	
All Crime Detection Rate	Nottinghamshire Police CRMS Crime Recording & Management System
ASB	Nottinghamshire Police Vision Command & Control system
MSG and national comparisons	Home Office Project Fusion website
Strategic Priority Theme 4: Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour	
Alcohol-related admissions to hospital	Public Health England LAPE website
Successful completions of OCU and non OCU	Nottinghamshire County Council

Data Sources	
Strategic Priority Theme 5: Reduce the threat from organised crime	
POCA confiscation and forfeiture orders	Force internal Joint Asset Recovery Database
Force threat, harm and risk level	Nottinghamshire Police Intelligence Team
Strategic Priority Theme 6: Prevention, early intervention and reduction in re-offending	
First-Time Entrants	Nottingham City and Nottinghamshire County Youth Offending Teams
Re-offending	Home Office
Strategic Priority Theme 7: Spending your money wisely	
Efficiency Savings	
Balanced Budget	Nottinghamshire Police e-financials General Ledger
Staff and Officer Sickness	Nottinghamshire Police HRMS
BME Representation	Nottinghamshire Police HRMS

Appendix B

Strategic Priority	**Theme 1 – Protect, support and respond to victims, witnesses and vulnerable people**
Measure	***Percentage of victims of crime satisfied with the service they have received from the Police***
Target	*90% completely, very or fairly satisfied with the service they have received (to be in the top five forces nationally)*





Source: Nottinghamshire Police User Satisfaction Surveys for incidents reported to the end of July 2013 (completely, very or fairly satisfied with whole experience).

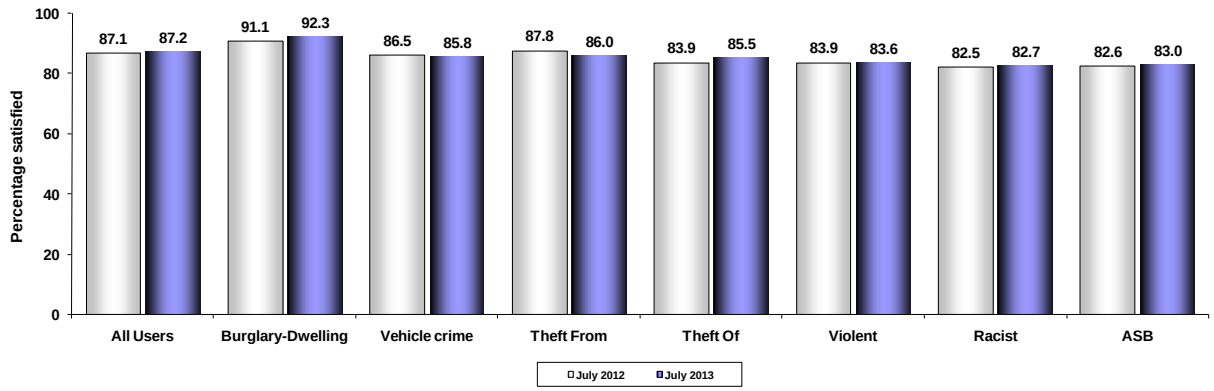
12 months-to-date performance:	**87.2%** for incidents reported in the 12 months to the end of July 2013
Target performance:	Currently **2.8 percentage points** below target

Insight

Progress has been relatively steady over the last year, as can be observed in the chart on the preceding page[13]. The Force remains within three percentage points of achieving the target profile for the 'All Users' group and has exceeded the target if one considers dwelling burglary.

Nottinghamshire Police has lost ground on peers as other forces have seen positive movement during the last quarter. Nottinghamshire is eighteenth nationally for overall satisfaction while retaining third place in the MSG[14]. The Force requires a 2.1 percentage point improvement to match the fifth highest ranked force in England and Wales[15].

The gap between the two divisions has closed again (City 86.3%, County 88.0%) with the County still evidencing year-on-year improvement in dwelling burglary. In terms of command areas, City Central, City North and City South are performing in line for 'All Users' satisfaction. South Nottinghamshire is performing better than the Force overall, while Mansfield & Ashfield remains below average. Dwelling burglary and vehicle crime satisfaction, particularly theft from vehicle crime, are the key differentiating factors between the divisions. Bassetlaw, Newark & Sherwood has made strong progress in respect of burglary, while City North has seen a real advance in theft of vehicle crime satisfaction.



At force level, satisfaction levels for the 'All Users' group and other constituent surveyed crime types are stable compared with the previous year.

Vehicle crime satisfaction remains a performance risk[16] although there is early evidence that this may have stabilised.

Theft from vehicle crime satisfaction in the City is unchanged over the year (82.8%) however the rate remains significantly lower than that in the County (88.2%). Analysis[17] has identified a few apparent statistical differences between the two divisions in terms of perceived service for theft from vehicle crime. Informing victims about what the police will do, offering advice (including crime prevention), investigating the scene of the crime and contacting victims following the initial response stand out.

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[13] *The percentage of victims who are satisfied with the service they receive is measured through ongoing User Satisfaction Surveys conducted by Nottinghamshire Police, and is calculated as the weighted average of the percentage of users completely, very or fairly satisfied with whole experience (overall service) for each of dwelling burglary, vehicle crime (theft from vehicle and theft of vehicle), and violent crime. It should also be noted that, following Home Office guidance, the Force will now return only fully completed surveys. This takes effect for survey interviews conducted from April 2012 onwards (incidents reported in February 2012). Data previously reported for incidents reported in the 12 months to February 2012 and March 2012 has been revised accordingly.*

[14] *This reflects the new Most Similar Group of forces for Nottinghamshire which includes: Bedfordshire; Essex; Hertfordshire; Kent; Lancashire; Leicestershire; and South Yorkshire.*

[15] *The next quarter covers interviews in the 12-months to September 2013 (incidents reported in the 12-months to July 2013).*

[16] *This has been highlighted in the Performance & Insight Reports, covering Performance to May 2012 through to Performance to June 2013.*

[17] *Analysis of user satisfaction surveys for victims of theft from vehicle crime reported in the 12 months to the end of July 2013.*

It has been reported that anecdotal evidence from recent victim surveys suggests that the public feel the police do not do enough to investigate their crime. The latest data highlights a real difference between the City and County in victim satisfaction with what the police have done to date to investigate their crime. Management of victim expectations in relation to crime scene investigator's (CSI) attendance, or the policy of a CSI only attending the scene where there is forensic evidence such as blood, could be contributory factors.

Satisfaction with keeping victims informed of progress for the 'All Users' group is stable at 79.9% when compared with the same time last year. There remains a gap between the City (78.1%) and County (81.3%), with this being notable for dwelling burglary and vehicle crime, particularly theft from vehicle crime.

The disparity in comparative satisfaction between minority ethnic (BME) and white users[18] is 5.1 percentage points and is stable when compared with the same time last year (chart above right). The gap has fluctuated between 5.5 and 4.1 percentage points over the last year. Satisfaction for both BME and white users has been relatively stable over this period while there is a significant difference between these two groups for dwelling burglary, theft from vehicle crime and violent crime.

Positively there is no gap in the comparative satisfaction measure for ease of contact, keeping victims informed of progress or treatment. However the disparity is significant with respect to police actions, particularly in relation to dwelling burglary, theft from vehicle crime and violence.

Whereas there is no real difference between users in the County, the City BCU poses an organisational risk due to the large proportion of BME communities who reside within the conurbation and the lower levels of reported satisfaction. Examination indicates that theft from vehicle crime and violent crime in the City are currently the major influences behind the force wide satisfaction gap.

Progress with satisfaction for anti-social behaviour (ASB) incidents has slowed. The measure, which is excluded from the 'All Users' group, is now stable at 83.0%[19] for the 12 months to the end of July 2013 and the two territorial divisions are broadly in line with each other. There remains a sustained focus on ASB satisfaction through the Local Policing Board (formerly Citizen Focus Board).

Satisfaction for victims of racist incidents, which similarly does not contribute towards the 'All Users' measure, remains broadly stable over the year at 82.7%. This does however mask opposing directions of travel in the two divisions, although the gap between the City (85.2%) and the County (79.9%) is not statistically significant. Encouragingly, both City North and City South have seen good progress over the year, and this may reflect implementation of the enhanced service for victims of hate crime that commenced in April 2012.

In March 2013 Nottinghamshire Police commenced a three-month pilot project to survey victims of domestic abuse. Findings from the pilot, that surveyed 150 people[20], show that nine in every ten victims were satisfied with the whole experience (89.9%), and that keeping victims informed

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[18] *The measure is the disparity in satisfaction between white users and minority ethnic users (BME), where satisfaction for each group is calculated as the weighted average of the percentage of users completely, very or fairly satisfied with whole experience (overall service) for each of dwelling burglary, vehicle crime (theft from vehicle and theft of vehicle), violent crime and racist incidents. For the 2011-12 survey year the RTC survey is no longer a statutory requirement and is therefore not included in this measure.*

[19] *The percentage of victims of ASB incidents who are satisfied with the service they receive is measured through ongoing User Satisfaction Surveys conducted by Nottinghamshire Police, and is calculated as the percentage of users completely, very or fairly satisfied with whole experience (overall service) for victims of ASB incidents. To accommodate the additional work required to survey 50 victims of domestic abuse each month, the Force now aims to complete 50 ASB surveys per month. It should be noted that ASB surveys are not a Home Office statutory requirement and therefore there is no comparative peer force data.*

[20] *The participating victims relate to domestic abuse crimes that were reported between January 2013 and March 2013.*

of progress appears to be the aspect of service that has the most room for improvement. The domestic abuse survey is now continuing in line with other victim satisfaction surveys and further analysis will be conducted when 12 months worth of data is available.

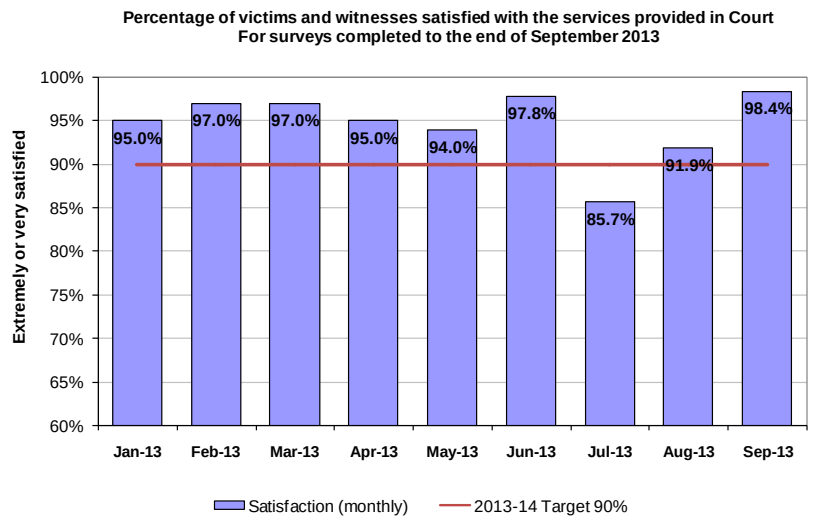
Actions

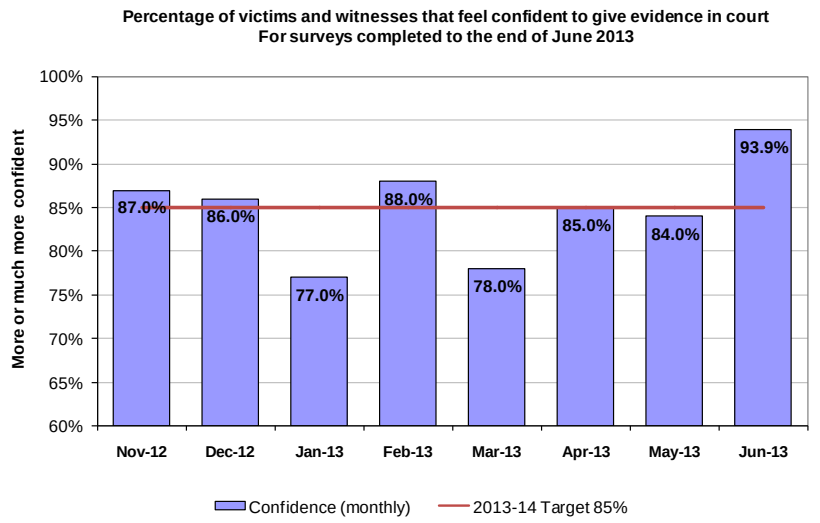
Current Actions
The importance of keeping people informed of progress is discussed at divisional Operational Performance Review meetings with particular emphasis on performance at Neighbourhood Policing Area level. The key influencing factors for satisfaction with this aspect of service continue to be reinforced.
Victims of crime have shared their personal experiences with all Inspectors in the Force in a series of briefings to further improve customer satisfaction. The initial 'Valuing Victims' briefings were delivered between April and July. The briefings involved guest speakers from Victim Support and covered information about changes to working practices and the use of Management Information.
A system to monitor team and individual officer performance and provide feedback from victims of crime in relation to satisfaction with actions, follow-up and treatment has been developed. This is now in place across the Force.
A decision has been taken by the Chief Officer Team to implement TrackMyCrime in 2013. This is a secure crime tracking portal for members of the public that will enable officers to provide victims with real time updates at any time, and also allow victims to provide additional information about their crime. It should be noted that TrackMyCrime does not replace existing methods of communication but is an additional option.
A Task and Finish group, established in City South, recommended an action plan to improve the satisfaction of victims of Hate Crime through delivery of an enhanced level of service. The implementation of the plan, which commenced from April 2012, provides individual support, a 'wrap around' service with 'after care' agreed with the victim. Good practice has been extended.
A Task and Finish group led by the County Superintendent for Crime, has been established to develop a plan to address the reduction in vehicle crime satisfaction. In addition to this, a scheme to improve the response to Grade 3 incidents of theft, criminal damage and anti-social behaviour[21] was piloted in the County. The new scheduled appointment service aims to increase levels of satisfaction as one of the objectives and includes an appointment slot for all Grade 3 incidents that require an interaction with a member of the public. A phased implementation, which commenced in March, sees the introduction of the proposed service that utilises both station based appointments and managed incident car appointments.

[21] *Grade 3 incidents are classed as non-emergency or non-urgent calls that require attendance.*

Appendix C

Strategic Priority	**Theme 1 – Protect, support and respond to victims, witnesses and vulnerable people**
Measure	***Percentage of victims and witnesses satisfied with the services provided in Court***
Target	*90% satisfied with service received and 85% feel confident to give evidence in court*





Source: Victim Support Witness Service Quality of Service Forms collected from all Nottinghamshire Courts including Crown Court in the period to the end of September 2013.

9 months-to-date performance:	**94.6%** average of those satisfied or very satisfied (January to September 2013)
Year-to-date performance:	**93.8%** average of those satisfied or very satisfied (April 2013 to September 2013)
Target performance:	Currently **4.6 percentage points** above the target (based on 9-months-to-date performance)

Insight

All witnesses are invited to complete a Victim Support Witness Service Quality of Service form when arriving at Court[22]. The importance of providing feedback is explained to individuals and the information received from victims and witnesses is used to improve their experience of the Criminal Justice System (CJS) and increase willingness to participate. The aim is to capture data from 25% of the total witness number and the average response rate is in excess of this figure.

The Quality of Service form presents a number of questions relating to a person's experience with the CJS. In particular victims and witnesses are asked 'How satisfied were you with the service you received?' and 'Did our service make you feel more confident to give evidence?'.

Performance on the satisfaction measure is well positioned in comparison with target. In September, 98.4% of victims and witnesses were satisfied or very satisfied with the services provided in Court and the target has been achieved in eight of the last nine months. Although there is insufficient historical data to assess the long-term trend, the short-term trend, which utilises the 3-month rolling average, shows a stable position.

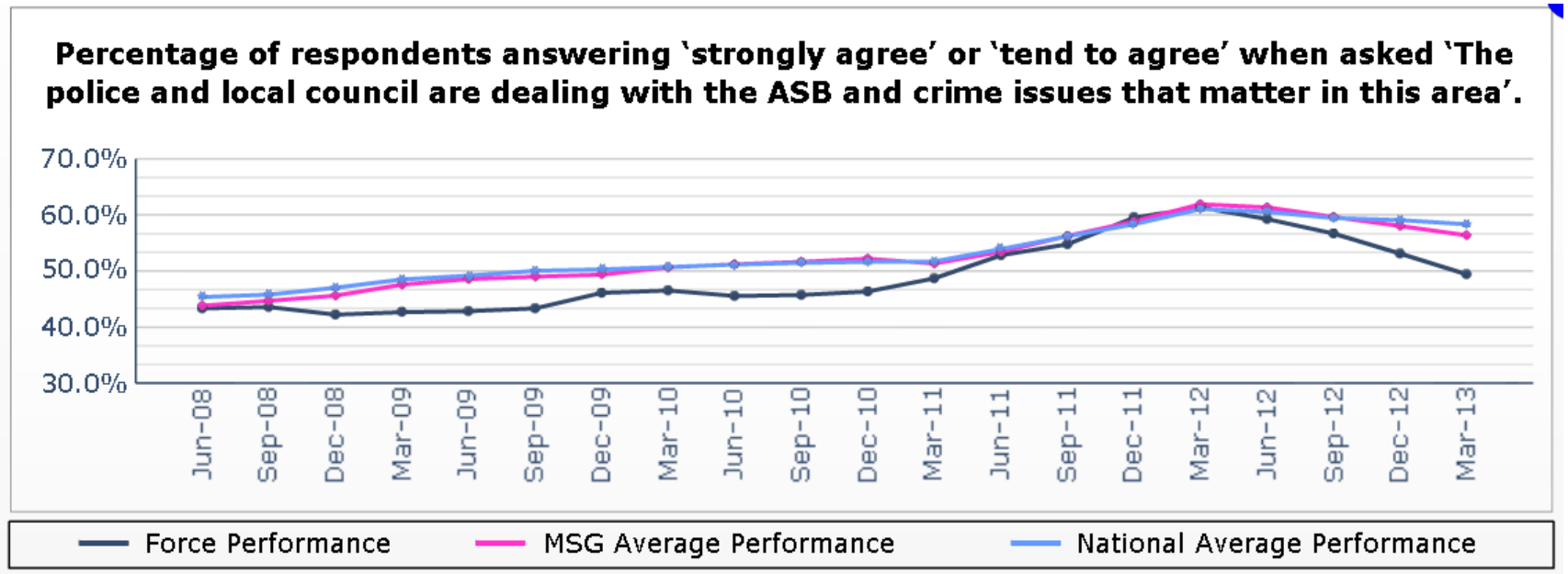
There is no new data available on two other measures captured through the Quality of Service form:

- In June, more than nine in every ten respondents (94%) said they felt much more confident or more confident to give evidence in Court compared with the target profile of 85%. The short-term trend shows evidence of possible improvement and the average performance for the 6-months between January and June 2013 is marginally below target at 84%.
- A further question asks victims and witnesses 'Did our service make you feel safer?'. Performance on this aspect is not as strong as the two aforementioned measures. In May 88% of respondents said they felt either more safe or a little more safe, and the average performance for the 6-months between January and June 2013 is 76% with evidence of possible improvement in the short-term trend.

The disparities between the three measures perhaps suggest that victims and witnesses feel supported through court process however they are not necessarily feeling any safer in the general sense of the word.

[22] *Data is collected from all Nottinghamshire Courts including the Crown Court and includes cases prosecuted by Nottinghamshire Police and other forces. Monthly figures are available back to October 2012 and relate to all survey forms completed in that particular month. Data is a snapshot at a given point in time and data is subject to change. Source: Victim Support Witness Service Quality of Service Forms completed in the period to the end of September 2013.*

Appendix D	
Strategic Priority	**Theme 1 – Protect, support and respond to victims, witnesses and vulnerable people**
Measure	***Percentage of people who agree that the Police and Council are dealing with local Anti-Social Behaviour and other crime issues***
Target	*60% agree by 2015-16*



12 months-to-date performance:	**49.4%** agreement (12 months of interviews to the end of March 2013)
Target performance:	Currently **10.6 percentage points** below the 2015-16 target

Insight

There is no new data on this measure for this period. Nottinghamshire Police remains below target following further deterioration in agreement levels since the previous quarterly results. Public confidence continues to be measured through the Crime Survey for England and Wales (CSEW), which undertakes face to face interviews with members of the public in Nottinghamshire on an ongoing basis.

The latest figure represents a statistically significant change for Nottinghamshire when compared with the same time last year when Nottinghamshire was 61.4% for interviews in the 12 months to the end of March 2012[23].

While both national and MSG[24] averages have recorded negative movement in the last quarter, Nottinghamshire Police has lost further ground on peers with a statistically significant disparity to the England and Wales average[25]. In the previous quarter the Nottinghamshire result was 53.1% for the 12 months to the end of December 2012 compared with a national average of 59.2%. Hertfordshire and Leicestershire are the top two forces in Nottinghamshire's MSG. A 1.9 percentage point improvement is required to match the next highest ranked force (Kent) during the next quarter[26].

There are several other CSEW measures that can be used to assess public confidence, including: how good a job the police are doing; reliability; treating people fairly; treating people with respect; and understanding issues that affect the community.

The percentage of respondents answering 'good' or 'excellent' to the question 'Taking everything into account, how good a job do you think the police in this area are doing?' has remained static over the last year and Nottinghamshire is within the lower quartile nationally. The CSEW also indicates a fall in agreement levels in relation to 'They (the police in this area) understand the issues that affect this community'. While other CSEW public confidence measures have experienced negative movement in the last quarter none have seen a statistically significant change over the last year.

The CSEW questions regarding high levels of perceived ASB are no longer available by police force area. New questions about respondents' actual experiences of ASB in their local area were added to the 2011/12 CSEW questionnaire[27]. The questions ask whether the respondent has personally experienced or witnessed ASB in their local area, and if so, what types. Nationally, and in Nottinghamshire, 29% of respondents indicated that they had personally experienced or witnessed one of the ASB problems asked about in their local area in the previous year.

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[23] *Source: Crime Survey for England and Wales, perceptions of local police, interviews conducted in the 12 months to March 2013 compared with interviews conducted in the 12 months to March 2012. The CSEW notes that caution should be used in interpreting changes in these figures as a possible order effect may have affected the estimates in 2011/12.*

[24] *This reflects the new Most Similar Group of forces for Nottinghamshire which includes: Bedfordshire; Essex; Hertfordshire; Kent; Lancashire; Leicestershire; and South Yorkshire.*

[25] *It is expected that any influence on the latest CSEW results from: the local and national public disorder in August 2011; the high-profile coverage of the IPCC report into the circumstances surrounding the death of Casey Brittle that was published in September 2011; and the 'Coppers' television documentary broadcast during January and February 2012, will be negligible given that the latest data covers the 12-month period from April 2012 to March 2013.*

[26] *The next quarter covers interviews in the 12-months to June 2013, for which publication is expected after 17 October 2013.*

[27] *The CSEW notes that the figures suggest a disparity between perceptions of ASB and actual experience of such incidents, however it is difficult to compare the two measures since the list of ASB categories used in the experience based questions on ASB is more expansive than those asked of respondents in relation to their perceptions. In addition, it is likely someone can experience an ASB incident without necessarily believing that it is part of a problem in their local area, if, for example, it was a one-off or isolated occurrence.*

A key finding of the Respect for Nottingham 2012 Survey[28], conducted on behalf of the Nottingham Crime and Drugs Partnership, is that only 9% of the population (of the City of Nottingham) have a high perception of Anti-Social Behaviour (ASB).

Overall, 11.5% of respondents had been personally targeted by some form of anti-social behaviour in the last six months. Of those residents who did report the ASB, around nine in every ten reported the incident to the police. However, less than half of these people were very or fairly satisfied with the response they received from the police – a reduction on the 2011 result. The Force's user satisfaction surveys indicate a stable trajectory over the last year for victims of ASB incidents in the City however there is evidence of possible deterioration in the County[29].

In contrast to some of the positive changes seen over the last year the Respect for Nottingham 2012 Survey highlights some areas of concern. Of these, there has been a fall in the proportion of City respondents who agree that 'the Police and Local Council are dealing with the ASB and crime issues that matter in this area' - from 63% to 57%. Further analysis suggests that residents who do not agree with this statement are more likely to see 'gangs' and 'drugs' as issues locally.

Where ASB victims in Nottinghamshire are surveyed in relation to satisfaction with the service they have received from the police, they are similarly asked '…it is the responsibility of the police and local council working in partnership to deal with anti-social behaviour and crime in your area. Please say how much you agree or disagree...'. The latest satisfaction data shows that 62.4%[30] agree, which is broadly in line with the position a year ago and there is a stable long-term trend. While this measure of confidence for ASB victims is not directly comparable with either the CSEW or Respect figures, it does provide encouraging local context - over the last year both divisions have experienced some positive movement.

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[28] *Source: Respect for Nottingham Survey 2012, Final Report March 2013. The report contains a summary of the findings from the Respect for Nottingham survey commissioned by the Nottingham Crime and Drugs Partnership and conducted by Information by Design in 2012. The survey is conducted through face-to-face interviews with a random sample of 2,015 City residents designed to be representative of all wards and deprivation levels. It is a repeat of the 2011 survey and was again undertaken to explore the views and opinions of local residents about their local area and the city centre in relation to aspects of anti-social behaviour (ASB), crime and community safety and the strategic partnership between the Police and Council. The high perception of ASB is derived from a composite score based on responses to the questions about the seven anti-social behaviours similar to that previously measured under National Indicator 17: Noisy neighbours or loud parties; Intimidation as a result of groups/ gangs of young people hanging around on the street; Rubbish or litter lying around; Vandalism / criminal damager; People using or dealing drugs; People being drunk or rowdy in public places; and Abandoned or burnt out cars.*

[29] *User Satisfaction Surveys conducted by Nottinghamshire Police for victims of ASB incidents. The latest satisfaction data covers incidents reported in the 12 months to the end of June 2013, and is compared with incidents reported in the 12 months to the end of June 2012.*

[30] *The question was introduced into survey interviews from June 2010 (April 2010 incidents) and replicates the question wording used in the Crime Survey for England and Wales. It should be noted that the survey results are not directly comparable as the CSEW. Respect for Nottingham and User Satisfaction Surveys cover differing time periods and use different survey methodologies, sampling frames, context of survey and question ordering etc. The latest satisfaction data covers incidents reported in the 12 months to the end of June 2013, and is compared with incidents reported in the 12 months to the end of June 2012. It should be noted that ASB surveys are not a Home Office statutory requirement and therefore there is no comparative peer force data.*

Actions

Current Actions
A Public Engagement Strategy 2013-2018 has been developed within the strategic framework set by both the Police and Crime Commissioner (PCC) and the Force to deliver increased and more meaningful public engagement activity throughout Nottingham and Nottinghamshire. The aims of the strategy are to contribute positively to the Force's and PCC's policing priorities, and enhance the public's perception of Nottinghamshire Police by: ▪ Providing opportunities for all sections of the public to engage with, influence and find out more about policing in Nottingham and Nottinghamshire; and ▪ Encouraging the public and all key stakeholders, including partners, to work increasingly collaboratively with the force and contribute positively to its priorities. In delivering the strategy, and the specific tactical plans that support it, a range of direct and indirect, one and two-way communications channels are available for use. These include, but are not limited to: ▪ Face to face, including events; ▪ Telephony; ▪ Email and letter; ▪ Posters, leaflets, flyers; ▪ Traditional media (print, broadcast and online); ▪ Social and digital media including: websites; Twitter; Facebook; YouTube; ▪ Marketing materials (including merchandising); and Surveys (face to face, telephone and online)
The new Nottinghamshire Police website, a key component in delivering the engagement strategy, has been launched. It has been completely rebuilt to improve the user's browsing experience, increase accessibility, bring multimedia content to the audience and enhance two-way communication with the public.

Current Actions
A new risk assessment process for anti-social behaviour and hate crime was launched in August 2013. The new assessment form, which has been developed with partners, gives a numerical assessment of risk, making it easier for the police and partners to compare one assessment with another. It enables identification as to whether the level of risk is falling or increasing over time, enabling decisions to be made on how to proceed with cases based on evidence, rather than solely on the professional judgement of a supervisor. Nottinghamshire Police has also commenced a project to evaluate Case Management systems that can be accessed by both police and partner agencies to allow a full partnership approach to the management of vulnerable and repeat ASB victims, thereby further reducing risk to vulnerable persons.
A new Stop and Search mobile data application has been introduced that allows stop and searches to be recorded by officers at the point of engagement. This replaces the previous paper-based process. Details of the encounter are captured together with GPS co-ordinates of the location to allow mapping of stop and search activity. Neighbourhood teams will then be able to present data at community engagement meetings to aid public understanding.
A Volunteer Police Cadets Scheme has been launched. The aim is to increase greater engagement between the force and young people aged between 16 and 18, especially those from minority, under represented and deprived sections of the community.

Appendix E

Strategic Priority	*Theme 1 - Protect, support and respond to victims, witnesses and vulnerable people*
Measure	***Percentage reduction of people that have been repeat victims within the previous 12 months***
Target	*5% year-on-year reduction compared to 2012/13 (for Domestic Violence, Hate Crime, ASB)*

	2013/14	2012/13	Volume Change	Percentage Change
Domestic Violence	1033	935	98	10.5%
Hate Crime	36	22	14	63.6%
Anti-Social Behaviour	3773	4550	-777	-17.1%
Total	**4842**	**5507**	**-665**	**-12.1%**

Year-to-date performance:	**12.1% reduction**, or 665 fewer repeat victims for the period April – September 2013
Target performance:	Year-to-date target has been achieved. Currently **8.1%** or **390** victims better than target

Insight

For the first six months in 2013/14 there has been a 12.1% reduction in the number of people that have been repeat victims[31] of domestic violence, hate crime or anti-social behaviour (ASB) within the previous 12 months[32].

The strong performance on this measure continues to be driven by a 17.1% reduction in the number of repeat ASB victims when compared with the same period last year (as shown in the table above). While the current reduction in ASB repeat victims is strong, it is worth noting that there are signs of a slow-down in performance, with the current reduction smaller than that recorded at the end of quarter one. As this coincides with a general slow-down in ASB incidents volume noted at Force level, it is not of concern at this time, however this situation will be monitored to ensure that it does not begin to affect the target position for this measure.

[31] A repeat victim is defined as an individual that has been a victim of that crime, or incident in terms of ASB, in both the current month and at least once in the preceding twelve months. So, for example, a repeat victim of domestic violence in June 2013 will have been a victim of domestic violence in June and at least once in the period between June 2012 and May 2013.

[32] Comparing the two periods: April 2013 to September 2013; and April 2012 to September 2012.

During the same period the Force has seen a large percentage rise in the number of people that have been a repeat victim of hate crime; however the actual volume increase is relatively small with 14 additional victims.

The main area of concern within the figures is a continuing increase in the volume of repeat victims of domestic violence, with these figures also impacting on an overall volume increase in domestic violent offences the Force. To the end of September this year there were 1,033 repeats victim of domestic violence compared to 935 during the same period of last year, an increase of 10.5%. During the same period the overall volume of domestic violence victims has also increased, at the slightly higher rate of 11.4% (from 2,435 victims to 2,713 victims). This means that the overall proportion of repeat victims this year is 38.1%, which is slightly lower than the proportion recorded in the same period of last year.

In terms of BCU performance, both the City and the County are recording an increase in domestic violence repeat victims, with the larger percentage increase on the City, with an increase of 16.1%, compared to 6.9% on the County. It is also worth noting that there is evidence of a deterioration in performance on the County, as this area had previously (at the end of quarter one) recorded a decrease in repeat victims of domestic violence.

Breaking the County down to district level shows that the turnaround in performance has been driven by increases across all districts with the exception of Rushcliffe. The largest increase is apparent on Newark & Sherwood, with an increase of 36.5% (23 additional victims), and this is also a marked deterioration on the position at the end of quarter one, when the increase stood at 11.1% (4 victims). Looking more closely at Newark & Sherwood down to beat level reveals that Boughton are recording an increase of seven victims (from 3 victims last year to 10 victims this year), while Beacon Winthorpe (from 2 to 7), Castle (5 to 10) and Ollerton (1 to 6) are each recording an increase of five victims. All four beats, are also recording a year-to-date increase in domestic violence incidents compared to last year, in particular in Ollerton where there is a large increase from just five incidents during the first six months in 2012/13 to 20 so far this year.

Of the increase seen on the remaining County districts, Mansfield continues to record a similar increase to that seen at the end of quarter one (3.4%), while Ashfield, Bassetlaw, Broxtowe and Gedling are all recording year-to-date increases having previously recorded a reduction at the end of the first quarter.

Rushcliffe is the only County district to be recording a reduction this year, and positively this area is also recording a notable improvement when compared to performance at the end of the first quarter. Although the volume of repeat victims has increased, Rushcliffe are currently recording an 8.6%reduction (three less victims) when compared to last year, whereas at the end of the first quarter they were recording a 35.7% increase (additional victims).

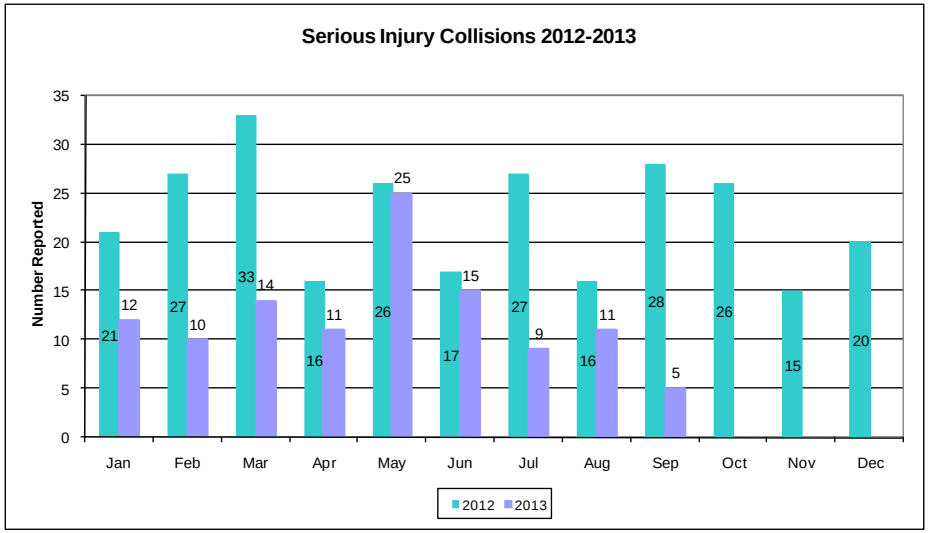
The year-to-date increase on the City appears to be driven by performance on the City Central and City South areas, with the City Centre actually recording a 28.6% decrease this year.

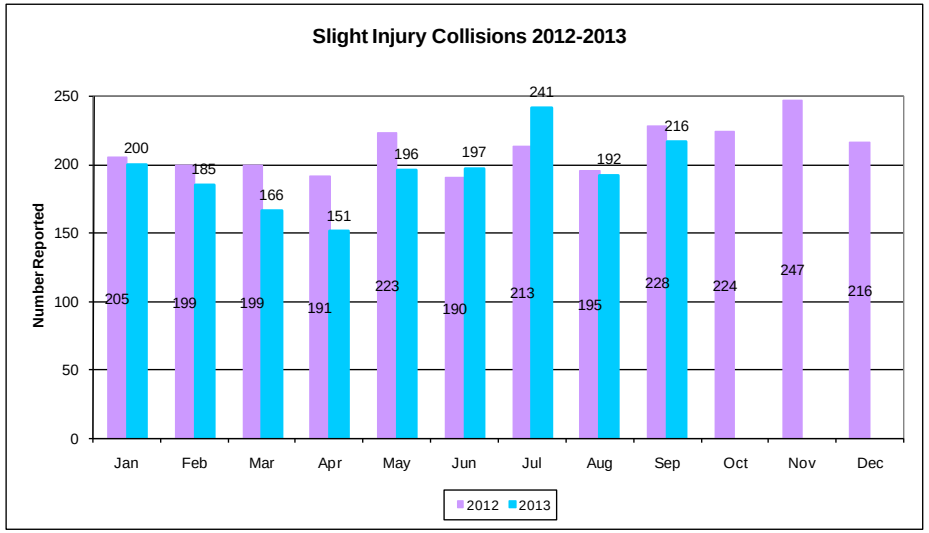
City Central have the largest percentage increase of the City areas, with a 26.3% (20 victims) increase year-to-date. This is followed by City South with a 22.5% (23 victims) and City North (9.9% increase or 18 more victims). Both City Central and South are recording a higher percentage increase compared to the first quarter, whereas City North has seen an improvement in performance over the same period.

In summary the Force continues to see a strong reduction in the number of repeat victims of domestic violence, hate crime and ASB in the current year, mainly driven by strong reductions in terms of repeat victims of ASB, with this performance serving to mask an increase in the number of repeat victims of domestic violence. The increase in repeat victims of domestic violence is a contributing factor in the overall increase in the volume of domestic violent offences the Force is recording this year-to-date, and although both the City and County are both recording increases the County has seen a particular slowdown in performance after the first quarter, with performance on the Newark & Sherwood and Broxtowe districts of most concern.

Appendix F

Strategic Priority	**Theme 5 – Reduce the threat from organised crime**
Measure	***Number of People Killed or Seriously Injured on Roads in Nottinghamshire***
Target	*To reduce by 9.0% in 2013*





Year-to-date performance:	Reduction of **23.5%** or **64** people Killed or Seriously Injured (KSI) (January to June 2013)
Month-to-date performance:	The reduction target of **9.0%** (105 KSI casualties) has been achieved in the first two quarters of 2013. Currently **18.8%** better than the reduction target.
Target performance:	**6th** in terms of casualties per 100M vehicle kms, **23.1%** above the average[33] (8th last quarter, 34.3% above average)

[33] *Source: iQuanta. Based on the period January 2013 to March 2013*

Insight

In the 2012 calendar year the Force recorded a reduction in the number of persons Killed or Seriously Injured on Nottinghamshire's roads, however the reduction was not sufficient for the Force to meet target. Performance in the current year has been far more positive, with the Force recording a larger reduction and easily achieving the 9.0% target reduction during both quarter one and quarter two of 2013. This puts the Force in a far stronger position in terms of the long-term target of a 50% reduction by the year 2020[34].

Quarter one and two figures (January – June 2013) reveal that KSIs have reduced by 23.5% (64 people) when compared to the same period of last year. The largest percentage reduction is seen in the Fatalities group, with a reduction of 31.3% (5 fewer fatalities), while Serious injuries have reduced by 23.0% (59 KSIs) and Slight injuries are down 11.3% (174 slight injuries). The vulnerable road user groups show the big reductions during the first half of the year, with motorcyclist KSIs down 33.3%, pedal cyclists KSI's down 19.0% and pedestrian KSI's down 43.1%. One group which showed no reduction in the first quarter was the car drivers/passengers group, where there were 36 KSIs recorded between January and March, the same number as in quarter one of the previous year, and this trend continues into quarter two with a modest 1.1% reduction in car driver/passenger KSIs between January and June.

Analysis of the quarter one figures suggests that it was environmental factors (poor weather conditions) at the start of the year that were likely to have driven the significant reductions in KSIs during this time, however there appears to be no such influence on the figures in quarter two. Examination of historical data reveals that KSI figures typically increase in quarter two, however this has not been the case this year, allowing confidence that recent operational activity has had a preventative effect on serious road accidents on Nottinghamshire's roads. One such operation, Op Drosometer 1, concluded in May 2013 with more than 7,000 motorists caught and prosecuted for using their mobile phone or not wearing a seat belt whilst driving. This is an exceptional volume of offenders processed, and it is believed that the visible presence of Nottinghamshire officers during the operation, combined with the national media attention it attracted, has served to minimise the usual seasonal increase in quarter two this year.

Considering performance into quarter three, provisional internal data[35] for July to September of this year shows a similar downward trend to that seen in the first half of the year, with the Force having recorded 19 serious injury collisions compared to 51 in the same period in 2012. Fatalities are also showing a reduction, with 15 this quarter compared to 25 during the same period 2012.

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[34] *Nottinghamshire Road Safety Partnership target, reduction when compared to the 2005-2009 baseline*

[35] *Source: Nottinghamshire Police POETS system. Quarter three provisional data based on the period1st July 2013 – 11th September 2013*

Something which is of particular note in the current years figures, is a shift in the causation factors for fatal accidents this year. Specifically, examination of the data shows an absence of the typical 'fatal 4' causation factors (seatbelts, speeding, mobile phones and drink/drug driving), with these being replaced by fatigue, distraction and age-related issues.

In terms of drink drive performance, year-to-date (April – September) the Force has recorded a total of 8,442 tests, a drop of 13.2% or 1,284 tests compared to the same period last year. Despite this the Force has recorded a slight increase in the level of positive tests compared to last year; 10.8% of all tests carried out, compared to 10.4% in 2012.

Tests carried out at RTCs (Road Traffic Collisions) have dropped by 8.7% or 370 tests, this appears to be slightly at odds with the increase in RTCs the Force has attended compared to last year (+346 or 7.9% to 4,716). Positive tests at RTCs have recorded a similar proportion compared to last year, 7.0% in 2013 and 2012. Proportion of tests carried out at RTCs have dropped year-on-year from 96.8% to 81.8%.

The Force has arrested 658 individuals in 2013 (April – September) for Drink Drive offences, a reduction of 11.6% or 86 arrests compared to the same period last year. In the month of September alone the Force recorded 102 arrests for Drink Drive offences, a drop of 2.9% or 3 arrests compared to the same month last year.

Operation Drosometer 2 is now half way through its delivery period and is proving to be a success story for the Force. More than 1200 offenders have been caught in the first four weeks, with the majority of these for seat belt and mobile phone offences, and there have also been some good collateral arrests and detections for other offences, showing the value of high visibility policing activity.

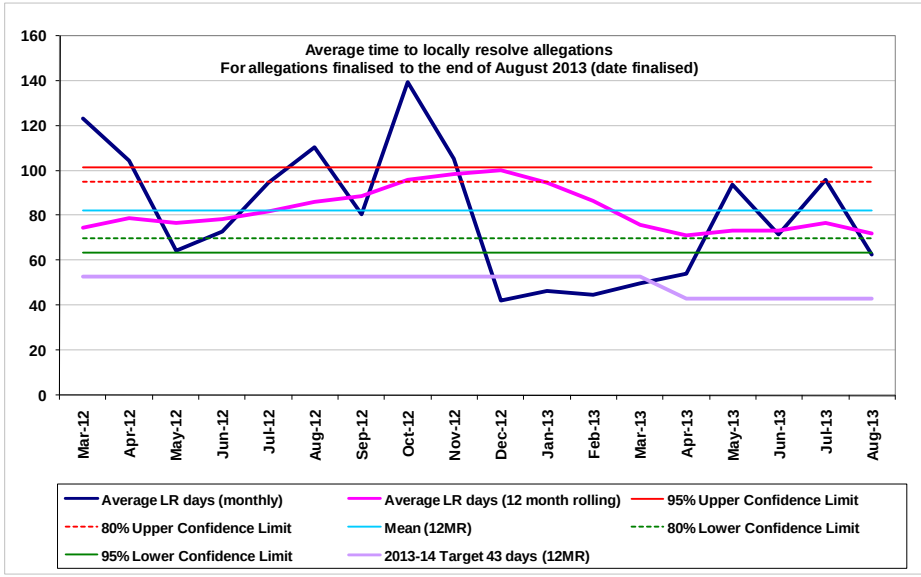
Performance in the first half of 2013 has been promising, with significant reductions in KSIs recorded. Not only is this positive for the Forces target position, but it also represents a significant saving in officer time as officers have less road incidents to attend, freeing up officer time for use on other policing priorities.

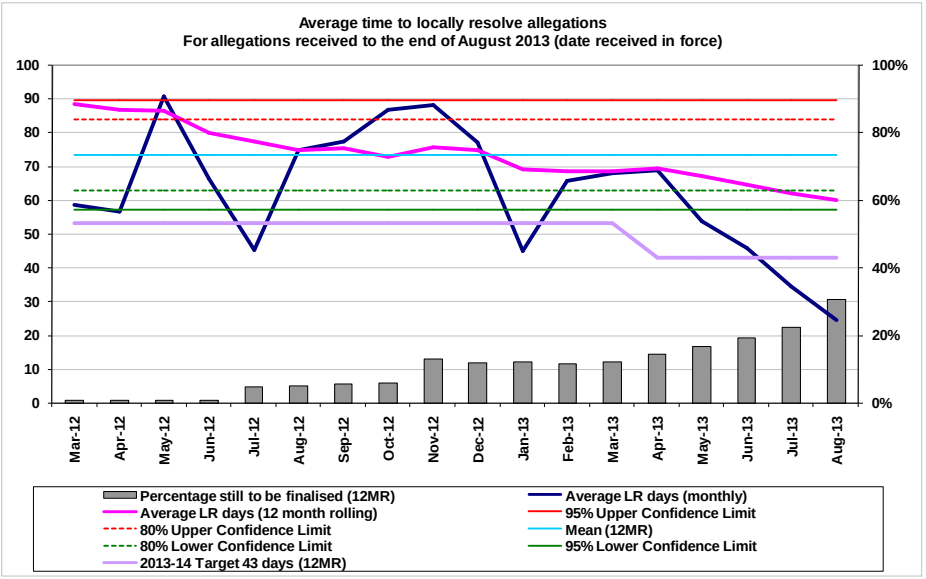
Actions

Operation	Current Actions
Road Safety Month 1 Road safety Month 2 Op Nisus	All Completed
Operation Drosometer 2	Currently Running from the Ist September to 31st October 2013. Tactical plans and finance in place. Force wide commitment. Week one has seen hundreds of offenders caught. The operation will be used to support the week of action on alcohol abuse w/c 16th September.
High Visibility Patrols	High visibility patrols will be used on key routes in order to deter driving offences which contribute to KSI's (such as speeding). This activity aims to reassure the law abiding majority of motorists while targeting 'risky drivers'
Summer drink drive campaign Winter - Campaign	Campaign completed. The Nottinghamshire DVD has been created by the Corporate Communications and has been shown across the force area throughout Jul, August and September. Winter campaign still in planning phase.
Operational Changes	From 1st October 2013 the speed limit enforcement level will be reduced by 1mph across all speed levels. This will increase the number of offenders caught for speeding most of which will be eligible for a speed course. Penalty increase: from 20th August the penalty for all traffic offences went up significantly – this should lead to a risk in course attendance as the courses are now cheaper than the penalty.
Vulnerable Road Users	Operational Planning is currently in progress to target motorcyclists more especially for operations in 2014. The second pedal cycle operation is due to run from 30th September 2013 for two weeks. Over 2000 high visibility cycle packs will be distributed across Nottinghamshire.

Appendix G

Strategic Priority	**Theme 1 – Protect, support and respond to victims, witnesses and vulnerable people**
Measure	***Average time to locally resolve allegations about the conduct of employees arising from public complaints will reduce to 35 days by 2015***
Target	*Average of 43 days to locally resolve allegations by 2013-14*





12-months-to-date:	**72 days** to locally resolve allegations for the 12 months to the end of August 2013[36]
Year-to-date:	**77 days** for the period from April to August 2013
Target performance:	**29 days** from target (12-month performance)

[36] *Source: Professional Standards Directorate data for public complaints recorded to the end of August 2013, extracted on 3 October 2013. PSD data is a snapshot at a given point in time and data is subject to change. The time to locally resolve an allegation is the number of working days between the date the allegation is received and the date the allegation is finalised.*

Insight

An Independent Police Complaints Commission (IPCC) key indicator in the handling of complaints is the average number of days to locally resolve allegations[37].

A complaint allegation can be dealt with in a number of ways. It may be dealt with through local resolution, investigated, withdrawn, discontinued, or the Force may disapply or apply to disapply the complaint[38]. The local resolution process is the preferred mode of resolution for complaints which the appropriate authority is satisfied that the conduct which is being complained about (even if proved) would not justify bringing criminal or disciplinary proceedings. It is recognised by the IPCC as an appropriate alternative to formal investigation and is a way of solving, explaining, clearing up or settling the matter directly with the complainant in a timely manner[39].

For the current performance year-to-date (April to August 2013) 50% of all allegations finalised were locally resolved, 41% were investigated, 7% withdrawn, 1% disapplied, and less than 1% discontinued. The average number of days for local resolution is 77 days with around 30% of those allegations locally resolved being within the 43 day target.

The Force has demonstrated strong performance in six of the last nine months as the number of older allegations diminishes and, as observed in the chart above, the short-term performance has stabilised with almost half the allegations finalised in August being within the target timescale.

Performance on this measure is impaired by older complaint allegations. Where allegations have been finalised in the 12 months to August 2013, those that were received prior to April 2012 have an average local resolution time of 296 days. While older allegations impact achievement of the 2013-14 target the 12-months-to-date performance for allegations received since April 2012 is 64 days. With an average of 44 days, performance for allegations received since the start of this financial year gives further encouragement and **illustrates that the Force is on track to achieve to achieve the longer-term target by 2015.**

Examining the average time to locally resolve allegations by allegation received date (as per the chart above right), rather than allegation finalised date, continues to suggest that older cases are masking any improvement. There is evidence of a possible positive short-term trend in the average time to locally resolve an allegation. For allegations received in the 12 month period to August 2012 the average time was 75 days. This compares with 60 days for allegations received in the 12 month period to August 2013.

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[37] *An allegation describes the type of behaviour being complained about and there may be more than one allegation attached to a complaint case. For less serious complaints, such as rudeness or incivility, a local resolution may be appropriate. Usually, this involves a local police supervisor handling the complaint and agreeing with the complainant a way of dealing with it. This might be: an explanation or information to clear up a misunderstanding; an apology on behalf of the force; and/or an outline of what actions will be taken to prevent similar complaints in the future.*

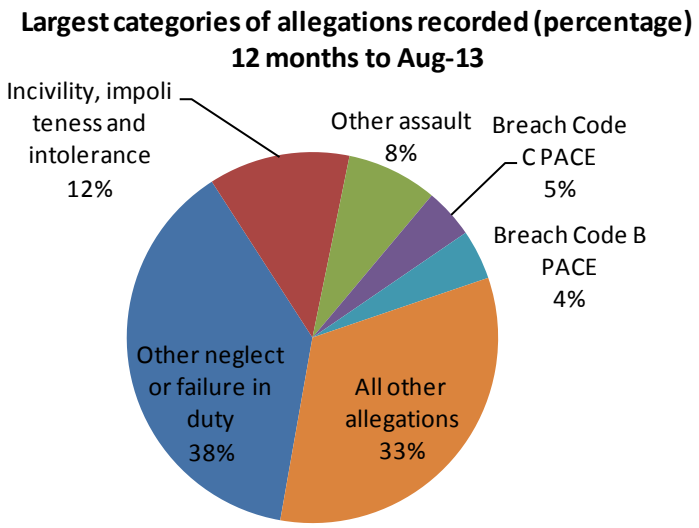
[38] *In some cases there may be reasons not to take a complaint forward. Examples may include complaints where there is insufficient information, or complaints which are repetitious, vexatious, oppressive, or an abuse of the complaint procedures. In such cases a police force can either disapply the complaint or apply to the IPCC to disapply the complaint. If this is granted, it means that no action needs to be taken with regard to the complaint. In some instances police forces may find it impractical to conclude an investigation. This could occur if a complainant refuses to co-operate, if the complaint is repetitious or refers to an abuse of procedure, or if the complainant agrees to local resolution. In such cases the police force can apply to the IPCC to discontinue the investigation.*

[39] *Under the Police Reform and Social Responsibility Act 2011, which came into effect from 22 November 2012, it is no longer a requirement to obtain the consent of the complainant for local resolution. A complainant will however have the right of appeal against the outcome of the local resolution.*

The percentage of allegations finalised within the 43 day target also shows possible short-term progress, with 41% of allegations received in the 12 months to August 2013 being finalised within the target time. This compares with 34% for allegations received in the same period to August 2012.

However, some caution should be observed as performance over the last quarter indicates the rate of improvement has slowed. As anticipated, the proportion of complaints processed under local resolution has seen a rise following introduction of the new regulations and this is coupled with a volume increase in complaint allegations being recorded.

The latest IPCC data[40] provides a figure of 82 days for Nottinghamshire Police, deterioration from 68 days when compared with the same period in the previous year, and below both the MSG[41] and national averages of 54 and 55 days respectively.



In the year to August 2013 the top five categories of complaint allegations make up around 67% of all allegations recorded as per the chart opposite. 'Other neglect or failure of duty' continues to represent the largest proportion over this time period and has increased from 32% to 38% in the last year.

By contrast the percentage of allegations relating to 'Incivility, impoliteness and intolerance' has seen a possible reduction from 16% to 12% in the same period.

IPCC data indicates that Nottinghamshire Police has received an above average number of public complaint allegations per 1000 employees - 254 compared with an average of 194 for Nottinghamshire's MSG. Nottinghamshire is also higher than the national average of 228 allegations per 1000 employees.

The number of public complaint cases recorded against Nottinghamshire Police officers and staff employees has seen an increase of around 73% over the last year illustrating evidence of a rising trend. In the 12 months to the end of August 2013, 773 complaint cases were recorded in comparison with 446 for the previous year. The number of complaint allegations has seen a rise of 50% with 1,291 allegations recorded in the year to August 2013.

As highlighted in previous months, there has been a notable jump in complaints, primarily a result of the introduction of the new legislation. All expressions of dissatisfaction by members of the public about the conduct of a person serving with Nottinghamshire Police are now recorded

[40] *Source: Police Complaints Information Bulletin (Interim Bulletin) – Nottinghamshire Police, Reporting Period April 2012 to March 2013, published by the Independent Police Complaints Commission. The IPCC has advised that some information is missing and that a full bulletin for April 2012 to March 2013 will be published in the summer of 2013. In particular the bulletin does not reflect the changes introduced to the complaints system by the Police Reform and Social Responsibility Act 2011.*

[41] *This reflects the existing Most Similar Group of forces for Nottinghamshire which includes: Lancashire; Leicestershire; Northamptonshire; Northumbria; South Wales; South Yorkshire; and Staffordshire.*

as complaints. In particular, this includes direction and control matters, which are conduct issues relating to policy and strategy of the force[42] rather than the personal conduct of officers or staff.

No national comparative data has been made available to the Force since inception of the new legislation. There is therefore, no accurate data to show whether the increase in complaints and the subsequent difficulty in achieving timescale targets, is a problem shared by other forces including the MSG. However, there is anecdotal evidence that other forces are continuing to deal with issues of dissatisfaction via other methods, rather than recording them as public complaints and using the local resolution process. Nottinghamshire PSD is currently reviewing processes in other forces to determine whether there remain opportunities which would allow the Force to deal with cases as dissatisfaction whilst still working within the revised regulations, with a view to speedier and earlier service recovery interventions.

Meanwhile, the concerns around timeliness continue to be addressed by the Force Standards and Integrity Board. The findings of other forces will feed into the current review of PSD structure due to be completed by end of October 2013.

It should also be noted that the number of complaints made by the public can vary depending on the standards demonstrated by officers, general public confidence in their police, and a confidence in the complaints procedures. It is therefore difficult to assess whether a rise and an above average number of complaints is a negative indication of professional standards, or a sign of confidence in the actions likely to be taken by a force when making a complaint.

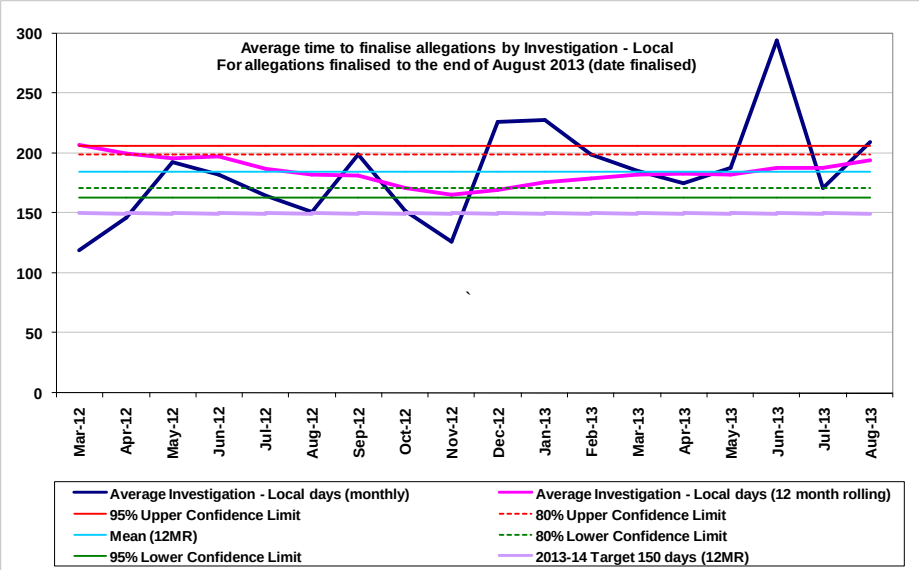
Police forces are expected to record complaints within ten working days. The IPCC data confirms that the Force continues to improve this aspect to be better than both the MSG and national average. Latest Professional Standards Directorate (PSD) data reinforces that Nottinghamshire Police has sustained a similar level, recording 96% of complaint cases within ten working days for the 12 months to August 2013, up from 90% for the same period in the previous year.

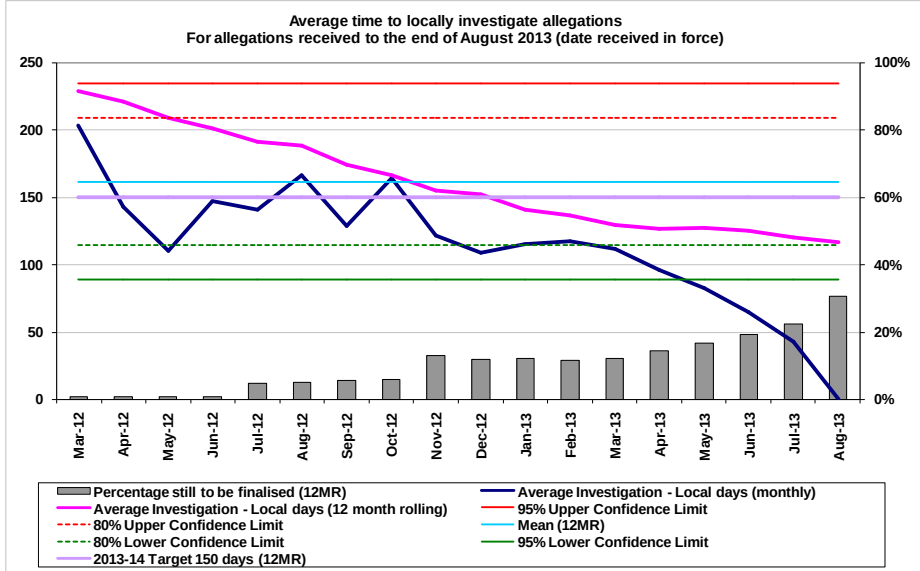
Actions

Location	Current Actions
Force-wide	The Force is working towards a target of locally resolving 60% of all complaint allegations dealt with outside of PSD, and is proactively working to improve the timeliness of the local resolution process by aiming to deal with as many such allegations within 28 working days. Action plans have been drawn up by Divisional Superintendents and these continue to be monitored by the Deputy Chief Constable through the monthly Standards and Integrity Board.

[42] *This includes allegations in relation to operational policing policies, organisational decisions, general policing standards and operational management decisions.*

Appendix H	
Strategic Priority	**Theme 1 – Protect, support and respond to victims, witnesses and vulnerable people**
Measure	***Average time to locally investigate allegations about the conduct of employees arising from public complaints will reduce to 120 days by 2015***
Target	*Average of 150 days to locally investigate allegations by 2013-14*





12-months-to-date:	**195 days** to locally investigate allegations for the 12 months to the end of August 2013[43]
Year-to-date:	**204 days** for the period from April to August 2013
Target performance:	**45 days** from target (12-month performance)

[43] *Source: Professional Standards Directorate data for public complaints recorded to the end of August 2013, extracted on 3 October 2013. PSD data is a snapshot at a given point in time and data is subject to change. The time to finalise an allegation is the number of working days between the date the allegation is received and the date the allegation is finalised.*

Insight

An Independent Police Complaints Commission (IPCC) key indicator in the handling of complaints is the average number of days to locally investigate allegations[44].

A local investigation, which is distinct from other types of formal investigation[45], involves the appointment of an investigating officer, usually from Professional Standards, who will look into a complaint and produce a report that details the outcome of each allegation. Complainants have a right of appeal to the IPCC following a local investigation. For further contextual information around the handling of public complaints please refer to the performance indicator for the average time to locally resolve allegations.

For the current performance year-to-date (April to August 2013) 41% of all allegations finalised were investigated, with the majority being local investigations. The average number of days for local investigation is 204 days with around 47% of those allegations locally investigated being within the 150 day target.

The type of matters investigated by local investigation can cover a wide range of issues, from relatively straightforward complaints to complex and serious criminal allegations. While many of these investigations should be completed within the target timescales it should be noted that the most serious cases can, of necessity, take much longer periods to finalise. Some delays, such as the time taken by the Crown Prosecution Service to review a file, may also on occasion be outside of the control of the force.

As with locally resolved allegations, performance on this measure is impaired by older complaint allegations. Where allegations have been finalised in the 12 months to August 2013, those that were received prior to April 2012 have an average finalisation time of 311 days. **While older allegations jeopardise achievement of the 2013-14 target, the 12-months-to-date performance for allegations received since April 2012 is 129 days which is well within the target and illustrates that the Force is on track to achieve to achieve the longer-term target by 2015.**

Examining the average time to locally investigate allegations by allegation received date (as per chart above right), rather than allegation finalised date, also suggests that older cases are masking any improvement. There is evidence of a declining trend in the average time to locally investigate an allegation. For allegations received in the year to August 2012 the average time was 188 days compared with 116 days for the year to August 2013.

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[44] *An allegation describes the type of behaviour being complained about and there may be more than one allegation attached to a complaint case. Where a complaint allegation is not suitable for local resolution (or if the complainant declined local resolution for those received prior to 22 November 2012) it may be decided that a complaint requires a thorough examination of the incident.*

[45] *There are three other types of investigation. Supervised investigations: Are carried out by the police under their own direction and control. The IPCC sets out the terms of reference for the investigation and will receive the investigation report when it is complete. Complainants have a right of appeal to the IPCC following a supervised investigation. Managed investigations: Are carried out by police forces under the direction and control of the IPCC. Independent investigations: Are carried out by IPCC investigators and are overseen by IPCC commissioners. IPCC investigators have all the powers of the police themselves.*

Again, the evidence is encouraging but should be treated with caution. Following introduction of the new regulations[46] a local proportionate investigation[47] has been replaced by a local resolution investigation, and allegations resolved under this mode will be classed as a local resolution rather than an investigation. Local proportionate investigations were typically used for less severe complaints, often where the complainant declined local resolution. Therefore, while the proportion of allegations that are investigated may be expected to reduce, those allegations that are investigated will be of a higher severity potentially leading to longer average investigation times.

As of 1 April 2010, police forces are expected to record whether a complaint is upheld or not upheld. A complaint will be upheld if the service or conduct complained about does not reach the standard a reasonable person could expect. This means that the outcome is not solely linked to proving misconduct. The Force upheld around 17% of allegations that were formally investigated in the 12 months to the end of August 2013. The latest IPCC data[48] provides a figure of 19% for Nottinghamshire Police which compares favourably with the national average of 12% and MSG[49] average of 11%, and indicates that a greater proportion of concerns expressed by complainants are being resolved by the Force.

Actions

Location	Current Actions
Professional Standards	The Force is proactively working to improve the timeliness of the investigation process by aiming to deal with as many such allegations within 100 working days. Action plans have been drawn up by Professional Standards and these continue to be monitored by the Deputy Chief Constable through the monthly Standards and Integrity Board.

[46] *Under the Police Reform and Social Responsibility Act 2011, that is effective from 22 November 2012, changes are introduced to the local resolution process. Local resolution investigation (LRI) is a Nottinghamshire Police definition and this may change once updated IPCC Statutory Guidance is released.*

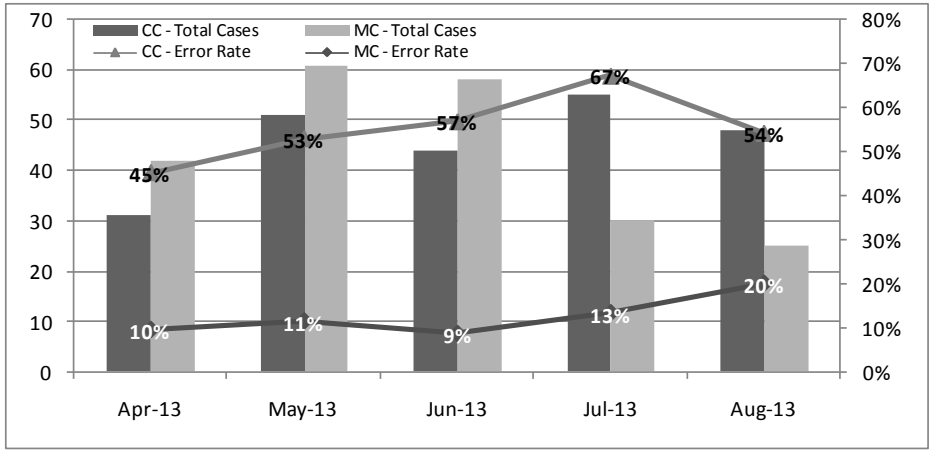
[47] *Nottinghamshire Police carried out a local proportionate investigation where the conduct that was being complained about (even if proved) would not justify bringing criminal or disciplinary proceedings but where the complainant did not agree to the local resolution process.*

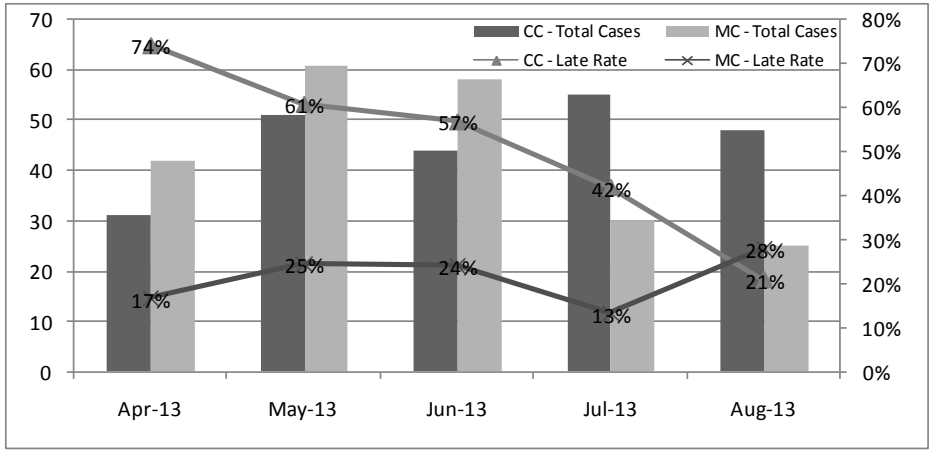
[48] *Source: Police Complaints Information Bulletin (Interim Bulletin) – Nottinghamshire Police, Reporting Period April 2012 to March 2013, published by the Independent Police Complaints Commission. The IPCC has advised that some information is missing and that a full bulletin for April 2012 to March 2013 will be published in the summer of 2013. In particular the bulletin does not reflect the changes introduced to the complaints system by the Police Reform and Social Responsibility Act 2011.*

[49] *This reflects the existing Most Similar Group of forces for Nottinghamshire which includes: Lancashire; Leicestershire; Northamptonshire; Northumbria; South Wales; South Yorkshire; and Staffordshire.*

Appendix I

Strategic Priority	**Theme 2 – Improve the efficiency, accessibility and effectiveness of the Criminal Justice process**
Measure	***% of Crown Court and Magistrates Court files to be submitted to the Crown Prosecution Service on time and without deficiencies***
Target	*To improve the current timeliness and quality of files*





Year-to-date performance - Crown Court (CC):	Quality - current error rate of **57.2%** Timeliness - current late rate of **52.3%**
Target performance (CC):	Quality - **0.7 percentage points (pp)** better than target Timeliness - **6.0 pp** better than target
Year-to-date performance (MC):	Quality - current error rate of **9.1%** Timeliness - current late rate of **20.8%**
Target performance (CC):	Quality – **1.0 pp** worse than target Timeliness – **0.7 pp** worse than target

Insight

Case files that are submitted to the Crown Prosecution Service are monitored for quality and timeliness on a monthly basis within the Force's Criminal Justice department. The analysis provided below is based on the error rate, which is the proportion of submitted files which are of unsatisfactory quality, and the late rate, which is the proportion of files that are submitted late.

As there is limited data available for this measure, over time comparisons are based on current year to date performance compared to the previous month's year-to-date performance. The target for this measure is to improve the quality and timeliness of the files submitted, and this is evidenced by a decrease in the error rate and the late rate when compared to last month's position.

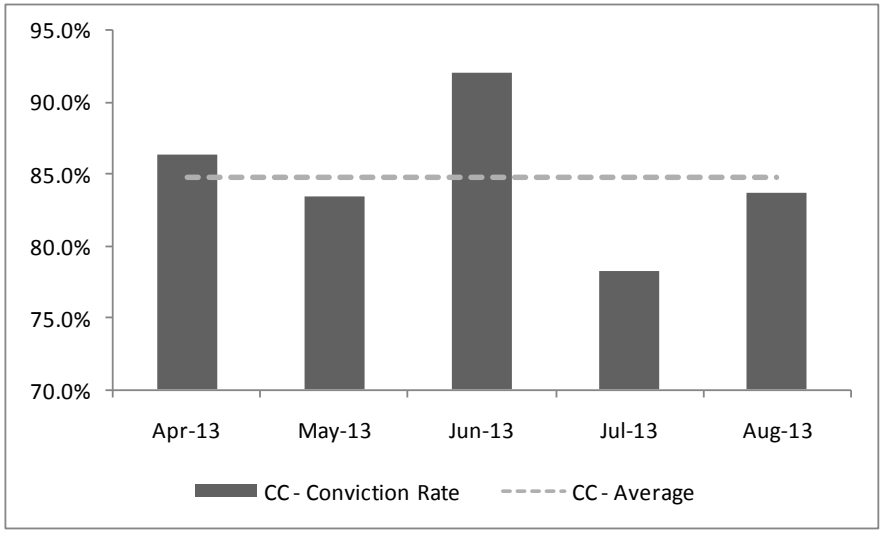
In terms of performance for the Crown Court, the target is currently being met, with both the error rate and the late rate lower this month than they were last month. The current year-to-date error rate is 57.2%, and this is compared to a year-to-date rate of 57.8% recorded last month, while the late rate is 52.3%, which is noticeably lower than the 58.1% reported last month. Monthly performance over time shows clear improvements made in both the quality and timeliness of files submitted to the Crown Court, with the error and late rates in August being the lowest recorded this year. In addition to this, the number of errors per file is also decreasing, with 77% of files in August containing 3 or less errors, compared to 83% in July. These improvements in performance allow confidence that recent efforts to improve the quality and timeliness of files submitted to the Crown Court are proving successful.

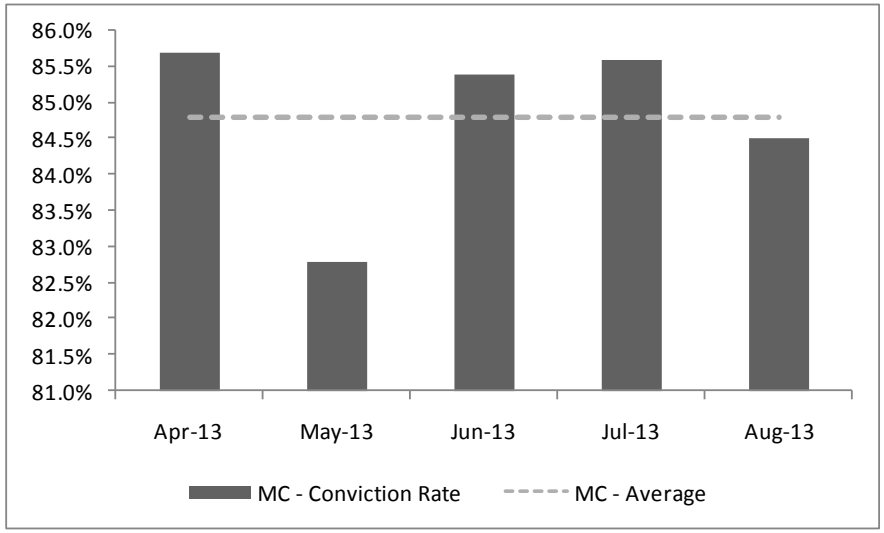
A different performance picture is seen on the Magistrates Court, with the target improvement not met for either quality or timeliness this month. The current year-to-date error rate is 9.1%, higher than the 8.2% recorded last month, while the late rate is 20.8%, again higher than the 20.3% recorded last month. The error rate has been increasing month-on-month since the start of this year, reaching a peak of 20% in August, and, the late rate is now also increasing despite improvements in timeliness at the start of this year. It should be noted that although file quality has deteriorated for the Magistrates Courts, the errors recorded this month were due to missing forms, and the quality of the content in the files was of a good standard.

It is believed that the current quality issues are related to a lack of training and inadequate supervision and this is currently being addressed in Force. The sergeant's accreditation training is almost complete and the Force also has a file review team who are available to advise officers on preparing case files for submission to the courts.

Appendix J

Strategic Priority	**Theme 2 – Improve the efficiency, accessibility and effectiveness of the Criminal Justice process**
Measure	***Crown Court and Magistrates Court conviction rates***
Target	*To be better than the national average*





Year-to-date performance - Crown Court (CC):	Year-to-date conviction rate of **84.5%** (April to August 2013)
Target performance (CC):	Target achieved with a current rate of **84.5%** better than the national rate of **81.3%**
Year-to-date performance (MC):	Year-to-date conviction rate of **84.7%**
Target performance (CC):	Close to target. The current conviction rate is the same as the national rate of **84.7%**.

Insight

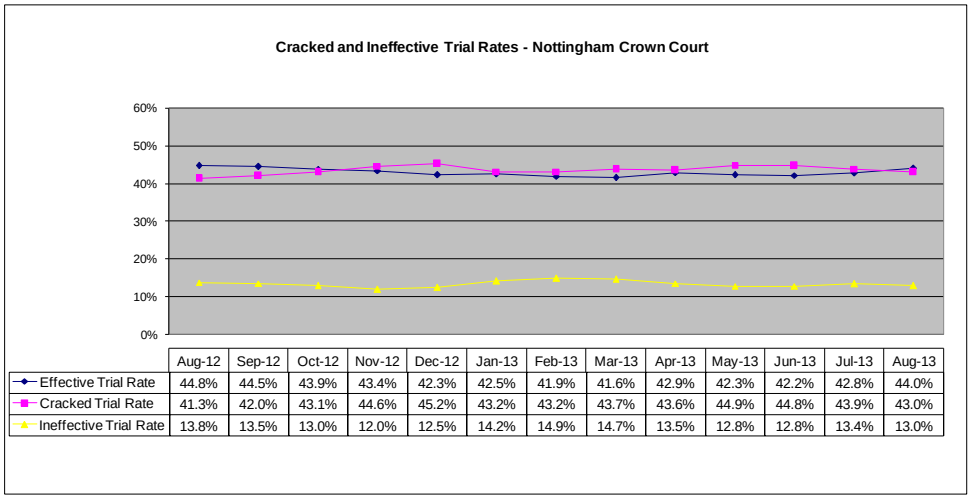
Conviction rates for both the Crown Court and the Magistrates Court remain stable in the short term picture, although due to a lack of historical data for this measure it is not possible to make a judgment of performance over the long term.

The Crown Court remains on target this month with a year-to-date rate of 84.5%, which is 3.2 percentage points higher than the national rate for the same period. The Crown Court performance is also in-line with regional performance, with the East Midlands region recording a year-to-date rate of 84.6%. It is worth noting that while the Crown Court remains on target, current year-to-date performance shows some signs of deterioration when compared to the position at the end of quarter one, where the conviction rate was 87.0%.

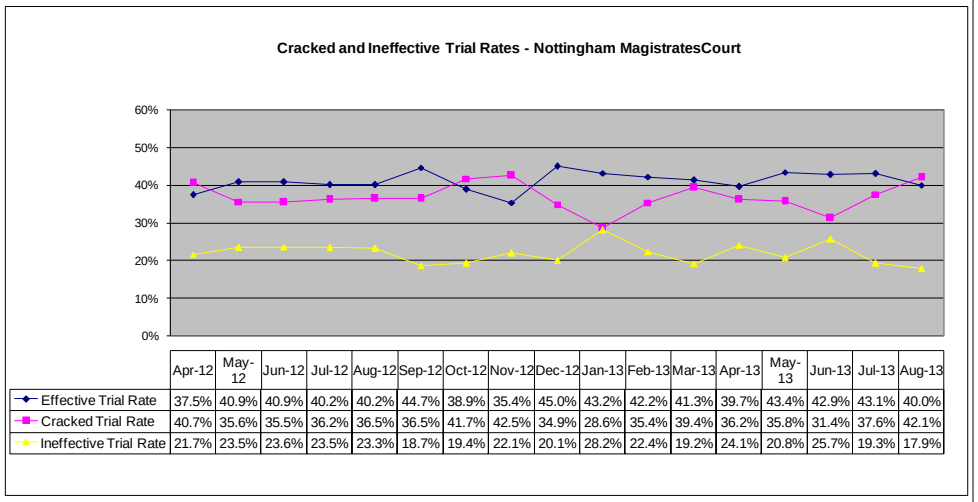
The Magistrates Court is close to meeting target, having achieved the national rate in the year-to-date picture. Performance is also better than the East Midlands region by 0.6 percentage points. Unlike the Crown Court, the Magistrates Court has seen little change in rate since quarter one, with an increase of 0.2 percentage points.

Appendix K

Strategic Priority	**Theme 2 – Improve the efficiency, accessibility and effectiveness of the Criminal Justice process**
Measure	***Crown Court and Magistrates Court effective trial rates***
Target	*To achieve a 50% effective trial rate for Crown Court and Magistrates Court*



	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Apr-13	May-13	Jun-13	Jul-13	Aug-13
Effective Trial Rate	44.8%	44.5%	43.9%	43.4%	42.3%	42.5%	41.9%	41.6%	42.9%	42.3%	42.2%	42.8%	44.0%
Cracked Trial Rate	41.3%	42.0%	43.1%	44.6%	45.2%	43.2%	43.2%	43.7%	43.6%	44.9%	44.8%	43.9%	43.0%
Ineffective Trial Rate	13.8%	13.5%	13.0%	12.0%	12.5%	14.2%	14.9%	14.7%	13.5%	12.8%	12.8%	13.4%	13.0%



	Apr-12	May-12	Jun-12	Jul-12	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Apr-13	May-13	Jun-13	Jul-13	Aug-13
Effective Trial Rate	37.5%	40.9%	40.9%	40.2%	40.2%	44.7%	38.9%	35.4%	45.0%	43.2%	42.2%	41.3%	39.7%	43.4%	42.9%	43.1%	40.0%
Cracked Trial Rate	40.7%	35.6%	35.5%	36.2%	36.5%	36.5%	41.7%	42.5%	34.9%	28.6%	35.4%	39.4%	36.2%	35.8%	31.4%	37.6%	42.1%
Ineffective Trial Rate	21.7%	23.5%	23.6%	23.5%	23.3%	18.7%	19.4%	22.1%	20.1%	28.2%	22.4%	19.2%	24.1%	20.8%	25.7%	19.3%	17.9%

Year-to-date performance - Crown Court (CC):	Year-to-date effective rate of **41.8%** (April to August 2013), an improvement of **1.9** percentage points compared to last year
Target performance (CC):	Target not achieved. Currently **8.2** percentage points below target
Year-to-date performance (MC):	Year-to-date effective rate of **42.8%**, an improvement of **0.9** percentage points compared to last year
Target performance (MC):	Target not achieved. Currently **7.2** percentage points below target

Insight

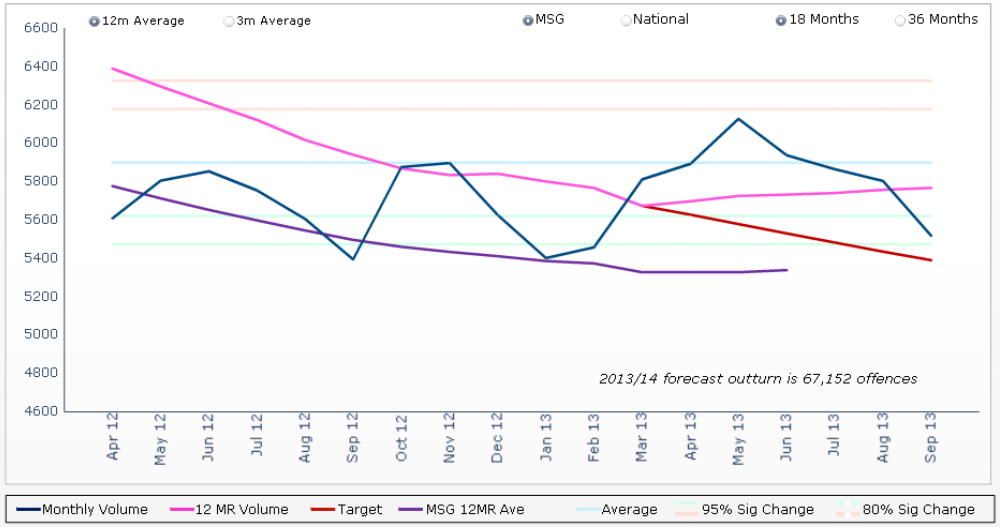
The charts shown above reveal that effective trial rates for both the Crown Court and Magistrates Court have been stable for some time. A slight improvement for both courts is seen in the current year-to-date picture, however the difference is relatively small and neither Court is achieving target at this time.

The Crown Court has a year-to-date effective trial rate of 41.8%, which is 1.9 percentage points below the rate recorded in the same period of last year. Despite this improvement the Crown Court performance is below the 50% target by 8.2 percentage points. The effective trial rate for the Magistrates Court is slightly higher at 42.8%, with the court also seeing a slight increase on last year (0.9 percentage points) however this area is also failing to meet target in the year-to-date picture.

Proportions of cracked trials, which are those where the defendant offers an acceptable plea or the prosecution offers no evidence, have also remained stable with little sign of change in performance over time. Ineffective trials (where no final outcome is reached), also remain stable, with around 13% of all trials (on average) recorded as ineffective this year.

Examination of monthly data suggests little evidence of a genuine improvement in performance over time, and if performance continues at it's current rate the target of a 50% effective trial rate will not be met at the end of the year. Examination of file quality and timeliness (as discussed in appendix I), shows that there are improvements to be made in Force in terms of both the quality and timeliness of the files submitted to the court, and may be the case that a high proportion of the ineffective or cracked trials could be the result of the Force's current performance in terms of file quality and timeliness.

Appendix L	
Strategic Priority	**Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour**
Measure	***Total Number of Offences***
Target	*To reduce by 10% in 2013/14*



Year-to-date performance:	Increase of **3.3%** or **1,113** offences[50] (April – September 2013 compared to April – September 2012)
Month-to-date performance:	Increase of **2.1%** or **115** offences in the month of August
Target performance:	Currently **12.9%** or **4,522** offences worse than target

[50] *The figures quoted in this report are based on live data from the CRMS system and are therefore subject to change. For this reason variation may be seen when comparing figures in this report to the data tables provided at Appendix M*

Insight

There is little change in the performance picture for All Crime this month, with the Force continuing to record an increase in offences when compared to last year. The current year-to-date increase is 3.3%, which is more or less the same as the 3.2% increase reported in the two previous months, and the Force remains significantly off target. As noted in the previous report, month-on-month volumes are currently decreasing (see chart above), with September volume almost 5% down on August, however this is likely to be due to an expected seasonal pattern and may not necessarily represent a genuine improvement in performance.

The Force continues to experience year-to-date increases in a number of offence types, with current performance primarily driven by increases in the volume offence types of Violence Against the Person (VAP) and Theft & Handling, which between them account for around half of the Force's All Crime. The remaining volume crime type, Criminal Damage, is recording a year-to-date decrease in offences and is not contributing to the current All Crime increase, however it should be noted that the reduction is small, at 2.1% and performance for this area appears to be slowing. This will be monitored in the coming months to assess for any long-term change in trend which could adversely affect the All Crime picture.

There is no change in the year-to-date position for Violence Against the Person offences, with the Force recording an increase of 5.7% (419 offences) this year. This is similar to the 5.6% increase reported last month, suggesting that in the short-term performance picture there is no evidence of improvement, and this is despite reductions between both July and August, and August and September. Although the City and County BCUs are both recording a year-to-date increase in VAP, there appears to be a difference in performance in terms of their operational areas. While the City is experiencing increases on all three of it's operational areas, the increase in County BCU is currently being driven by an increase in the Bassetlaw/Newark & Sherwood area, with Ashfield/Mansfield and South Nottinghamshire both recording a similar number of offences to last year.

The profile of VAP offences shows little change from last month, with the Force again recording a slight reduction in the proportion of Night-Time Economy (NTE) violence, alongside increases in Domestic Violence (DV) and Other violence offences. The figures for both Domestic Violence Crimes and Repeat Victims of Domestic Violence are increasing this year, and this is the case across much of the Force area. It is interesting to note that both the Bassetlaw and Newark & Sherwood areas are seeing increases in DV and DV repeat victims, suggesting that the VAP increase noted in these areas may be in part driven by Domestic Violence offences.

Although the Force continues to experience an increase in Theft & Handling offences, there are signs of an improvement this month, with the current increase of 9.8% (975 offences) smaller than the 11.6% reported last month. It appears this may have been driven by improved performance on the City, which is now showing a smaller year-to-date increase in offences than the County (8.4% compared to 11.1%). The

City (in particular City Central) has seen success from a number of operations in recent months, the result being reductions in both theft of mobile phone and theft of bag offences, as well as shoplifting offences. A further initiative to tackle shoplifting commenced in October, with figures for the month so far showing a marked decrease in offences in the City. As mentioned in the previous report, Operation Graduate has been running on the City in September and October in an attempt to reduce student-related crime. While the first two weeks of October are showing notable decreases in All Crime volume on both the City Central and City Centre areas, the Operation is ongoing at this time and further analysis will be required in order to establish whether this reduction can be linked to actions taken as part of Operation Graduate.

Burglary Dwelling offences remain a concern with the Force currently experiencing an increase of 22.8% (403 offences) this year compared to last year. The Force has recorded increasing monthly totals since June of this year, with September reaching a peak at over 450 offences. This is contrary to the expected seasonal pattern, and is of particular concern when considering that the Force can expect an increase in burglaries over the winter months, particularly during the Christmas period. As discussed in the previous report, the County continues to drive the increase, with year to date increases on all three operational areas. Of most concern is the Ashfield/Mansfield area, which has seen an increase of more than 50% this year. On the City there is a split in terms of operational areas performance, with City Central and South both recording increases (the largest being on Central), while City North is currently maintaining a healthy reduction in Burglary Dwelling offences in the year-to-date picture.

The increases in All Crime are replicated across the majority of the Force area, with the City recording the slightly larger increase at 3.7% or 550 more offences, compared to the County (+3.0% or 570 offences). City performance is driven by increases on all three City operational areas, although the increase on City South is only slight, with 19 offences more this year compared to last. The largest increase is seen on City Central, with this driven by both VAP and Shoplifting offences in and around the City Centre. On the County BCU the Ashfield/Mansfield area has the largest increase, at 6.8% (445 offences), followed by Bassetlaw/Newark & Sherwood where the year-to-date increase is 3.9% (232 offences). South Nottinghamshire is the only area to be recording a decrease in All Crime volume this year, with a reduction of 1.6%, which equates to 107 less offences compared to last year.

Within the Force area are a number of specific local areas which are known to experience high volumes of Crime and Anti-Social Behaviour. These 'priority areas' have been identified through a strategic assessment process carried out by the Safer Nottinghamshire Board (SNB) on the County, and the Nottingham Crime and Disorder Partnership (CDP) on the City, and all have been set 'stretch' targets for reducing All Crime this year[51]. These localised areas have a genuine effect on performance for the Force, as between them they account for around 23% of the Forces All Crime volume to date this year. If all of the priority areas had achieved their target reductions (based on year-to-date performance), the Force would currently be recording a decrease in All Crime volume rather than an increase.

[51] *The target reduction for the City priority areas is 24%, for Ashfield/Mansfield and South Nottinghamshire is 18% and for Bassetlaw/Newark and Sherwood is 16%. For more detail on the priority areas please contact the report author.*

Performance in the priority areas is mixed, with reductions recorded on two of the eleven County areas (Hucknall Central – a 6.8% or 14 offences reduction, Netherfield & Colwick – a 15.8% or 54 offence reduction), and two of the five City areas (Aspley – a 4.6% or 41 offences reduction, Bridge – a 17.6% or 93 offences reduction).

Of the areas recording an increase on the County, four are of most concern, having had the largest volume and percentage increase in All Crime this year. These are Hucknall East and Sutton Central & East on the Ashfield/Mansfield area, Worksop on Bassetlaw/Newark & Sherwood and Eastwood South on South Nottinghamshire. All of these areas are experiencing increases in Shoplifting, with this offence type a particular issue for Worksop and Eastwood South. The increase on Hucknall East has been driven by Burglary Dwelling, while on Sutton Central & East the largest increase this year has been Vehicle Crime. The largest increase on the City is on the Arboretum, with this area continuing to experience increases in Shoplifting, Burglary Dwelling and Robbery.

The Force continues to record an increase in All Crime volume this month, and has made no progress against target, with the year-to-date position unchanged when compared to last month's position. The volume crime types are driving the current performance picture, with year-to-date increases in offending, while Burglary Dwelling performance is also of concern. Performance for the majority of offence types is at a similar level for both City and County BCU's and South Nottinghamshire remains the only area to be recording a reduction in All Crime offences this year. The Policing Plan target for this measure is a 10% reduction in All Crime during 2013/14, and while figures for the first two weeks of October show healthy reductions when compared to last October, the Force will still require a significant reduction in offences during the second half of the performance year in order to achieve the 2013/14 target.

Actions

Crime Type	Location	Current Actions
All Crime	County	The County's Partnership Plus Areas are subject to costed delivery plans which are funded through the Safer Nottinghamshire Board. These plans are monitored and delivered through the Community Safety Partnerships for each of the County Operational Areas. The Partnership Plus areas are subject to an inflated All Crime reduction target of 18% (16% in Bassetlaw/Newark & Sherwood) due to the increased funding available to these areas to tackle Crime and Anti-Social Behaviour.
All Crime	City	The City's Priority Wards are monitored through the City Crime and Disorder Partnership and are subject to additional activity in order to tackle the high volume issues in these areas.
VAP	Hotspot areas	A micro-beat technique is being used to identify sub-beat level areas within hotspot locations for VAP offences, such as those areas in town and city centres where violence offences are likely to occur. It is intended that this technique will allow officers to prevent or diffuse potentially violent situations before they can escalate.
VAP	Force-wide	The Force has recently established a Violence Against the Person gold group, which is directing targeted activity across the Force.
Theft and Handling	City	Operation Dormice has commenced in the City, working to reduce shop thefts in the top retail premises by identifying and managing prolific offenders through the Integrated Offender Management team.
Theft and Handling	Force	Operation Chasible continues to run on both City and County. This is an ongoing operation to tackle shop theft in those retail premises with the highest levels of shoplifting. The operation involves liaising with retail premises to introduce a prevent and deter strategy, and introducing specific action plans for each affected store. CCTV and undercover officers are also being utilised in hotspot locations.

Crime Type	Location	Current Actions
Theft and Handling	City	Ongoing engagement between the licensing team and the City's licensed premises in order to reduce theft from person offences in nightclubs and bars, particularly of mobile phones. This includes the use of ID scanners in the City's licensed premises, which was initially piloted in Rock City.
Student-related Crime	City	Operation Graduate began in September with the aim to reduce student-related offences which are known to increase when student residents, particularly first-year university students, return to the City for the start of the academic year. Planned activity will target areas with a high concentration of student residences, and will also use a preventative strategy by educating students on personal safety and home security.
Burglary Dwelling	Force-wide	The Force has recently established a Burglary gold group, which is directing targeted activity across the Force.
Burglary Dwelling	Force	Operation Graphite launched a period of intensive activity in October in an effort to effectively manage the Force's most prolific burglary offenders.
Burglary Dwelling	Force	Operation Optimal Forager commenced in September and features cocooning of households who are direct neighbours of burgled houses, and dedicated patrols in identified hotspot areas. This focuses on face to face contact with householders offering bespoke crime prevention advice, and in the case of vulnerable victims in particular, support to secure their property.

Appendix M

Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
Measure	*All Crime performance by Offence Type*

	Year-to-date performance				Month-to-date performance			
	Current Period	Previous Period	Diff	%Diff	Current Period	Previous Period	Diff	%Diff
All Crime	**35,132**	**34,019**	**1,113**	**3.3%**	**5,510**	**5,395**	**115**	**2.1%**
Violent Crime	8,935	8,211	724	8.8%	1,387	1,272	115	9.0%
VAP	7,770	7,358	412	5.6%	1,205	1,155	50	4.3%
VAP with injury	4,189	3,248	941	29.0%	622	505	117	23.2%
VAP without injury	3,581	4,110	-529	-12.9%	583	650	-67	-10.3%
Sexual Offences	612	462	150	32.5%	99	73	26	35.6%
Burglary Dwelling	2,170	1,767	403	22.8%	379	328	51	15.5%
Robbery	553	391	162	41.4%	83	44	39	88.6%
Vehicle Crime	3,194	3,353	-159	-4.7%	525	502	23	4.6%
Theft of Motor Vehicle	706	685	21	3.1%	94	96	-2	-2.1%
Theft from Motor Vehicle	2,488	2,668	-180	-6.7%	431	406	25	6.2%
Burglary Other	2,282	2,455	-173	-7.0%	421	333	88	26.4%
Theft and Handling	10,883	9,908	975	9.8%	1,645	1,637	8	0.5%
Fraud and Forgery	42	639	-597	-93.4%	2	94	-92	-97.9%
Criminal Damage	5,248	5,363	-115	-2.1%	774	885	-111	-12.5%
Drug Offences	1,848	1,901	-53	-2.8%	291	272	19	7.0%
Other Offences	530	422	108	25.6%	86	72	14	19.4%

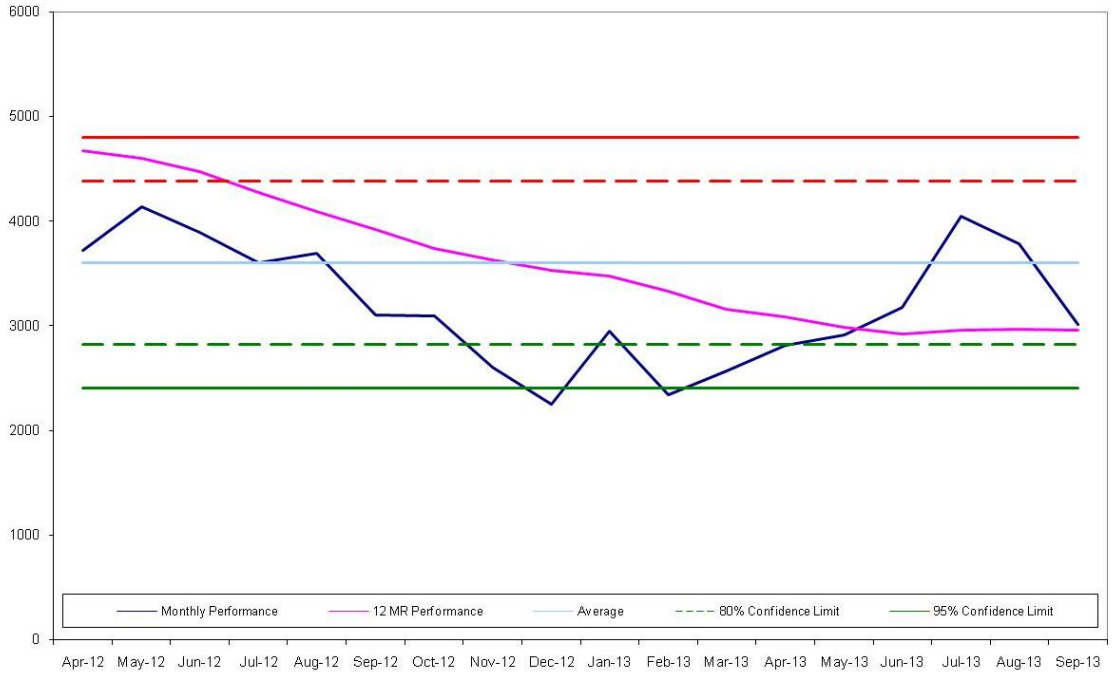
Appendix N

Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
Measure	*All Crime performance by Priority Areas (data to September)*

Priority Area (County)	YTD 2013/14	YTD 2012/13	Change	% Change	Stretch Target Reduction %	YTD Stretch Target Volume	Volume difference to stretch target	Percentage difference to stretch target
Hucknall Central	193	207	-14	-6.8%	-18.0%	170	23	13.5%
Hucknall East	317	278	39	14.0%	-18.0%	228	89	39.0%
Kirkby East	315	312	3	1.0%	-18.0%	256	59	23.0%
Sutton Central/East	586	533	53	9.9%	-18.0%	437	149	34.1%
Carr Bank	168	146	22	15.1%	-18.0%	120	48	40.0%
Portland	456	342	114	33.3%	-18.0%	280	176	62.9%
Woodlands	405	371	34	9.2%	-18.0%	304	101	33.2%
Worksop	1318	1216	102	8.4%	-16.0%	1021	297	29.1%
Castle/Magnus	644	635	9	1.4%	-16.0%	533	111	20.8%
Eastwood South	386	275	111	40.4%	-18.0%	226	160	70.8%
Netherfield & Colwick	287	341	-54	-15.8%	-18.0%	280	7	2.5%

Priority Area (City)	YTD 2013/14	YTD 2012/13	Change	% Change	Stretch Target Reduction %	YTD Stretch Target Volume	Volume difference to stretch target	Percentage difference to stretch target
Arboretum	720	583	137	23.5%	-24.0%	443	277	62.5%
Aspley	852	893	-41	-4.6%	-24.0%	679	173	25.5%
Bulwell	968	959	9	0.9%	-24.0%	729	239	32.8%
Bridge	435	528	-93	-17.6%	-24.0%	401	34	8.5%
St Anns	636	539	97	18.0%	-24.0%	410	226	55.1%

Appendix O	
Strategic Priority	**Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour**
Measure	***Reduction in Anti-Social Behaviour incidents across the Force***
Target	*8% reduction year on year from 2013-14 to 2015-16*



Year-to-date performance:	Reduction of **10.9%** or **2,415** incidents (April – September 2013 compared to April – September 2012)
Month-to-date performance:	Reduction of **3.0%** or **93** less incidents in the month of September
Target performance:	Year-to-date target has been achieved. Currently **3.2%** or **645** incidents better than target

Insight

The Force is maintaining a year-to-date reduction in the volume of Anti-Social Behaviour (ASB) incidents and is also achieving the 8% target reduction; however there is further evidence that the current downward trend is continuing to lose momentum with a year-to-date reduction currently recorded at 10.9%. This is 1.3 percentage points (pp) lower than last month and 13.4pp lower than performance at the end of the first quarter.

The reduction in the overall rate has slowed due to month-on-month increases in both July and August. Although an increase throughout the summer months is not unusual and is in keeping with typical seasonal patterns recorded in Force, during the 2012/13 performance year the Force recorded month-on-month decreases from May through to December (with the exception of a slight increase in August). This exceptional performance served to create a low baseline which is proving difficult for the Force to achieve in the current year.

Positively the Force has recorded a 3.0% reduction in September, compared to the same month last year, and the reduction in September compared to August is the highest month-on-month reduction since February. This suggests that performance may be stabilising, however the situation should be monitored in the coming months to ensure that the current on-target position is not affected.

Performance at divisional level appears positive, with both the City (-6.5% or 593 less incidents) and the County (-14.0% or 1,822 less incidents) recording year-to-date reductions. However, the overall Force performance against target is masking a continued divide, highlighted in previous reports, between both areas with the year-to-date reduction on the City below the 8% target. At the start of the year both the City and County were recording similar levels of reduction, however July marked a noticeable shift in performance with the City recording a 27.5% increase month-to-date, while the County increase was notably smaller at 2.5%. The County has since managed to turn performance around and recorded month-to-date reductions in both August and September, however the City has continued to record increases over the same two months.

Reviewing City performance by operational area reveals that although all three areas have recorded increases over the last three months, a deterioration in performance was first noticeable on City South in June. Leading in to July, City South then recorded a 38.7% (or 137 additional incidents) increase compared to the same month last year. This was the highest percentage increase seen across the Force in July, and also the highest recorded volume of incidents since October 2011. This was followed by further increases in August and September which has resulted in City South recording a 1% year-to-date reduction, which is 7pp below the 8% target.

City North are also recording a reduction below the 8% target, with City Central the only area to be meeting target year-to-date, with a reduction of 11.3% compared to last year. While this is a positive picture for City Central, it should be noted Central recorded a 12.1% month-to-date

increase in incidents in September and if no improvements are seen in the upcoming months all three areas are at risk of underperforming when compared to target.

On an encouraging note, four of the five City priority areas are recording positive year-to-date reductions; in particular Bulwell (-18.4%) and Bridge (-10.1%), with the reduction on both Aspley and St Ann's just below the 8% target. Performance across all five areas has followed a similar pattern to the City as a whole during the first five months of the performance year; however there is a noticeable turnaround in September evident in Aspley, Bridge and Bulwell where reductions above 20% have been recorded compared to the previous September.

Breaking the County down to district level shows that six of the seven districts are recording year-to-date reductions above the 8% target, with Broxtowe just 0.3pp below target. Reviewing performance over the last quarter shows that across the County, the majority of districts have maintained healthy month-to-date reductions through July, August and September. While Broxtowe are the only area not to achieve target at present, September saw this area record their highest monthly reduction this year-to-date. Continued improvement in Broxtowe would see all seven districts recording year-to-date reductions above target.

In terms of partnership plus area on the County, only two out of the eleven are recording year-to-date increases in incidents. One of the areas with an increase, Carr Bank, has seen positive performance in the last two months, suggesting an improvement may be seen in the long-term. A less positive picture is seen on Eastwood South where large increases have been seen during quarter two following a strong start to the year.

Looking at the types of ASB incidents, the main volume of incidents continues to be nuisance related incidents, with stagnant performance throughout the second quarter appears to be the main driver behind current performance at Force level. The current year-to-date reduction is recorded at -19.7% (or 5,088 less incidents), which is better than target, and is nearly 10pp lower than at the end of quarter one.

In terms of personal incidents, year-to-date the Force is recording a 3.7% reduction (or 97 less incidents) compared to the same period last year, an improvement on the -0.4% recorded at the end of quarter one. The year-to-date reduction in terms of personal incidents is smaller due to large percentage increases in July and August; however performance in September suggests that the Force may have improved going forward and are on course to end the year with a reduction in this incident type.

While current performance remains on target the Force has seen a slow-down in reductions in recent months. The driver behind this loss in momentum appears to be the City, with reductions on both City North and South falling below the target 8% level. Seasonally the Force can expect to record an increase in incidents in October, especially around the end of the month towards Halloween. In order to minimise the effects of this expected spike on current target position the Force should make efforts to engage with the local community to counteract a rise in incidents.

Actions

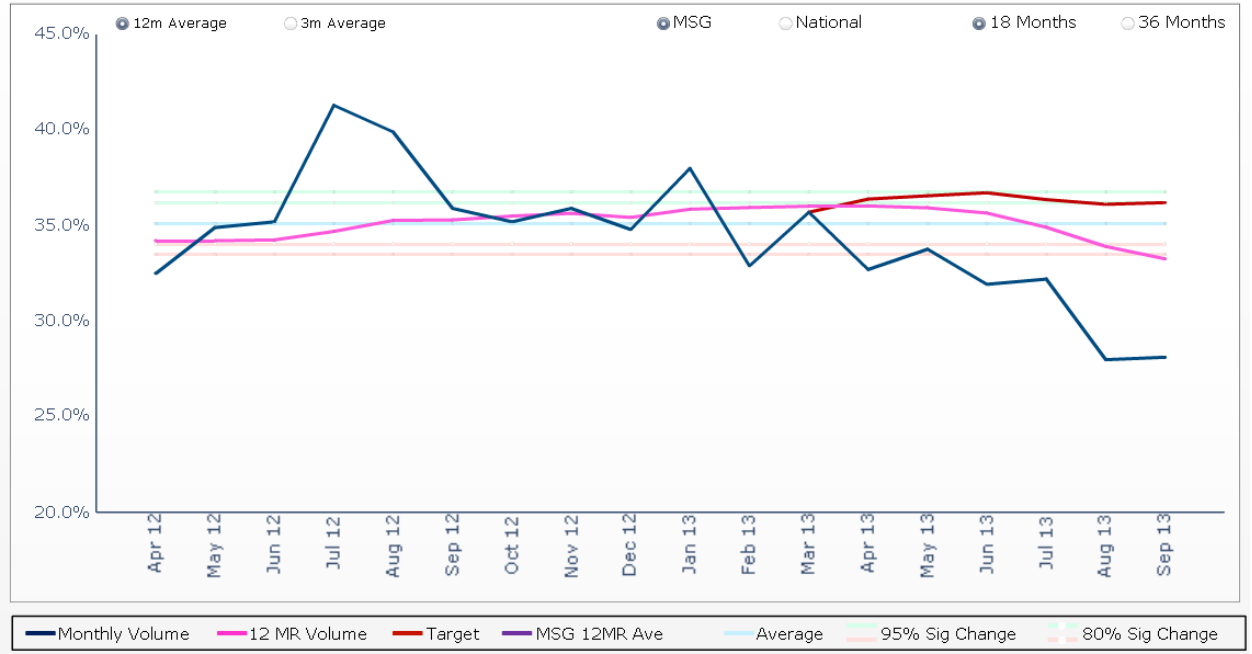
Crime Type	Location	Current Actions
Operation Animism	Force-wide	Local Operation Animism plans are ongoing in an attempt to reduce ASB, particularly in public areas such as town/city centres where large concentrations of ASB incidents are often seen.
Locally-managed ASB	Local	ASB continues to be managed at a local level in Force, allowing neighbourhood teams to target activity towards the type of ASB incidents which feature in their area. This method has proved successful in a number of areas and it is believed that by sharing examples of good practice the Force will see further reductions in incidents.
ASB Case Management	Force-wide	The Force is looking into the possibility of a new Case Management System to record details on ASB incidents, including victim and offender information. A similar system is currently being used successfully by Derbyshire Police.
ASB and the Night-time Economy	City Centre	An operation to target Crime and ASB volume as a result of the Night Time Economy (NTE) in the City Centre has recently been launched by the Force. It is intended that ASB in the City Centre, particularly that relating to the NTE, will be reduced through the targeted activity which includes high visibility patrols engaging with the public, early intervention and a low tolerance approach to incidents.

Appendix P

Strategic Priority	Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour
Measure	*Anti-Social Behaviour by Area*

	Incident Volume				Target Position		
	2013/14	2012/13	Change	%Change	2013/14	Diff	%Diff
Force	**19721**	**22136**	**-2415**	**-10.9%**	**20366**	**-645**	**-3.2%**
City	**8484**	**9077**	**-593**	**-6.5%**	**8351**	**133**	**1.6%**
County	**11237**	**13059**	**-1822**	**-14.0%**	**12015**	**-778**	**-6.5%**
City North	2830	2962	-132	-4.5%	2726	104	3.8%
City Central	3428	3866	-438	-11.3%	3557	-129	-3.6%
City South	2226	2249	-23	-1.0%	2070	156	7.5%
Ashfield/Mansfield	**4204**	**5095**	**-891**	**-17.5%**	**4688**	**-484**	**-10.3%**
- Ashfield	2097	2578	-481	-18.7%	2372	-275	-11.6%
- Mansfield	2107	2517	-410	-16.3%	2316	-209	-9.0%
Bassetlaw/N & S	**3602**	**4077**	**-475**	**-11.7%**	**3751**	**-149**	**-4.0%**
- Bassetlaw	1958	2223	-265	-11.9%	2046	-88	-4.3%
- Newark & Sherwood	1644	1854	-210	-11.3%	1706	-62	-3.6%
South Notts	**3431**	**3887**	**-456**	**-11.7%**	**3577**	**-146**	**-4.1%**
- Broxtowe	1303	1411	-108	-7.7%	1299	4	0.3%
- Gedling	1259	1529	-270	-17.7%	1407	-148	-10.5%
- Rushcliffe	869	947	-78	-8.2%	872	-3	-0.3%

Appendix Q	
Strategic Priority	**Theme 3 – Focus on those local areas that are most affected by Crime and Anti-Social Behaviour**
Measure	***Detection Rate including Positive Outcomes***
Target	*Achieve a rate of 37%*



Year-to-date performance:	Detection rate of **31.1%**, a reduction of **5.5 percentage points** compared to last year-to-date
Month-to-date performance:	Detection rate of **28.1%**, a reduction of **7.8 percentage points** compared to September 2012
Target performance:	Year-to-date the Force is **5.9 percentage points (pp)** away from its target of **37.0%**

Insight

The Force is currently recording a detection rate of 31.1% year-to-date, a 5.5 percentage point drop compared to same period of last year and 5.9 percentage points (pp) below the Police & Crime Plan target. Despite the low rate the Force has around 247 offences which are still 'Awaiting Detection Approval'[52]. Once these are finalised the Force detection rate for the year so far will rise to 32%, still a considerable distance away from target.

In terms of detection rates the Force is recording small reductions in most offence types year-to-date compared with last year. Serious Acquisitive Crime (SAC; comprised of Domestic Burglary, Robbery and Vehicle Crime) is currently recording a detection rate of 11.7%, a drop of 5.2pp compare to the same period last year. Al three of the SAC offence types are contributing to this drop, with the most notable reductions apparent in the Domestic Burglary and Vehicle Crime detection rates. This detection rate for Burglary Dwelling is particularly impacted by an overall increase in Domestic Burglary offence volume; so while offences have increased by 22.8%, the overall volume of detections has reduced by 16.9%.

Reviewing detection performance as a whole, the Force has recorded a reduction in detection volume of 6.7% or 843 less detections then last year, and this is compared to an increase in overall offence volume of 3.3% (1,120 more offences then last year).

In terms of the method of positive disposals used to detect crimes, there continues to be uplift in the number of offences where Community Resolution has been used. Year-to-date, Community Resolutions account for 17.9% of all detected crime, whereas during the comparative period last year the equivalent figure was 13.0%. As Community Resolutions are often used as an alternative to Cautions, a subsequent reduction in the proportion of Cautions issued can be seen over the same period. The proportion of detections recorded as a Charge / Summons is approximately the same with a slight increase in proportion being recorded compared to last year, and almost half of detections detected using this method.

Force level Disposal Breakdown[53]:

YTD Apr-Sept For All Crime	2012/13	% Prop of total	2013/14	% Prop of total
Cautions	3,171	25.4%	2,383	20.9%
Charge / summons	6,029	48.3%	5,788	50.8%
Community Resolution	1,621	13.0%	2,037	17.9%
Other	732	5.9%	733	6.4%
Penalty Notice for Disorder	305	2.4%	121	1.1%
TICs not previously recorded	27	0.2%	14	0.1%
TICs previously recorded	593	4.8%	313	2.7%

[52] *Offences awaiting paperwork to be completed and scanned on to the Forces Crime Recording System*

[53] *TIC is a disposal method used where offenders admit to committing other offences that are suitable to be Taken into Consideration (TIC) along side the offence(s) for which they are being investigated.*

Divisional level Disposal Breakdown:

YTD Apr-Sept For All Crime	City				County			
	2012/13	% Prop of total	2013/14	% Prop of total	2012/13	% Prop of total	2013/14	% Prop of total
Cautions	1,276	22.9%	1,009	19.7%	1,895	27.5%	1,374	22.0%
Charge / summons	2,830	50.7%	2,705	52.7%	3,199	46.4%	3,083	49.3%
Community Resolution	816	14.6%	907	17.7%	805	11.7%	1,130	18.1%
Other	393	7.0%	387	7.5%	339	4.9%	346	5.5%
Penalty Notice for Disorder	131	2.3%	64	1.2%	174	2.5%	57	0.9%
TICs not previously recorded	3	0.1%			24	0.3%	14	0.2%
TICs previously recorded	131	2.3%	58	1.1%	462	6.7%	255	4.1%

Reviewing performance for both the City and County divisions, year-to-date both BCUs are recording similar rates (City 32.0%, County 30.4%) and both have recorded reductions compared to the previous year (City -5.6pp, County -5.4pp). For the month of September both divisions have again recorded similar detection rates (City 28.7%, County 27.7%) and both divisions have recorded sizeable reductions in detection rate compared to the same month last year (both around 10pp).

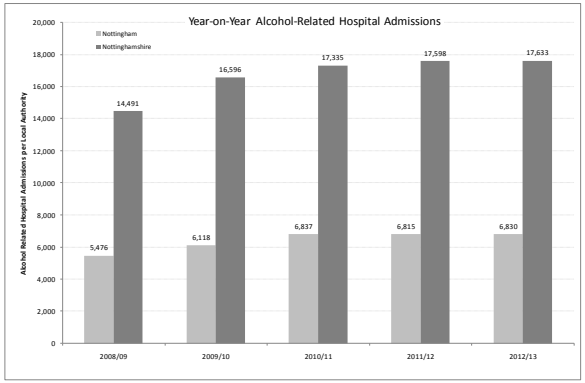
Examining the use of Community Resolution by offence type, proportions remain high for Shoplifting (30.5% of all Community Resolutions), VAP without injury (21.5%), VAP with injury (18.4%) and Criminal Damage (15.7%). These proportions are broadly similar to those recorded last year and last month, suggesting little change in the offences currently being identified for the Community Resolution process.

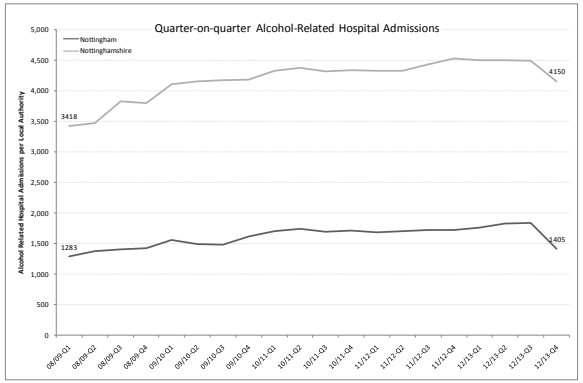
The overall year-to-date detection rate for Force is considerably lower then the current target of 37.0%, and reviewing year-to-date detection rates throughout the year reveals that the previously static rate is showing signs of deterioration in recent months. Monthly rates in quarter two have been particularly low and suggest that the Force will be moving further away from its target in coming months. This performance is particularly troubling when combined with the overall increase in offence volume the Force has recorded over the same period, and the Force will require a significant increase in the volume of detections it achieves in the remainder of the year in order to stand a chance of meeting target.

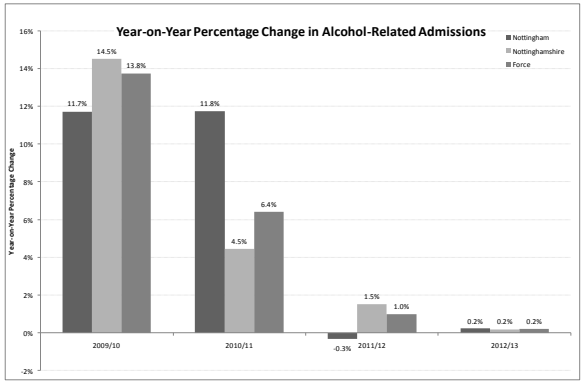
Actions

Crime Type	Location	Current Actions
Sanction Detections	Force-wide	The Force will continue to use Converter Teams to maximise detection opportunities, with a review process undertaken to ensure that the resources put into the programme are equal to the benefits received.
Sanction Detections	Force-wide	A Review of Converter Teams has now been completed and recommendations put forward to senior management for consideration.
Community Resolution Disposals	Force-Wide	The Force continues to promote the use of Community Resolution disposals where appropriate and all officers are currently offered the opportunity to attend a workshop which provides information and guidance on the use of Community Resolution as a method of detection.

Appendix R	
Strategic Priority	**Theme 4 – Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour**
Measure	***Number of alcohol-related admissions to hospital***
Target	*A reduction in alcohol related hospital admissions compared to 2012/13*







Current performance:	Total Force Area has recorded a reduction in alcohol related admissions to hospital of **11.1%** or 693 less admissions (January – March 2013 compared to January – March 2012)
Target performance:	Target of a reduction in alcohol-related admissions has been achieved[54]
City Local Authority Performance:	Reduction of **18.5%** or 319 admissions
County Local Authority Performance:	Reduction of **8.3%** or 374 admissions

[54] *The target in the Police and Crime Plan is for a reduction in total alcohol-related hospital admissions in 2013/14 compared to 2012/13. Unfortunately the most current data available (via www.lape.org.uk) is only provisional data to quarter four of 2012/13 (which was released in September 2013). Because of this, performance data will be discussed in terms current available data to March 2013, until such a time when 2013/14 data is available.*

Insight

The information in this report is based upon on the methodology developed by the North West Knowledge and Intelligence Team (NWKIT). Following international best practice, the NWKIT methodology includes a wide range of diseases and injuries in which alcohol plays a part and estimates the proportion of cases that are attributable to the consumption of alcohol.

Nottinghamshire police Force data is broken down by the two Local Authorities; Nottingham and Nottinghamshire[55]. The volume of admissions in Q4 of 2012/13 was; 1,405 for Nottingham, 4,150 for Nottinghamshire.

These totals represent sizable decreases for both Nottingham (-18.5% or 319 fewer admissions) and Nottinghamshire (-8.3% or 374 fewer admissions), compared to the same quarter the previous year, in the previous quarter (Q3), both local authorities recorded increases compared to the same quarter the previous year.

Comparing the Force area as a whole, in quarter four of 2012/13 the Force recorded a decrease of 11.1% or 693 admissions compared to the same quarter in the previous year. This is a change in trend from quarter three, when the Force recorded an increase of 2.9% or 180 admissions compared to the same quarter in the previous year.

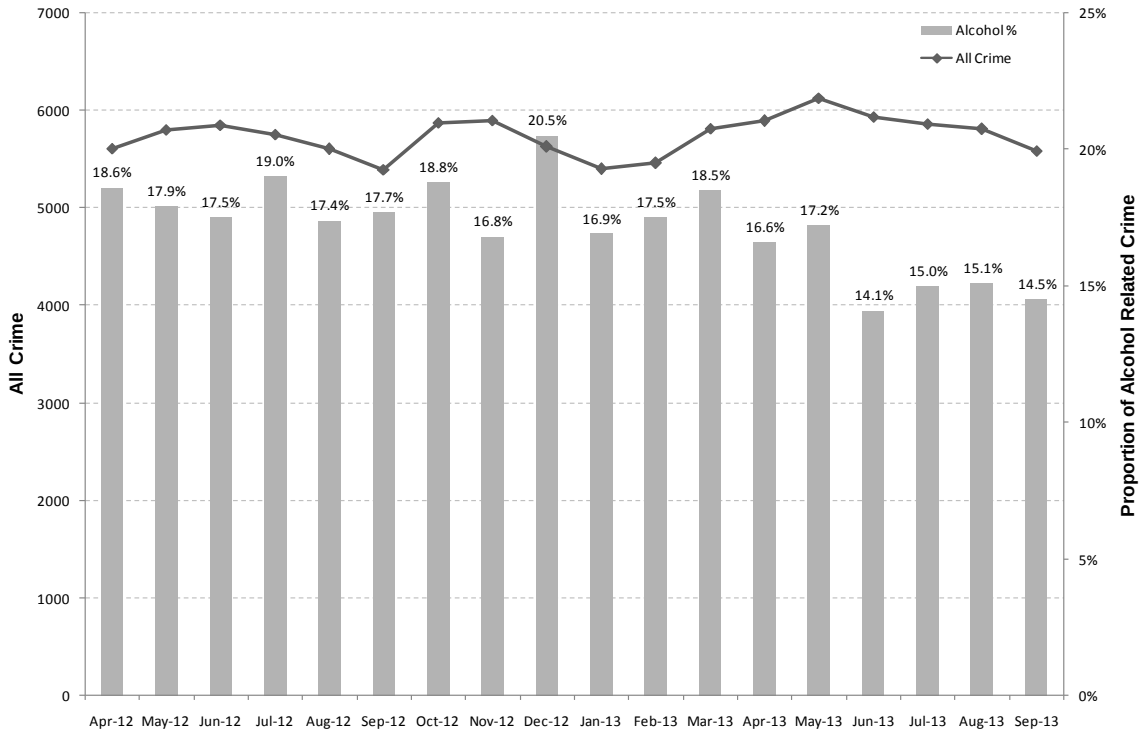
Assessing 2012/13 as a whole, both the local authorities and the overall Force area have recorded an increase compared to 2011/12, (Force +0.2% or 50 admissions, Nottingham +0.2% or 16 admissions and Nottinghamshire +0.2% or 34 admissions. These low level increases appear in line with a general slow down in percentage increases year-on-year over the last four years.

Nationally, the rate of admission[56] in the fourth quarter of 2012/13 in England was 476 per 100,000 population, a 3% decrease from the corresponding quarter in 2011/12. The East Midlands region shows a notably larger decrease, with a rate of 413 per 100,000 population in quarter 4 of 2012/13 representing an 8% decrease on the same quarter of the previous year.

55 *Nottinghamshire Local Authority area incorporates Nottinghamshire Primary Care Trust and Bassetlaw Primary Care Trust.*

56 *Provisional data on the rate of hospital admissions for alcohol-related harm for every 100,000 members of the population. The rates have been standardised using the European age profile. They are derived from the Hospital Episode Statistics (HES) and cover the first three quarters of 2012/13. The rate per 100,000 population is not available at Local Authority level.*

Appendix S	
Strategic Priority	**Theme 4 – Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour**
Measure	***The number of Alcohol Related Crimes (proxy measure)***
Target	*To monitor the number of crimes which appear alcohol related*



Current performance:	The Force has recorded a year-to-date proportion of alcohol related offences of **15.4%** or 5,437 offences (April – September 2013) compared to 18.0% (6,133 offences) for the same period the previous year
City Division Performance:	A year-to-date proportion of alcohol related offences of **17.1%** or 2,632 offences compared to 21.0% (3,106 offences) for the same period the previous year
County Division Performance:	A year-to-date proportion of alcohol related offences of **14.2%** or 2,805 offences compared to 15.8% (3,027 offences) for the same period the previous year

Insight

Due to the aforementioned concerns around data quality[57], a numerical target has not been set around this area; rather the Force will be expected to monitor alcohol related crime levels with a view to obtaining a better understanding of this area as a whole.

Over the 2012/13 performance year the Force recorded an overall proportion of alcohol related crime of 18.1%, with the highest month of the year being December (23.8%). In terms of divisional proportions in 2012/13 the City's was 21.0%, with the highest month being October (24.2%). The County recorded an overall proportion of 15.7% and its highest month was December with a proportion of 18.7%.

Comparing proportions year-on-year (comparing April-September 2013 to April- September 2012), the Force, despite recording an increase in overall crime volume, has recorded a proportional drop in the number of offences which were alcohol related – dropping from 18.0% in 2012 to 15.4% in 2013. This pattern is repeated across both the City and County, with both divisions recording year-on-year drops, the City from 21.0% to 17.1% and the County from 15.8% to 14.1%.

Based upon surveys carried out on behalf of the Crime Survey for England and Wales (CSEW), in 2011/12 47% of violent offences were identified where the victim believed the offender(s) to be under the influence of Alcohol, an increase of 3 percentage points on the previous year.

Reviewing current Violent Crime (VAP, Robbery, Sexual Offences) across the Force, year-to-date (April – September) 27.5% of offences were alcohol related, a drop of 6.1 percentage points compared to the same period the previous year. Both these proportions appear at odds with the national figures provided by the CSEW. For both years VAP offences have recorded the highest proportion of alcohol related offences (2012/13 – 35.9%, 2013/14 – 30.0%). Divisionally, the City is currently recording a year-to-date proportion of 25.2% (highest offence group is VAP – 27.7%), whilst the County is recording a proportion of 29.6% (highest offence group is again VAP – 31.9%).

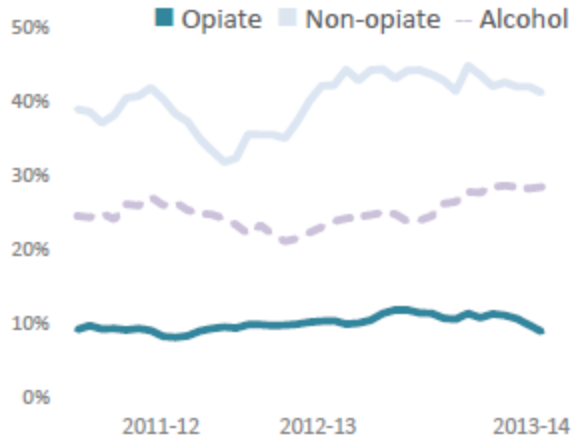
[57] Unfortunately the Force currently has data quality concerns around the effective use of "Alcohol" tags when recording offence details – a situation the Force is looking to rectify during the course of the current year. To allow the monitoring of this measure in the meantime the Performance & Insight team has produced a bespoke query which utilises a number of wild card searches on MO note details to ascertain whether or not the offence in question is alcohol related. This process is by no means fool proof but does allow some degree of monitoring at present and also provides a baseline to compare tagging activity against. Please note that since Mays report (data to April) further amendments have been made to the query used to identify alcohol related offences resulting in higher rates. Year-to-date and details for last year have been updated accordingly.

Actions

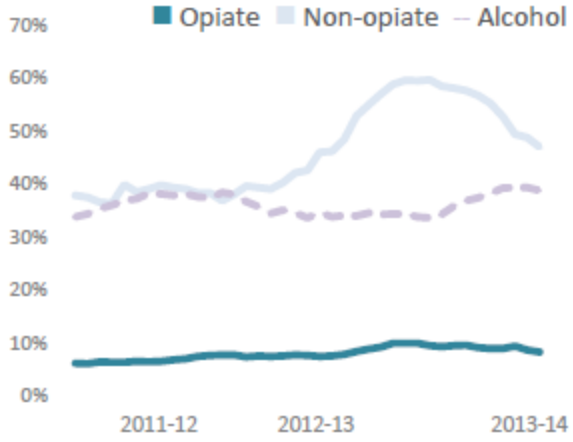
Operation	Current Actions
Force-wide	Substance Misuse Performance Framework in consultation with Force leads for sign off.
Force-wide	System for improving Alcohol / Drug Tagging being developed between Performance and Insight and Crime Management Bureau
Force-wide	Initial discussion with Contact Management understanding processes for Alcohol tagging of Incidents
Nottingham City	“Super strength” project in partnership with Nottingham City Council with the ambition of removing supers strength alcohol from sale in the City
Force-wide	Violence Seminar on the 09th April 2013 investigating Public Space, Night Time Economy and Alcohol related Violence issues

Appendix T	
Strategic Priority	**Theme 4 – Reduce the impact of drugs and alcohol on levels of Crime and Anti-Social Behaviour**
Measure	***% of successful treatment completions of OCU and Non-OCU (Opiate and Cocaine Users)***
Target	*A 1% increase in successful completions compared to 2012/13*

Successful completions as a proportion of all in treatment (Nottingham)



Successful completions as a proportion of all in treatment (Nottinghamshire)



Current performance (OCU):	**8.5%** successful completion rate[58], a decrease of **1.2 percentage points** (July 2012 – June 2013 compared to baseline of April 2012 – March 2013, for the Force area as a whole)
Current performance (non-OCU):	**43.2%** successful completion rate – decrease of **3.2 percentage points (pp)**
Target performance (OCU):	Currently **2.2 pp** worse than target (based on target of a 1% increase on baseline figure)
Target performance (non-OCU):	Currently **4.2 pp** worse than target

[58] *Successful completions as a proportion of all users in treatment*

Insight

This measure is based on the proportion of Opiate and Cocaine Users (OCU) and Non-Opiate and Cocaine Users (Non-OCU) who have successfully completed drug treatment programmes. Unless otherwise stated, figures are 12 months rolling and are compared to the 2012-13 baseline period.

In the 12 months to June 2013, there were a total of 3,798[59] Opiate and Cocaine users in treatment in the Force. Of these, 324 users successfully completed treatment, an OCU success rate of 8.5%. This is a decrease when compared to the 9.7% rate recorded during 2012/13. The success rate for Non-Opiate and Cocaine users also declined during the same period: Of a total of 585 Non-OCUs in treatment, 253 successfully completed treatment, which equates to a success rate of 43.2%, compared to 46.4% in the previous year. The target for this measure is for a 1% increase in the successful completion rate for both OCU and non-OCU, and as the rates for both have decreased this year, the target is not currently being met.

The Local Authorities provide a basic divisional split; on the City, the successful completion rate of OCU users has dropped from 11.1% to 8.9% and is 3.2% away from target, for Non-OCU users the completion rate has dropped from 42.5% to 41.1% and is off target by 2.4%. On the County, the successful completion rate of OCU users has dropped from 8.9% to 8.3% and is 1.6% away from target, for Non-OCU users the completion rate has dropped from 52.7% to 46.9% and is off target by 6.7%.

When assessing the actual volumes of users in treatment and those who have successfully completed, it appears that for OCUs, volumes of users who have completed successfully have decreased at a much faster rate (-14.1%) then the number of users in treatment (-2.0%). For Non-OCU users, volumes for both users completed and total in treatment have dropped at a similar rate to the baseline period.

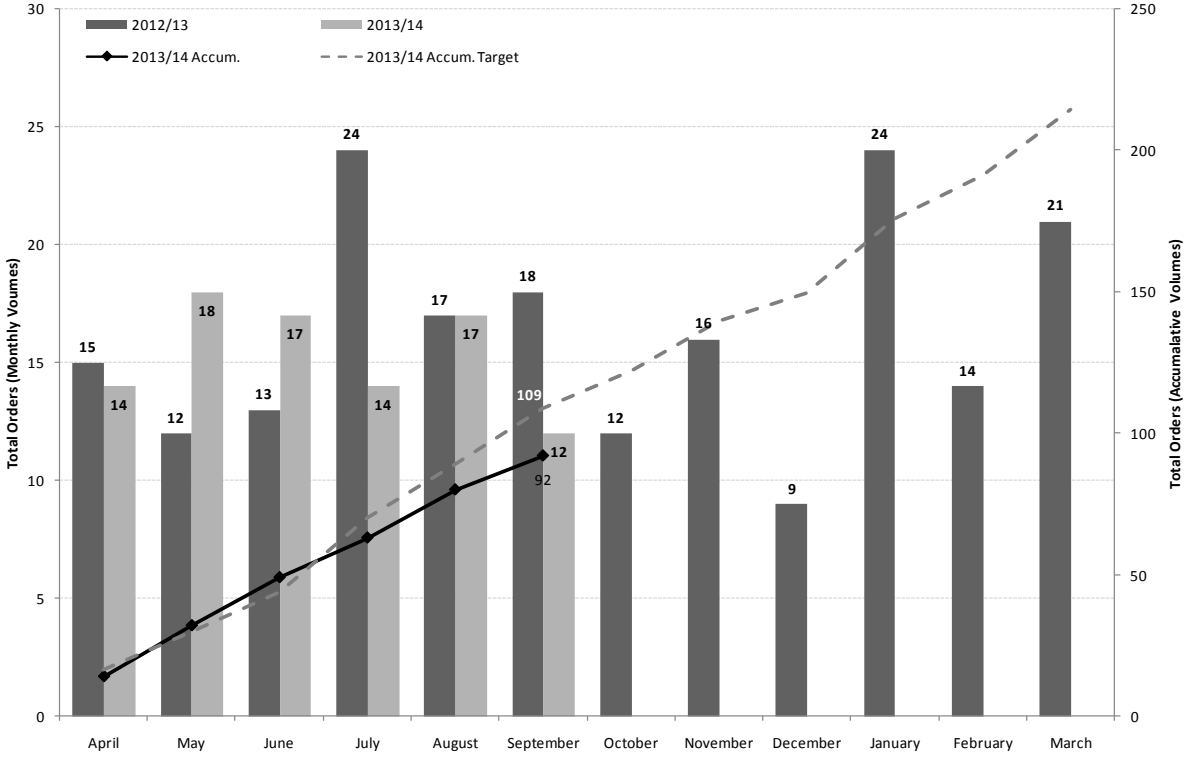
More mixed performance is seen in the proportion of successful completions when considering those users who are clients of the Criminal Justice system: Across the Force opiate users saw a success rate of 5.6% this year compared to 6.3% last year, while Non-Opiate users had a success rate of 35.2% compared to 33.2% last year.

Public Health England also monitor the proportion of OCU and non-OCU who successfully complete treatment and do not re-present within six months. Completion figures for the 12 months ending December 2012 reveal that 10.2% of OCUs successfully completed treatment and did not re-present within 6 months (re-presentations up to June 2013). This is an improvement on the baseline 7.1% rate (12 months ending December 2010), and is also higher than the equivalent national figure, with the average rate in England being 8.2%. In terms of non-OCU, the success rate for those who did not re-present was 50.5%, a notable improvement on the 38.9% recorded during the baseline period, and again this rate is higher than the national rate, which stands at 40.2%.

[59] *Source: Public Health England*

Appendix U

Strategic Priority	**Theme 5 – Reduce the threat from organised crime**
Measure	***The number of Proceeds of Crime Act (POCA) confiscation and forfeiture orders***
Target	*To Increase the Volume of POCA Orders by 10%*



Year-to-date performance:	A total of **92** orders recorded this year, a reduction of **7.1%** on the **99** recorded in the same period of last year
Year-to-date performance (value):	A total of **£445,645.04** has been recovered from **92** recovery orders. Average value per order is **£4,843.97.** This represents a decrease in average order value of **£4,259.33** (-**46.8%**) compared to last year
Target performance:	Force is worse than target by **17** orders or **18.4%** (against a target of a **10%** increase or a YTD target total of **109** orders)

Insight

For 2013/14 the Force has a target of increasing its overall volume of POCA orders (Confiscation and Forfeiture orders) by 10% compared to that achieved in 2012/13. Reviewing past performance against this measure, in 2012/13 the Force recorded a reduction in total orders of 7.1% (dropping from 210 to 195) and in 2011/12 the Force recorded a reduction of 1% (dropping from 212 to 210). Despite this challenging performance in past years an increased emphasis on POCA throughout the Force, particularly in raising officer awareness of use of POCA orders should allow the Force to drive an increase in overall order volume.

Based upon the 195 orders (Confiscation and Forfeiture orders) recorded in 2012/13 the Force is expected to record a total of 215 orders in 2013/14 in order to achieve the 10% increase target. For the current year-to-date period the Force has recorded 92 orders (12 Forfeiture orders and 80 Confiscation orders) compared to the 99 orders recorded for the same period last year (12 Forfeiture order and 87 Confiscation orders). This represents a decrease in order volume of 7.1% comparing this year to last.

In terms of order value the Force recorded a total value of £1,345,863.18 in 2012/13 which equates to an average order value of £6,901.86 for the year. Reviewing current year-to-date values the Force has recorded a total order value of £445,645.04 which equates to an average order value of £4,843.97, a decrease of 46.8% compared to the average order value recorded in the same period last year (£9,103.30). While this represents a sizeable difference , it is worth noting that the average value for 2012/13 was inflated by a significant investigation concluding in September 2012, which resulted in an order to the value of almost £270,000.

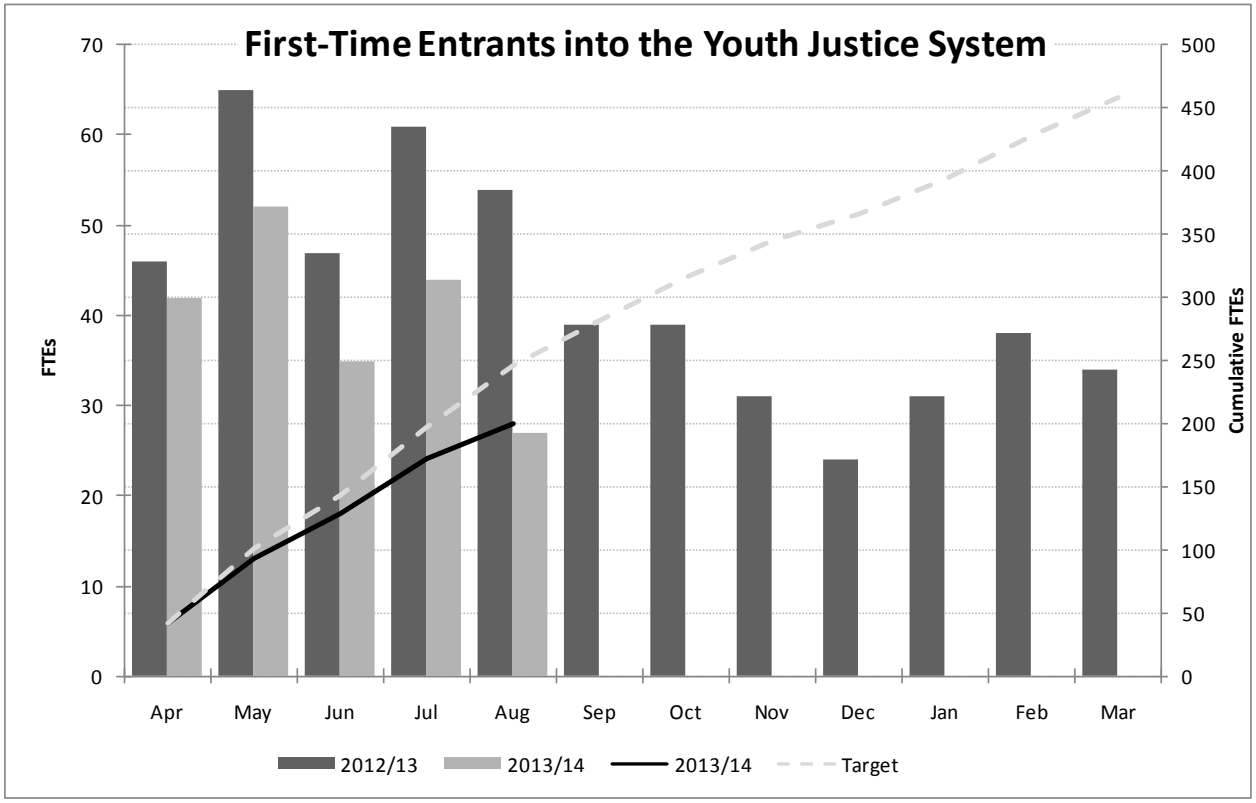
A new POCA process was launched in Force from 1st April 2013. When a crime number is allocated to an offence the investigating officer will receive a POCA support pack in which they will be asked to consider whether use of POCA legislation would support investigation of the offence in question. The aim is to integrate money laundering opportunities as part of the investigative strategy from the outset, thus facilitating a stronger likelihood of prosecution and the identification and seizure of assets at an early stage rather than post conviction. In addition to this, in the new financial year the Force has been reviewing more detailed management information around POCA performance.

For the months of April to September in 2013 the Force has failed to achieve its target, recording a total of 92 orders compared to the 99 recorded for the same period last year and a target of 109. In addition to this drop in order volume, there has also been a marked decrease in order value (the year-to-date total being nearly half a million pounds lower then last year). Although volatility around this measure is to be expected, performance does appear to deteriorating; one potential driver of this could be the release of several members of the Financial Investigation Unit to EMSOU (the regional East Midlands Special Operations Unit), from which no substantive orders have been generated yet.

Actions

Location	Current Actions
Force-wide	The Financial Investigation Unit is currently reviewing its processes to ensure maximum benefit is being accrued by the Force in respect of POCA legislation.
Force-wide	The unit has been re-launched with far more communication and support for those officers working on the front line.
Force-wide	Work is underway to consider whether money taken from those involved in crime can be put back into areas of policing and the community from where it was taken.
Force-wide	POCA Performance data is now compiled and circulated monthly throughout COT

Appendix V	
Strategic Priority	**Theme 6 – Prevention, early intervention and reduction in reoffending**
Measure	***The number of First-Time Entrants into the Youth Justice System***
Target	*To reduce the number of First-Time Entrants by 10% in 2013/14*



Current performance:	There have been **200** First-Time Entrants (FTEs) this year (April - August 2013). This is a reduction of **27.3%** (**75** FTEs) compared to last year
Target performance:	Year-to-date target has been achieved. Currently **23.8%** or **48** FTEs better than target
City Division Performance:	There have been **125** FTEs this year. This is a reduction of **6.0%** (**8** FTEs) compared to last year
County Division Performance:	There have been **75** FTEs this year. This is a reduction of **47.2%** (**67** FTEs) compared to last year

Insight

The Force continues to maintain a strong position against target for this measure with a reduction of 27.3% (75 FTEs) when compared to last year, meaning that the 10% reduction target has been achieved. Performance appears to be stabilising however, as the current percentage reduction is the same as that observed last month.

As noted in the previous report, a marked difference can be seen between the City and County division in terms of reductions, with the County recording a reduction of 47.2% whilst the City recorded a reduction of 6.0%. This pattern has been repeated throughout the year, with the County recording reductions of more than 40% in four of the five months of this year. City's performance appears to have been driven by a higher then average monthly volume in May, an event which also occurred in the previous year. Positively current volumes on the City appear to returning to more expected levels, suggesting that reductions on the City may improve further in the coming months.

The gender profiles of FTEs are in line with the information provided in previous months, with 76.9% of FTEs being male and 23.1% being female, and these are similar proportions to those recorded for the same period last year. In terms of reductions by gender, both male and female FTEs are recording reductions on last year (-25.9% and -31.7% respectively).

In terms of the age profile of FTEs this year, the majority of FTEs were aged between 15 and 17 at the time of arrest (74.0%), and this proportion shows a slight increase on that recorded in the same period of last year (up from 66.9%). All ages have seen either a reduction in FTEs or remained unchanged. The most notable change in terms of the age profile is a reduction in the number that were aged 14 at the time of arrest, with 44 FTEs last year compared to only 15 this year. This represents a drop of 65.9% and is the largest change this year in terms of age.

The number of entrants who describe their ethnicity as BME remains disproportionate to the ethnic make-up of the Force area[60], with 22.5% of FTEs recorded this year stating their ethnicity as BME, this is also an increase on the 17.8% recorded in the previous year. The reason for this is that the recorded number of BME First-time Entrants remains relatively unchanged across all ethnic groups this year, whereas the number of White entrants has dropped dramatically, resulting in an increased proportion of BME FTEs this year.

The main types of offences committed by FTEs are Theft & Handling (mainly shoplifting), Violence Against the Person (mainly Common Assault), Drug Offences, and Criminal Damage. The majority of offence types have recorded a reduction in FTEs this year, although the area that is driving the Force level reduction is Theft and Handling Stolen Goods, which has seen a reduction of 71.6% (58 fewer FTEs) this year.

[60] *Source: 2011 Census Population Estimates (ONS published 11 December 2012), Force area BME proportion of 11.2%.*

This strong reduction is likely to be the result of an increase in the use of Community Resolutions (which are predominately used for youth offenders and low-level offences such as shoplifting) as an alternative method of disposal. Areas which are showing the largest increases in FTEs are Criminal Damage offences (28 FTEs compared to 23 in the same period of last year), motoring offences (10 FTEs compared to 7 in the same period of last year) and Robbery (13 FTEs compared to 10 in the same period of last year).

In terms of the severity of the offences committed this year (offences are graded on a scale of 1-8, 1 being least serious), the majority of offences are graded low on this scale (between 1-3), and reductions are seen across most offence grades, with the largest volume reduction recorded in Grade 3 offences, with 70 fewer FTEs committing offences of this grade this year compared to last, and it is likely that this is related to the decrease in Theft and Handling offences over the same time period. The more serious grade offences (6-8) have all recorded reductions over the same period.

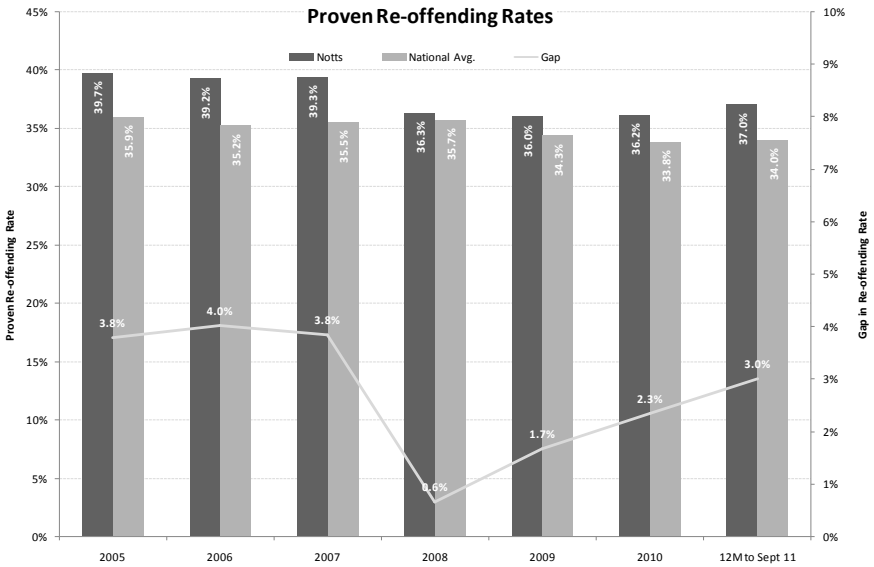
Performance at the start of 2013/14 is positive; the number of FTEs continues to decrease and the current reduction target has been easily achieved based on year-to-date figures, with this performance expected to continue throughout the year. An area which may still be of concern is the high proportion of BME First-time Entrants, particularly when compared to the previous year. Despite an overall reduction in FTEs, the number of BME FTEs remains unchanged, and this may be of concern when considering that numbers of White FTEs have decreased over the same period. The Force should endeavour to maintain the current level of performance through an ongoing programme of activity, but should also work to ensure that this programme is successful in reducing First-time Entrants across all groups.

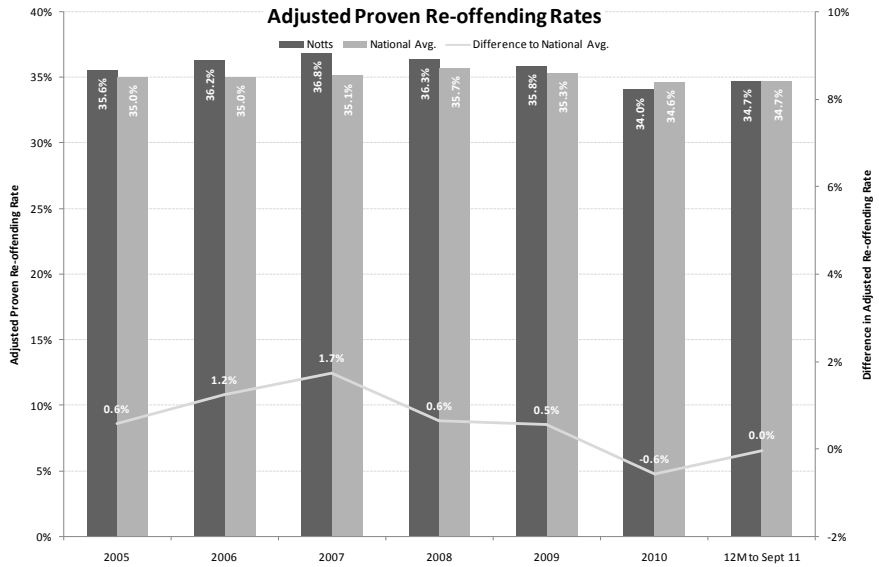
Actions

Operation	Location	Current Actions
Community Resolution	Force-wide	The Force has increased its use of Community Resolution disposals over the last 12 months (see Crime Detections section of this report for more detail). This means that fewer young people are entering the youth justice system as they are being dealt with through these more informal outcomes.
Prevention Team	Force-wide	There is a Targeted Support & Youth Justice Services Prevention Team that works with young people.
Diversionary Schemes	County	Several districts within the County area are using diversionary schemes, such as weekly football matches and stay safe schemes, to give young people something to do with their spare time, in the hope that this will steer them away from crime and anti social behaviour.

Appendix W

Strategic Priority	**Theme 6 - Prevention, early intervention and reduction in reoffending**
Measure	***Prevention, early intervention and reduction in reoffending***
Target	*Reduce (proven) reoffending to be below the national average, less than 32.4 percent*





Current performance:	Proven re-offending rate of **37.0%,** for data 12 months ending September 2011 (Adjusted rate[61] for the same period is **34.7%**, inline with the national average)
Target performance:	Nottinghamshire is **3.0 percentage points** above current national average of **34.0%**
Timeliness:	Current data is for 12 months ending September 2011, the publication of the next update is unclear on the www.gov.uk website

[61] *Adjusted rates refer to adjustments made to take in to account factor which may affect offending habits, further details can be found - https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/225091/proven-reoffending-definitions-measurement.pdf*

Insight

Proven re-offending is defined by the Ministry of Justice as any offence committed in a one year follow-up period and receiving a court conviction, caution, reprimand or warning in the one year follow-up or a further six month waiting period.

The baseline given in the Police & Crime Plan is for Adult Re-offending for the period of April 2010 to March 2011, a proven re-offending rate of 36.9%, 3.0 percentage points (pp) above the national average for the same period (national average of 33.9%). This rate ranks Nottinghamshire 31st out of 36 trusts. The target is to achieve a rate below that of the national average.

The most recent data available is for offenders for the period 12 months ending September 2011. For this period, Nottinghamshire's rate of 37.0% is 3.0pp above the national average of 34.0%. This rate ranks Nottinghamshire 32nd of 36 trusts, this represents a slight improvement in performance compared to the previously released dataset (12 months of data to June 2011) where the gap to the national average was 3.3pp.

Reviewing re-offending rates over time we can see that Nottinghamshire's rate has remained fairly stable over the last four periods whilst the national average has dropped from 35.7% to 34.0% over the same time period. The gap between Nottinghamshire and the National Average has, as a consequence of this performance, increased from a low of 0.6% in 2008 to the current gap of 3.0%, a similar level of gap to that recorded in 2007.

In terms of adjusted rates, Nottinghamshire's performance is more favourable. Reviewing rates over the last four periods we can see that Nottinghamshire has been less the one percent away from the national average and in 2010 was in fact below the national average.

Reviewing actual offending volumes, the current dataset (12 months to September 2011) lists an average of 3.31 offences per re-offender, equating to 4,489 offences in total for the 12 month period. This is a slight improvement in the previous dataset (12 months to June 2011), where the average of offences per re-offender was 3.20 and equated to a total of 4,446 offences.

Integrated Offender Management Update:

Integrated Offender Management (IOM) is multi-agency partnership working with the aim of reducing crime through the intensive supervision and monitoring of the top 0.5% of Serious Acquisitive Crime Prolific and Priority Offenders, who pose the greatest threat and risk of harm and are responsible for committing 10% of all crime.

There are currently 328 IOM nominals managed by the Force with just over half on the County. The majority of nominals are adult[62] (74.7%) with 7% currently classed as a juvenile. IOM nominals fall into one of the following three levels:

- **Level 1** – on licence – breaches or further offences can lead to them being recalled – applied for by Probation but Home Office make the decision.
- **Level 2** – community order with a supervision condition or young offenders on licence – breaches have to go before a Magistrates' Court.
- **Level 3** – most are non-statutory supervision and so are expected to engage on a voluntary basis.

Just under 54% (176 offenders) of the nominals have been assessed as Level 1, with the majority of these (84.7% or 149 nominals) being adults, just under 10% of nominals are Level 2 (32 nominals) and just over a third are Level 3 (115 nominals). Examining the Level 3 Cohorts further, 48.7% are classed as 'non-statutory' (without licence conditions) and 32.1% as 'statutory' (with licence conditions). The remaining Level 3 offenders were classed as 'Prolific Priority Offenders'.

Cross referencing the 328 nominal's against named offenders and/or suspects for offences[63] recorded in 2013/14[64] reveals that 226 (68.9%) IOM nominals have been recorded as the offender in 296 offences and a named suspect in a further 205 offences and, excluding Domestic Incidents, account for 1.4% of recorded crime in 2013/14.

Examining the types of offences where IOM nominal's have been identified as an offender, 41.0% (122) were recorded as a Serious Acquisitive Crime (SAC) offence, the majority of which are Vehicle Crime offences and Domestic Burglaries. An additional 30.6% of offences are recorded as acquisitive offences such as Burglary Other and Theft and 12.1% were recorded as Violence Against a Person (VAP) offences.

45.2% of offences where the nominal is recorded as a suspect are recorded as a SAC offence, the majority of which are Domestic Burglaries. An additional 17.4% are recorded as acquisitive offences, with just over half recorded as Theft & Handling offences, and a further 10.2% recorded as VAP.

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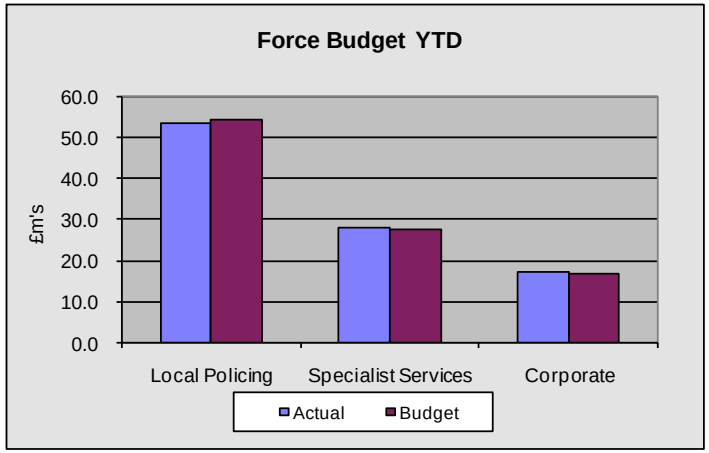
[62] *Aged 18 and over*

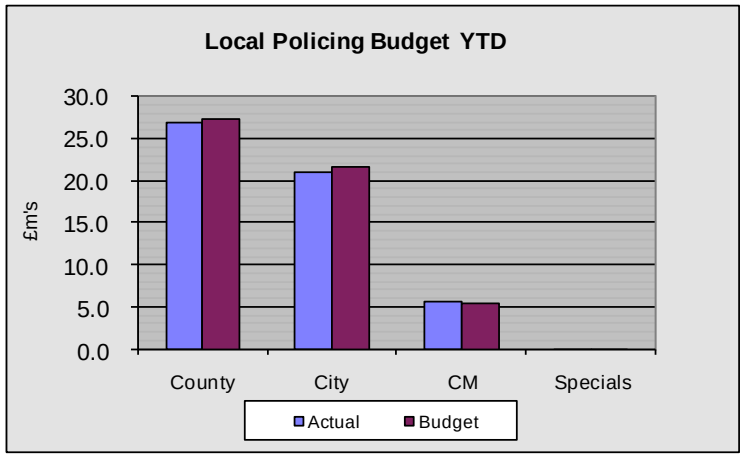
[63] *Offences include both Home Office Recordable offences and Domestic Violence Incidents*

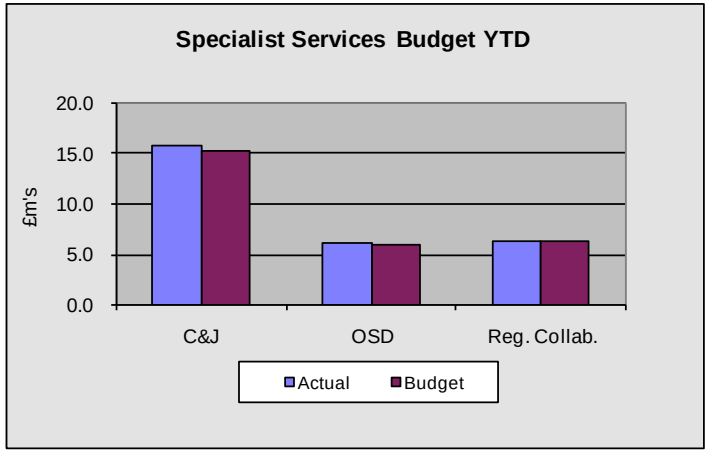
[64] *The cross referring checks for exact matches in Surname, Forename and Date of Birth for named offenders or suspects recorded against offences from April to September 2013*

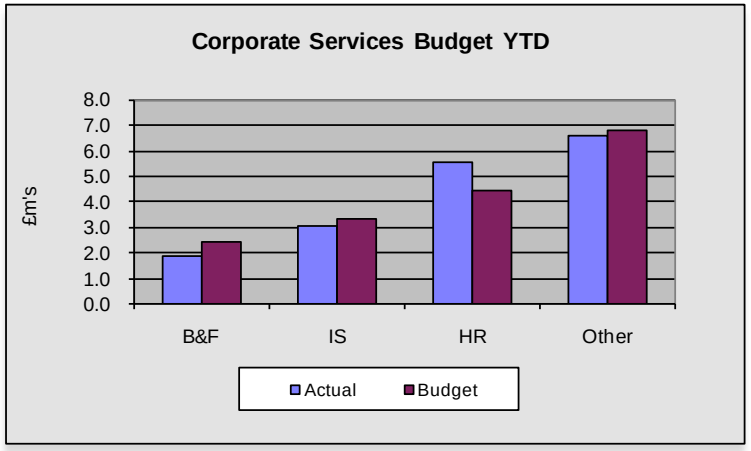
Appendix X

Strategic Priority	*Theme 7 – Spending Your Money Wisely*
Measure	***Comparison of projected spend against actual spend by Force and Portfolio areas***
Budget	*£196.998m*









Year-to-date performance:	Actual spend of £99.030m against a budget of £98.806m.
Month-to-date performance:	Actual spend of £16.856m against a budget of £16.574m.
Target performance:	Full year budget of £196.998m.

Insight

The full year net revenue budget for 2013-14 is £196.998m.

Actual net expenditure for the six months to September 2013 was £99.030m against a budget of £98.806m. The resulting position against budget was an over spend of £0.224m. After adjusting for budget re phasing, mainly attributable to the timing of payments from the Community Safety Grant, a more accurate measure is a £1.120m over spend against budget. £0.762m of this overspend relates to medical retirements which were higher than recent trend and projected to continue that way.

Police pay and allowances expenditure was £51.808m year to date. This represented a £0.207m over spend against budget. The actual average number of FTE's at 2,020 was 10 lower than the budget of 2,030. The mix of recruits between new officers and transferees combined with actual mix of ranks compared unfavourably to the budgeted assumptions resulting in this overspend. To date there are 70 new officers (48 new recruits and 22 transferees) which is 8 less than the budget of 78 (47 new recruits and 31 transferees). Included is £0.029m relating to allowances for officers released to the G8 summit which has been offset by income. The budget is based on the workforce plan by applying an average cost per grade.

Police officer overtime expenditure was £2.147m year to date. This represented a £0.443m over spend against budget. This variance was mainly in City with £0.155m relating to operations Embolite, Fabella, Fassaite and Accelerate; County with £0.177m relating to Operation Accelerate and Embolite; Crime & Justice with £0.023m due to custody shift patterns; and OSD £0.126m due to overtime worked at G8 summit. G8 summit overtime has been offset by income.

Police staff pay and allowances expenditure was £24.428m year to date. This represented a £1.034m under spend against budget. The actual average number of FTE's at 1,474 was 149 lower than the budget of 1,623, with Local Policing being 84, Specialist Services 31 and Corporate Services 34 FTEs under budget. Agency staff have been recruited to partly fill this gap but £0.270m of agency costs for Operation Daybreak budgeted to take place between April to June has not yet been spent. It is now planned that the majority of the resource will be sourced from in force, and therefore the agency cost will be less than budgeted. A further saving in Local Policing of c£0.600m due to the budget containing 40 civilianised posts is bankable because the staff will now not be in post until November. The budget is based on the workforce plan by applying an average cost per grade. Workforce plans have been updated as part of the first quarter forecast and will be reviewed again as part of the second quarter forecast exercise.

Police staff overtime expenditure was £0.398m year to date. This represented a £0.131m over spend against budget. This over spend is largely attributable to the vacancy gap outlined above.

Premises running costs were £3.263m year to date. This represented a £0.283m over spend against budget. The over spend is predominantly due to the budgeted efficiency target saving of £0.306m and energy costs £0.088m. The efficiency savings have not been allocated down to individual account code however currently savings to budget of £0.067m are being recorded against repair costs and £0.063m against rates

due to a review earlier in the year. The nature of the repairs spend is uneven so this saving may reverse later in the year. All efficiency savings are being reviewed in detail to see whether the assumptions made in the budget are still realistic.

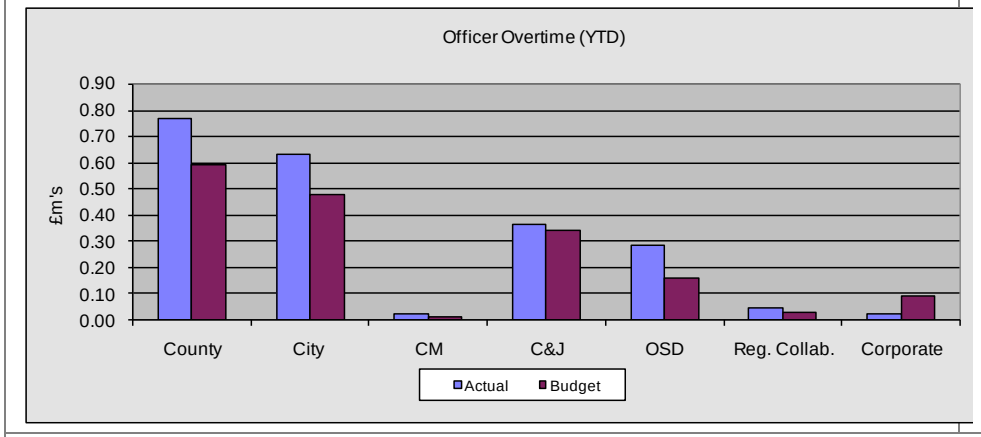
Transport costs were £2.964m year to date. This represented a £0.138m over spend against budget. The budget included an efficiency target saving of £0.100m, and although some vehicle availability savings and accident damage have been recorded this has been more than offset by over spends on hire vehicle charges, vehicle maintenance, equipment purchases and fuel charges. Although these spends can be uneven clearly a risk exists that this budget will be over spent. An accrual for £0.100m has been raised in September to offset against an expected recovery of tyre costs from Vensons. Vensons have disputed our calculations and a meeting will take place in October to attempt to resolve the matter.

Collaboration contributions were £3.012m year to date. This represented a £0.083m under spend against budget. This is the cash contribution made to other forces who are leading the collaboration activity. This variance is largely due to the one off release of an over accrual for Legal services from 2012-13 of £0.121m, offset by efficiency savings and a contribution for a 12 month regional post to develop common practices across the East Midlands' firearms units. The annual efficiency target of £0.200m is an overlay over and above the regionally advised budget number. The achievability of this saving is not within our control however the region has published a first quarter forecast which indicates a net saving across the region of £0.231m. The results are mixed with overspends on regional occupational health offsetting savings in other areas. We have not recognised our share of this saving in our actual costs. The next review of results is due to be presented to the Regional Resources Board in October.

More detailed analysis is contained in the Revenue Budget Management Report 2013-14: Year to September 2013 report.

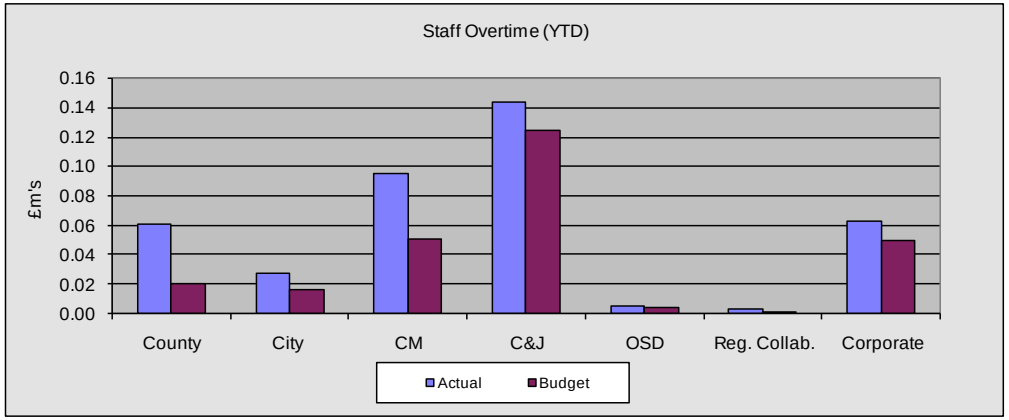
Appendix Y

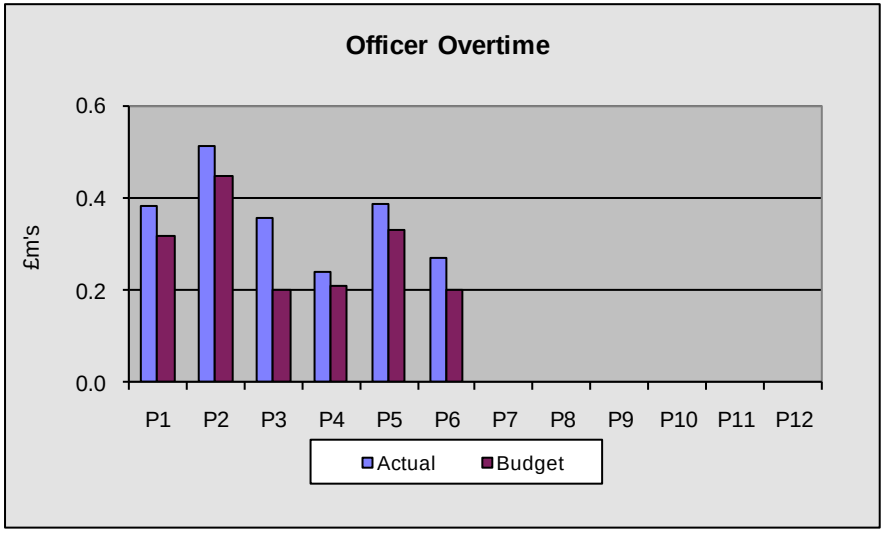
Strategic Priority	*Theme 7 – Spending Your Money Wisely*
Measure	***Overtime Budget***
Budget	*£3.819m*

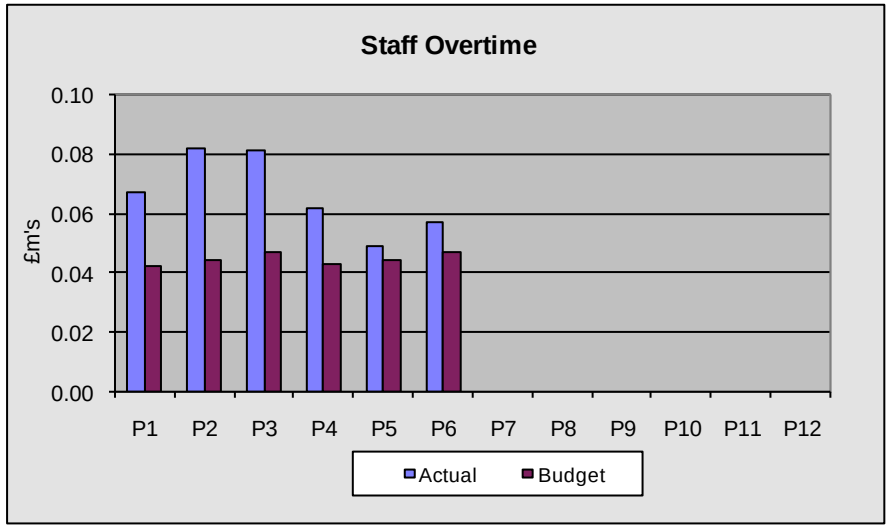


Officer Actual (YTD)	**£2.147m**
Officer budget (YTD)	**£1.704m**

Staff Actual (YTD)	**£0.398m**
Staff budget (YTD)	**£0.267m**







Year-to-date performance:	Actual spend of £2.545m against a budget of £1.971m.
Month-to-date performance:	Actual spend of £0.327m against a budget of £0.247m.
Target performance:	Full year budget of £3.819m.

Insight

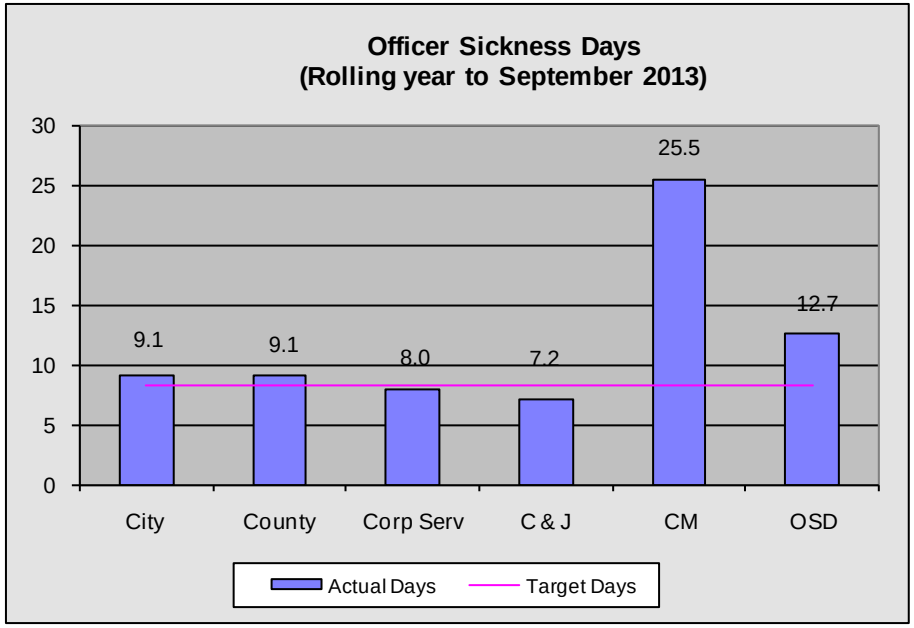
The main drivers for Officer Overtime have been:

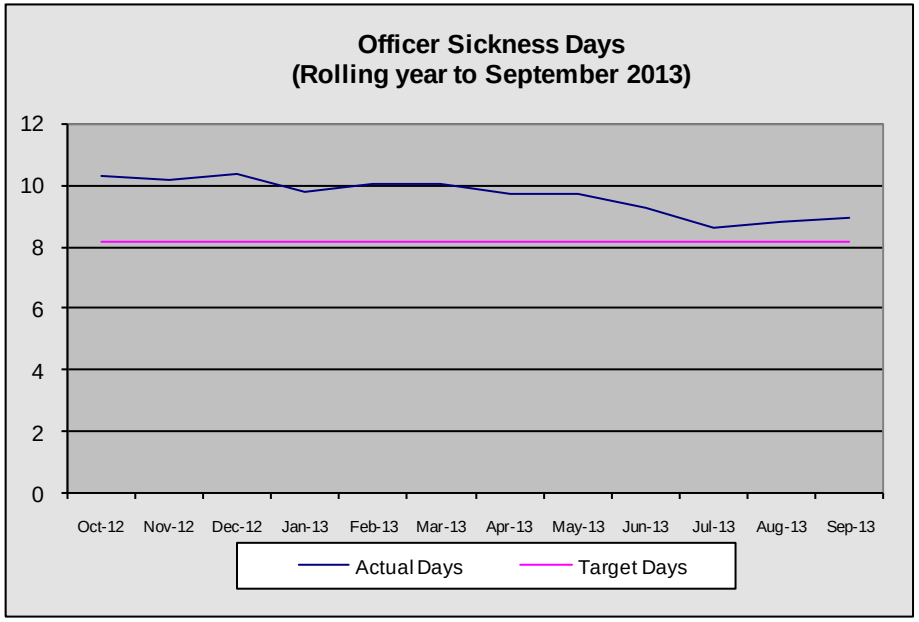
- Increase in regional activities around major crimes by the Major Crime Unit and the Serious & Organised Crime Unit
- Covering staff shortages in the custody suites
- Maintaining police presence over bank holidays
- City centre patrols
- Op Accelerate – short term projects to speed some key crime fighting initiatives
- Op Embolite – policing of Easter event
- Op Fabella – planned patrols around burglary hotspots
- Op Sponsor – support for the Police Service of Northern Ireland in policing the G8 summit (chargeable to the PSNI)
- Op Solentina – support for the Police Service of Northern Ireland in keeping order since G8 summit (chargeable to the PSNI)
- Op Hirundo – homicide
- Op Enamalled – policing of armed forces day in Nottingham

The main driver for staff overtime has been covering the vacancy gap.

Appendix Z

Strategic Priority	*Theme 7 – Spending Your Money Wisely*
Measure	***Total number of days lost to sickness (Police Officer)***
Budget	*3.7% (8.2 days per person per annum)*





Rolling Year Sickness Information			
Current Sickness	**4.05% (9.0 days)**	**MSG Sickness**	**3.56% (7.9 days)**
2012-13 Sickness	**4.68% (10.4 days)**	**Cost of Sickness**	**£4.122m**
2011-12 Sickness	**4.83% (10.7 days)**		

YTD Sickness Information	
2013-14	**3.93% (8.7 days)**

Rolling year performance:	4.05% (9.0 days per Officer) against a target of 3.70% (8.2 days)
Year-to-date performance:	3.93% (8.7 days per Officer) against a target of 3.70% (8.2 days)

Insight

The latest 12 month rolling sickness data for the Force has shown that officer sickness reduced to 4.05% in September 2013 from 4.53% in March 2013 and 4.67% when the updated Attendance Management policy was implemented at the end of October 2012. This compares to 4.68% in September 2012.

The table below provides a summary of sickness rates comparing end of September 2013 to end of September 2012.

12 month rolling sickness rate:

	Officers	
	September 2012	**September 2013**
City	4.16%	4.11%
County	4.54%	4.11%
Corp Serv	2.58%	3.63%
C & J	6.36%	3.26%
CM	5.88%	11.49%
OSD	4.96%	5.72%
Total	**4.68%**	**4.05%**

Over a longer time frame the force wide 12 month sickness trend is shown in the table below:

	Officers
September 2011	4.83%
March 2012	4.86%
September 2012	4.68%
March 2013	4.53%
September 2013	4.05%

HR is continuing to work closely with line managers to reduce the number of officers on long term sick.

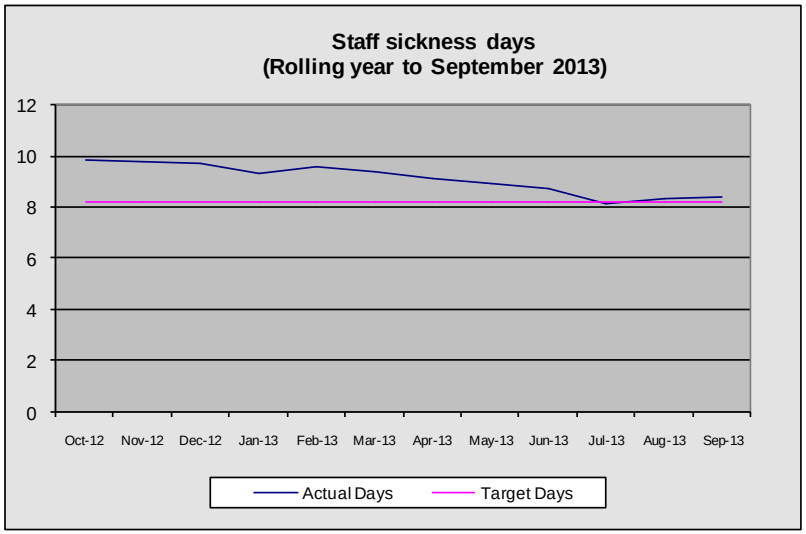
Officer sickness absence in the 12 months to September 2013 amounted to a cost to the Force of £4.1m. This has reduced from £4.8m as at the end of October 2012 when the revised policy was introduced.

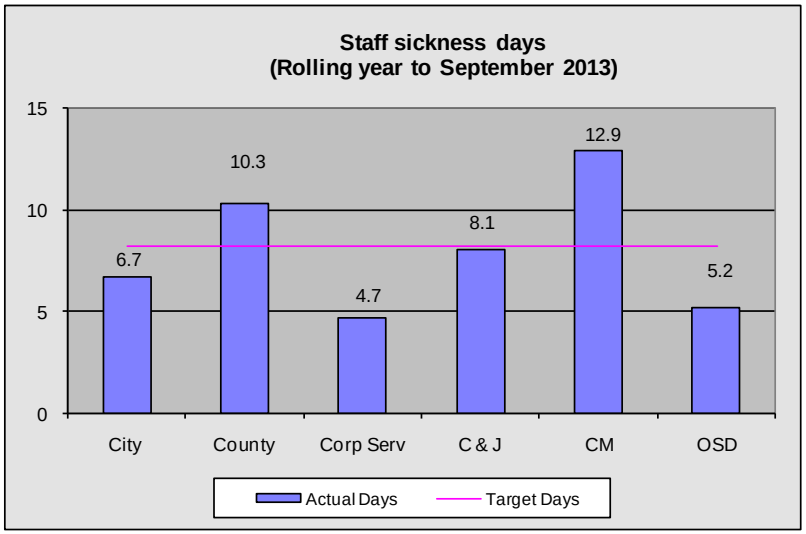
Action

HR supporting line managers for those individuals who have breached trigger points.
Monitoring the number of officers / staff who have breached the triggers for new attendance management policy (UAP) and have had a formal sickness management meeting. Data is reported on a monthly basis to the Standards and Conduct Board.
The number of sickness reasons on Origin HRMS system is to be reduced when regional collaboration occurs which will make it easier for line managers to classify absences.
'Shaping Conversations' – 1st line management training on Attendance Management.

Appendix AA

Strategic Priority	*Theme 7 – Spending Your Money Wisely*
Measure	***Total number of days lost to sickness (Police Staff)***
Budget	*3.7% (8.2 days per person per annum)*





Rolling Year Sickness Information			
Current Sickness	**3.80% (8.4 days)**	**MSG Sickness**	**3.47% (7.7 days)**
2012-13 Sickness	**4.32% (9.6 days)**	**Cost of Sickness**	**£1.565m**
2011-12 Sickness	**4.08% (9.0 days)**		

YTD Sickness Information	
2013-14	**3.41% (7.5 days)**

Rolling year performance:	3.80% (8.4 days per person) against a target of 3.70% (8.2 days)
Year-to-date performance:	3.41% (7.5 days per person) against a target of 3.70% (8.2 days)

Insight

As at the end of September 2013, the rolling 12 month average staff sickness rate was 3.80% (8.4 working days). This has reduced from 4.44% in October 2012, when the updated Attendance Management policy was implemented.

The table below provides a summary of sickness rates comparing end of September 2013 to end of September 2012.

12 month rolling sickness rate:

	Police staff	
	September 2012	**September 2013**
City	3.11%	3.03%
County	3.97%	4.66%
Corporate Services	2.34%	2.13%
Crime and Justice	4.74%	3.64%
Contact Management	7.88%	5.81%
OSD	1.85%	2.33%
Total	**4.32%**	**3.80%**

Staff sickness in the year to September 2013 amounted to a yearly cost to the Force of £1.6m. This has reduced from £1.8m as at the end of October 2012.

Action

See the **Action** section for total number of days lost to sickness (Police Officers).

Appendix AB

Strategic Priority	*Theme 7 – Spending Your Money Wisely*
Measure	***Police Officer and Staff Establishment***

Officers

Division	Substantive Actual FTE	Target Establishment (@ 30th September 2013)	Variance to Target Establishment (@ 30th September 2013)	Target Establishment (@ 31 March 2014)	Externally Funded Actual FTE
City	612	607	5	623	24
County	771	768	3	788	
Crime & Justice	357	365	-8	379	7
Corporate Services	27	29	-2	29	
Regional	100	104	-4	104	
Command	6	4	2	4	
Operational Support	158	165	-7	160	2
Contact Management	26	22	4	22	33
Totals:	2,057	2,063	-7	2,109	66

Staff

Division	Substantive Actual FTE	Target Establishment	Variance to Target Establishment	Externally Funded Actual FTE
City	145	181	-35	
County	190	242	-51	4
Crime & Justice	414	469	-55	16
Corporate Services	325	374	-49	
Regional	29	32	-3	2
Command	5	6	-1	
Operational Support	25	27	-2	32
Contact Management	293	312	-19	1
Totals:	1,426	1,642	-216	55

Insight

The Actual FTE figures are as at the 30th September 2013.

The Targeted Establishment are the figures that the Force is looking to achieve at the end of the 2013/14 financial year. For Police Officers the phased establishment position at the end of September 2013 is also included.

The targeted establishment for police officers has reduced by 1 FTE due to a civilianisation within the Financial Investigation Unit. Detailed recruitment plans are in place to achieve the targeted establishment of 2,109 police officers by 31st March 2014. The appointment of police officer transferees and new recruits is being phased over the 12 months period 1st April 2013 to 31st March 2014.

The restructuring of Intelligence and Public Protection has resulted in the transfer of police officers and police staff from City and County Division to Crime & Justice under a centrally managed and locally delivered provision. These changes are reflected in the performance data and targeted establishment.

The Actual FTE and Targeted Establishment for police staff include PCSO's.

The Medium Term Financial Plan provides for an additional 47 civilian investigators/police staff. It has been agreed that the distribution of these posts will be as follows: EMSOU Region 3, Crime & Justice 4, City 23 and County 17. These posts have been added to the respective target establishments and recruitment plans are in place to fill the positions.

The MTFP also identified a reduction of 37 police staff posts within Corporate Services. The impact of any restructures within Corporate Services is not yet known. As these plans evolve, the impact on the police staff establishment will be tracked.

Note: The 'Actual FTE' does not include externally funded positions. These are shown separately.