



NOTTINGHAM CITY COUNCIL
OVERVIEW AND SCRUTINY COMMITTEE

Date: Wednesday 8 January 2020

Time: 2.00 pm

Place: Ground Floor Committee Room - Loxley House, Station Street, Nottingham, NG2 3NG

Councillors are requested to attend the above meeting to transact the following business

Corporate Director for Strategy and Resources

Senior Governance Officer: Laura Wilson **Direct Dial:** 0115 876 4301

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| 1 | APOLOGIES FOR ABSENCE | |
| 2 | DECLARATIONS OF INTERESTS | |
| 3 | MINUTES
To confirm the minutes of the meeting held on 6 November 2019 | 3 - 10 |
| 4 | DISCUSSION WITH THE PORTFOLIO HOLDER FOR FINANCE, GROWTH AND THE CITY CENTRE
Report of the Head of Legal and Governance | 11 - 12 |
| 5 | DISCUSSION WITH THE PORTFOLIO HOLDER FOR EARLY YEARS, EDUCATION AND EMPLOYMENT
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| 7 | WORK PROGRAMME
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IF YOU NEED ANY ADVICE ON DECLARING AN INTEREST IN ANY ITEM ON THE AGENDA, PLEASE CONTACT THE GOVERNANCE OFFICER SHOWN ABOVE, IF POSSIBLE BEFORE THE DAY OF THE MEETING

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NOTTINGHAM CITY COUNCIL

OVERVIEW AND SCRUTINY COMMITTEE

MINUTES of the meeting held at LB 31-32 - Loxley House, Station Street, Nottingham, NG2 3NG on 6 November 2019 from 2:02pm to 4:08pm

Membership

Present

Councillor Anne Peach (Chair)
Councillor Azad Choudhry
Councillor Maria Joannou
Councillor Gul Nawaz Khan
Councillor Pavlos Kotsonis
Councillor Jane Lakey
Councillor Ethan Radford
Councillor Andrew Rule
Councillor Cate Woodward

Absent

Councillor Georgia Power
Councillor Carole McCulloch
Councillor Sue Johnson

Colleagues, partners and others in attendance:

Jason Gooding	- Head of Parking, Fleet and Transport
Nigel Hallam	- Workplace Parking Levy Service Manager
Lucy Lee	- Head of Customer Services
Adrian Mann	- Governance Officer
Councillor David Mellen	- Leader of the Council / Portfolio Holder for Regeneration, Safety and Communications
Laura Wilson	- Senior Governance Officer

28 APOLOGIES FOR ABSENCE

None.

29 DECLARATIONS OF INTERESTS

None.

30 MINUTES

The minutes of the meeting held on 9 October 2019 were confirmed as a true record and signed by the Chair.

31 DISCUSSION WITH THE LEADER/PORTFOLIO HOLDER FOR REGENERATION, SAFETY AND COMMUNICATIONS

Councillor David Mellen, Leader of the Council and Portfolio Holder for Regeneration, Safety and Communications, gave a presentation on his main priorities and challenges for the 2019/20 municipal year. The following points were discussed:

- (a) following the May 2019 local elections, the Labour Manifesto was adopted by the Council as the basis of its policies for the next four years. This has now been developed into the Council Plan for 2019-23 and will be presented to the full Council meeting on Monday 11 November for approval. It is essential to work alongside partners across the city area, from the voluntary sector, trade unions and businesses. The Council aims to be people-focussed and do everything possible to support citizens and their needs, and to maintain community resources, despite the current period of high financial constraints and the requirement for making further savings;
- (b) £271million has been made in savings since 2010/11, with further savings required in 2019/20. The Government grant does not fund day-to-day Council services fully and there are significant pressures and overspends in their delivery. The starting gap this year was around £28million, with an assumed 5% reduction in Government support. More money was allocated from the Government than was expected, but the proposed settlement only covers one year and costs are rising, which make it difficult to plan for the future effectively. Every effort will be made to campaign for new Government grants to replace the current European Union (EU) funding for economic development activity in Nottingham – as the city has been very successful in achieving EU investment in the past, and alternative funding sources of similar value are not yet available;
- (c) the Plan's five key objectives are to build or buy 1,000 Council or social homes for rent; create 15,000 new jobs for Nottingham people; build a new Central Library with a particular focus on children, including new green public space; cut crime, and reduce anti-social behaviour by a quarter; and ensure that Nottingham is the cleanest large city in England, with neighbourhoods kept as clean as the city centre;
- (d) currently, 350 new houses have been announced, many of which are social homes in the Bestwood area. However, 80-100 households are presenting to Housing Aid as being at risk of homelessness every week. A great deal of work is being carried out to help prevent people from being made homeless, including collaboration with Framework Housing Association, the Emmanuel House Support Centre, the Fire and Rescue Service, hostels and local churches;
- (e) a number of construction projects are underway across the city, including the renovation project for Nottingham Castle and the Broadmarsh shopping centre redevelopment. Major work is being carried out for the transformation of the south side of the city centre, including the college and the library, and the Broadmarsh car park, bus station and shopping centre. Redevelopment is also planned for Broadmarsh west, including the land to the west of Carrington Street, the Castle College site and the land around the Trip to Jerusalem historic public house, with a new square, public open space and appropriate development to ensure that the Castle is visible and showcased as an important asset of the city;
- (f) work is underway to complete the Nottingham Science Park, Unity Square, Players Site, Energy Park and People's Hall, and progress is being made on the Island Site and Boots to provide employment opportunities for Nottingham people. The Council aims to facilitate the development of at least 500,000 square feet of Grade A office space, to encourage inward investment in the city. A project is also

underway to secure Government funding for a high quality conference centre in Nottingham. In order to secure capital for many of these projects, applications are underway to the Transforming Cities Fund, which is the only large grant source available for significant public realm works. A New War memorial has been unveiled at the Victoria Embankment;

- (g) the need for student accommodation as an integrated part of local communities needs to be given very careful consideration in city planning terms as, although student populations are growing and bring a great deal of benefit to the area, student accommodation does not generate Council Tax and many graduates do not stay in Nottingham once they have completed their studies. Engagement is underway with universities to create suitable provision of accommodation for students, and to encourage graduates to stay in the area. An International Student Welcome event has been introduced, in partnership with Nottingham's businesses and brands;
- (h) further national investment in jobs, infrastructure and industrial growth in the Midlands is required and the HS2 project will be a positive contributor to this, with a station at Toton and the redevelopment of land around Nottingham railway station. The Council will continue to campaign for the full electrification of the Midland Mainline. It will still be necessary to use the dual electric- and diesel-power rolling stock until full electrification is achieved, though East Midlands Railway is working to improve infrastructure for cyclists and introduce further Wi-Fi coverage;
- (i) work is underway to use the Robin Hood travel card as the basis for developing an integrated Derby/Nottingham Metro public transport service. Support plans are in place to double freight traffic at East Midlands Airport in conjunction with the HS2 project, and a campaign for a dual carriageway and passenger rail link to the Airport, Donnington Park and associated employment sites is underway. It is also hoped to develop the airport as an important passenger hub with strong onward transport links to other parts of the country;
- (j) a new, 420-place primary school and 60-place nursery will open in 2021, and the funding for a new secondary school is available. There is a clear need to ensure that local people have the skills required by employers, and this starts by focussing on excellence in primary schools. Local primary schools do have good results relative to the population size and work is underway to increase aspiration and awareness, including the creation of links between primary schools and universities. Engagement is being carried out with the Nottingham Schools Trust and the Futures Group to create goals for children and to encourage families to educate their children in the city – as 20% of secondary school-aged children go to school in other areas, currently;
- (k) although a great deal of planning focuses on the city centre as the major area for employment and economic growth, careful attention also needs to be given to local communities and how they can be best valued by their residents, and how local buildings and facilities can be used to their best effect. Housing developments are very important in these areas, and developers working across the Council area are encouraged strongly to use local contractors and labour;

- (l) the latest figures show that the city has seen a reduction in knife crime (which is a Police categorisation that covers a range of knife-related incidents, at varying levels of severity) of 18.9% in the last year, and a series of proactive policing operations are in place with young people, young adults and students, including the establishment of a new violence reduction unit in participation with the Police and Crime Commissioner and other voluntary sector partners, which now has funding for a further year. Work will be carried out with at least 500 young people each year at risk of becoming involved in gangs and knife crime, or at risk of exploitation;
- (m) the Council will continue to work alongside its partners in a collective approach to tackling anti-social behaviour and crime, with the aim of reducing offences by a quarter. This will include the creation of a dedicated noise nuisance hotline to respond to complaints of noisy neighbours within 48 hours, Rapid Response teams who can be contacted easily to deal with anti-social behaviour and community issues, and the use of Public Space Protection Orders to tackle anti-social behaviour in neighbourhoods that need it, including the city centre;
- (n) a campaign is underway to increase the number of Police Officers and Police Community Support Officers on patrol. The Council is working in partnership with the British Transport Police to ensure safety of the public transport network and to tackle related crime. It is also creating a Violence Against Women and Girls Strategy, working with partners including the Police, transport providers and venues, to address the safety of women and girls in their homes and their communities. It is engaging with the Police to deliver and expand 'Operation Graduate', helping students keep their homes and property safe;
- (o) the findings of the Independent Inquiry into Child Sexual Abuse for Nottingham were published in July. The Council will take the appropriate action to help survivors and ensure that it learns from the past, so that the same mistakes are not made again, and a formal Action Plan will be formalised during November. However, the care budgets continue to be challenging, as the cost of supporting vulnerable children and older people has increased and cannot be met from Council Tax alone.

The Committee thanked Councillor Mellen and noted the presentation.

32 WORKPLACE PARKING LEVY

Nigel Hallam, Workplace Parking Levy Service Manager, and Jason Gooding, Head of Parking, Fleet and Transport, presented a report on the outcomes of the Workplace Parking Levy (WPL) in Nottingham, since its introduction in October 2011. The following points were discussed:

- (a) established through the Transport Act 2000, WPL schemes must be "desirable for directly or indirectly facilitating the achievement of local transport policies", and the net proceeds must be ring-fenced to fund local transport projects – such as the Nottingham railway station Hub Project, the Phase 2 expansion of the tram network and the growth of the Link Bus Network. The proceeds are deployed on the basis of a 5 to 10-year spending plan, and consideration is being given to what future projects the funds can be used to support;

- (b) in 2007, traffic congestion was costing Nottingham approximately £160million per year (half of which fell upon businesses), with 70% of peak period congestion generated by commuters. As congestion was projected to grow (there are now £3million potential commuters within 1 hour's drive of the city centre), the WPL was introduced in 2011 to seek to curb this increase by providing an incentive to employers to discourage car commuting and encourage alternative modes of transport (including car-sharing). The WPL is intended to improve air quality, help develop high quality public transport, protect the city's commerce and inward investment, and improve the city's environment and sustainability;
- (c) this is achieved by implementing levy on employers relating to the amount of workplace parking places that they provide for employees, regular business visitors, and pupils or students (but it does not encompass customer spaces, fleet vehicle spaces, loading/unloading bays and motorcycle spaces). The WPL applies to all employers within the Council's administrative area, and income from the scheme is used to improve public transport in places where provision is less strong. Approximately 2100 employers hold a WPL licence, but less than 500 employers are liable for a WPL charge, with 850 chargeable premises. In assessing liability, the scheme takes into account the occupation of a site, rather than the number of specified parking spaces;
- (d) the scheme is highly automated and is inexpensive to run, and it is designed to be as straightforward as possible in administrative terms. It is a licensing scheme, primarily, rather than an enforcement one – there has been 100% compliance from liable employers and no Penalty Charge Notices have been issued. The annual fee for the levy is consistent across the board and rises with inflation. The WPL has generated £64million in revenue over its first seven years of operation;
- (e) the levy is a charge on the employer – not the employee. It is at the discretion of the employer as whether or not they pass the costs of the levy to their employees. Although they do need to apply for the relevant licence under the scheme, discounts of up to 100% are given to employers with 10 or fewer workplace parking places, charities where a substantial number of workers are volunteers, the Emergency Services, NHS frontline services and places for Disabled Blue Badge Holders, and the ability for local flexibility in charging is important during periods of economic recession. However, a review may be carried out in situations where the employer operates a charging scheme for employee parking in spaces that are in receipt of a discount from the levy. Consideration is also been given to in what circumstances it would be appropriate to cease to discount the levy for hospitals, to seek to improve air quality in their vicinity. Discounts are not offered to schools and there are no proposals to introduce them, but primary schools can receive some subsidies from the Council to help meet the cost;
- (f) the WPL also provides a range of ongoing business support services to employers and employees, including car park management and active travel advice (including on cycling support, training, personal travel plans and electric charging infrastructure), with potential grants of £25,000. A funded program of traffic management works is in place to address parking displacement issues, which can be a significant problem in local communities where commuters park and then use public transport to go into the city centre. Any councillors who have

problem areas for displaced parking in their wards can raise these with the WPL team, so that a suitable traffic management scheme can be considered and developed;

- (g) during the period of the scheme, congestion has increased to a lesser degree in Nottingham than in three out of four of its comparator cities. Public transport usage and cycle mode share has increased, which is vital in an environment where only 55% of people in the Council's area own a car. A survey of 2000 commuters has shown that the WPL is an important reason for their switching away from car usage completely (rather than simply trying to park in the area around their place of work), and analysis has demonstrated that the WPL has had a statistically significant impact on reducing congestion, with evidence that economic and population growth is also offsetting this effect;
- (h) the WPL has been very successful to date and is a multi-award winning scheme. However, funding from central Government for new schemes is decreasing. This has enabled the Council to commercialise and operate the scheme in other Local Authority areas, and to provide consultancy and road-map services for Authorities developing their own schemes. There is also huge academic interest in the WPL initiative, both national and international, and this can help to generate further income streams.

The Committee thanked Nigel Hallam and Jason Gooding, and noted the report.

33 UNIVERSAL CREDIT IMPLEMENTATION UPDATE

Lucy Lee, Head of Customer Services, presented a report on the rollout of the Universal Credit Full Service in Nottingham. The following points were discussed:

- (a) the Universal Credit (UC) Full Service rolled out in Nottingham on 17 October 2018, making it one of the last areas in the county to move to the new system. People move onto UC if they make a new benefit claim or have a change in their circumstances. UC replaces the Child Tax Credit, Housing Benefit, Income Support, Income-based Jobseeker's Allowance, Income-related Employment and Support Allowance, and the Working Tax Credit. UC does not include any other benefits, including Council Tax Support, which needs to be claimed alongside UC;
- (b) 13,394 people were on UC by August 2019 (9,853 of which are out-of-work claimants), representing 9,333 households in the city. 4,448 households claiming UC have a housing entitlement. Approximately 50 households have applied successfully for more frequent payments and no-one is receiving a split payment to more than one household member. Approximately 28,000 benefit claimants are still to move across to UC;
- (c) 3,454 Nottingham City Homes (NCH) tenants are claiming UC (out of an expected 12,000, ultimately). The level of rent arrears of NCH tenants on UC is currently £1,374,326.64 – last October, the level was at £139,000. The average rent arrears of a NCH tenant on UC is £560.72. So far, 795 Alternative Payment Arrangements have been requested, whereby UC rent payments are made to the landlord directly, and these can be triggered if the tenant has been in arrears under UC or a previous benefit system. Currently, there is a shortfall of £7.77 per

week for people in supported accommodation, for which people cannot claim Discretionary Housing payments. This affects NCH because it is classed as a metropolitan housing association, rather than as solely a provider of social housing. NCH has established a new Universal Credit Team and is making considerable efforts to assist claimants with transitional arrangements and assistance for additional entitlement eligibility. So far, the majority of NCH tenants are IT literate and are able to use the online UC claim system, but they do not always understand the process fully;

- (d) in the private rented sector, Housing Benefit payments that have been capped or reduced have put tenants in a riskier position. Delays in payments are dissuading landlords from renting to people on UC. Although there does not seem to have been an increase in evictions, some landlords are including a 'minimum earning threshold' in their housing adverts. It is difficult for UC tenants to set up direct payments to landlords even when the tenant knows they struggle to budget, as they have to be in arrears before they can move to direct payments. Work is underway to gather further detailed information from private landlords;
- (e) Welfare Rights officers remain very busy. The five-week wait for UC payments to start continues to cause problems for claimants, in addition to the move from weekly to monthly payments. Claimants are able to receive Housing Benefit during that wait period, but only for two of the five weeks. There has been no official change regarding the impact of the 53-week year in 2019. Most of the concerns raised with Welfare Rights relate to Council Tax debt, Personal Independence Payments and multiple debt;
- (f) there has been a 76% increase in foodbank referral since Universal Credit rolled out, with 188 of the 329 food bank vouchers issued during 2018 due to UC. The number of people asking Welfare Rights for foodbank vouchers has increased and the single largest cause of people requiring foodbank vouchers is UC delays and/or the five-week wait. Information from Trussell Trust foodbanks covering Nottinghamshire suggests that 26,678 three-day emergency food supplies were provided in 2018/19, which represents a 14% increase from 2017/18. Nottinghamshire distributed double the number of food supply packages as the next highest East Midlands region;
- (g) the primary ongoing concerns are that the level of rent arrears continues to rise; the five-week wait before the first UC payment is still causing problems; the repayment of any advance payment creates significant issues for claimants; Council Tax support needs to be applied for separately to UC; the Help to Claim funding after March 2020 is not confirmed; there is a lack of capacity for providing advice across a number of agencies; there is a lack of understanding from citizens about the UC process, leading to unnecessary claims; there is an appreciable fraud risk; and there are limited communications from central Government on welfare issues;
- (h) currently, no timescale has been set out for the next managed migration of claimants moving to UC, though ongoing work is underway by NCH, Advice Nottingham, Welfare Rights, Housing Strategy, the Council's Data and Information Team, and the Council's Selective Licensing Team to support citizens claiming UC and improve the social housing stock. The support structures

available will also be reassessed when the Unlocking Loxley project is completed, which aims to concentrate the full range of related services within Loxley House.

RESOLVED to:

- (1) request that the detailed statistics relating to foodbank usage is circulated to the Committee members;**
- (2) request that the detail relating to the Nottingham City Homes rent arrears is provided to the Committee, including a breakdown of the age and ethnicity of those affected, compared against the statistics for the previous year;**
- (3) request that data on any housing evictions linked to Universal Credit is sought from Housing Aid and provided to the Committee;**
- (4) request that a further update is provided to the Committee when a timetable has been established by central Government for the next migration of benefit claimants to Universal Credit.**

34 CITIZEN SURVEY RECOMMENDATION WRITTEN RESPONSE

The Chair reported that, in considering the results of the latest citizen satisfaction survey, the Committee had recommended that, after the next Nottingham Citizen Survey (which will be carried out in the context of the revised ward boundaries), following surveys are carried out every other year, in conjunction with any other surveys that can be procured as part of the same package as a cost-saving measure, and that any further cost-saving measures should be explored in relation to the Citizen Survey.

The Portfolio Holder for Communities has provided the written response that, "As part of the Council Plan, there is a commitment to protect annual residents' surveys. The Citizens Survey will be undertaken in 2019. The proposal from Overview and Scrutiny will be considered as part of the budget process."

RESOLVED to request that feedback is provided to the Committee on the future plans for the Citizen Survey once the upcoming budget process is completed.

35 WORK PROGRAMME

Laura Wilson, Senior Governance Officer, presented the proposed work programme for the 2019/20 municipal year. Due to the coming General Election, the meeting of the Committee on 4 December has been cancelled, so the Work Programme will be rescheduled. The Committee felt that, as such, the discussion with the Portfolio Holder for Finance, Growth and the City Centre scheduled for December should be taken at the January meeting.

OVERVIEW AND SCRUTINY COMMITTEE
8 JANUARY 2020
DISCUSSION WITH THE PORTFOLIO HOLDER FOR FINANCE, GROWTH AND THE CITY CENTRE
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1 Purpose

- 1.1 To hear from the Portfolio Holder for Finance, Growth and the City Centre on his main priorities and challenges for the 2019/20 municipal year.

2 Action required

- 2.1 To use the information received at the meeting from Councillor Sam Webster, Portfolio Holder for Finance, Growth and the City Centre, to inform questioning and identify potential areas for future scrutiny.

3 Background information

- 3.1 The key responsibilities for the Portfolio Holder for Finance, Growth and the City Centre are:

Finance and Resources

Finance

Health and Safety

Risk Management

Collection of Council Tax and NNDR

Housing and Council Tax Benefits

Income Generation and Commercialisation

Commissioning and Procurement:-

City Centre Management

City Centre Retail Management

Licensing and Environmental health

Trading Standards

Taxi Strategy

Business & Growth

Growth Plan Delivery

Business Support, Development and Liaison

Inward Investment

Social Enterprise and Enterprise Development

Creative Quarter

- 3.2 On 11 November 2019 the Council Plan was approved by full Council, and guides the Council's services and approach to support the delivery of its key priorities for the city until May 2023.

- 3.3 It includes five key objectives:

- Build or buy 1,000 Council or social homes for rent

- Create 15,000 new jobs for Nottingham people
- Build a new Central Library, making it the best children's library in the UK
- Cut crime, and reduce anti-social behaviour by a quarter
- Ensure Nottingham is the cleanest big city in England and keep neighbourhoods as clean as the city centre

3.4 In addition, a total of 185 pledges are included under five key headings:

- Nottingham People – support for children, young people, students, families , older people, education and health
- Living in Nottingham – making Nottingham clean and green, improving transport, housing and providing opportunities
- Growing Nottingham – developing neighbourhoods and the city centre, creating jobs and training opportunities and supporting businesses and inward investment.
- Respect for Nottingham – tackling crime and anti-social behaviour and supporting strong local communities
- Serving Nottingham better – improving council services and promoting equality.

3.5 Councillor Sam Webster will be in attendance at the meeting to discuss his main priorities and challenges for the 2019/20 municipal year, and the elements of the Council Plan that he is responsible for.

4 List of attached information

4.1 None.

5 Background papers, other than published works or those disclosing exempt or confidential information

5.1 None.

6 Published documents referred to in compiling this report

6.1 Council Plan 2019-23.

7 Wards affected

7.1 All.

8 Contact information

8.1 Laura Wilson
Senior Governance Officer
0115 8764301
laura.wilson@nottinghamcity.gov.uk

OVERVIEW AND SCRUTINY COMMITTEE
8 JANUARY 2020
DISCUSSION WITH THE PORTFOLIO HOLDER FOR EARLY YEARS, EDUCATION AND EMPLOYMENT
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1 Purpose

- 1.1 To hear from the Portfolio Holder for Early Years, Education and Employment on her main priorities and challenges for the 2019/20 municipal year in relation to the Employment element of her Portfolio only.

2 Action required

- 2.1 To use the information received at the meeting from Councillor Neghat Khan, Portfolio Holder for Early Years, Education and Employment, to inform questioning and identify potential areas for future scrutiny in relation to the Employment element of her Portfolio.

3 Background information

- 3.1 The key responsibilities for the Portfolio Holder for Early Years, Education and Employment are:

Early Years

Schools

Education Improvement Board
 Educational provision 3 – 16 including Academies and Free Schools
 School re-organisation and governance,
 Attendance

Special Educational Needs – Special Education Schools

Pupil Referral Units

Virtual School for Children in Care

Employability in Schools

Services to schools

School Catering

Jobs and Skills

Lead on skills and employment

Post 16 Training, FE and HE

Apprenticeships

Develop opportunities for young people and adults

Local Jobs for Local People and Making the Connections

Investment initiatives

Nottingham and Notts Futures Advice, Skills and Employment

- 3.2 On 11 November 2019 the Council Plan was approved by full Council, and guides the Council's services and approach to support the delivery of its key priorities for the city until May 2023.

- 3.3 It includes five key objectives:
- Build or buy 1,000 Council or social homes for rent
 - Create 15,000 new jobs for Nottingham people
 - Build a new Central Library, making it the best children's library in the UK
 - Cut crime, and reduce anti-social behaviour by a quarter
 - Ensure Nottingham is the cleanest big city in England and keep neighbourhoods as clean as the city centre
- 3.4 In addition, a total of 185 pledges are included under five key headings:
- Nottingham People – support for children, young people, students, families, older people, education and health
 - Living in Nottingham – making Nottingham clean and green, improving transport, housing and providing opportunities
 - Growing Nottingham – developing neighbourhoods and the city centre, creating jobs and training opportunities and supporting businesses and inward investment.
 - Respect for Nottingham – tackling crime and anti-social behaviour and supporting strong local communities
 - Serving Nottingham better – improving council services and promoting equality.
- 3.5 Councillor Neghat Khan will be in attendance at the meeting to discuss her main priorities and challenges for the 2019/20 municipal year, and the elements of the Council Plan that she is responsible for, in relation to the Employment element of her Portfolio. The Early Years and Education elements of the Portfolio will be discussed at the Children and Young People Scrutiny Committee.

4 List of attached information

4.1 None.

5 Background papers, other than published works or those disclosing exempt or confidential information

5.1 None.

6 Published documents referred to in compiling this report

6.1 Council Plan 2019-23.

7 Wards affected

7.1 All.

8 Contact information

- 8.1 Laura Wilson
Senior Governance Officer
0115 8764301
laura.wilson@nottinghamcity.gov.uk

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OVERVIEW AND SCRUTINY COMMITTEE
8 JANUARY 2020
COMBATTING HATE CRIME IN NOTTINGHAM
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1 Purpose

- 1.1 To receive information on the work being done to combat hate crime in the city.

2 Action required

- 2.1 To consider the information provided and use it to inform questioning and make recommendations, where appropriate.

3 Background information

- 3.1 The Association of Chief Police Officers and the Crown Prosecution Service have agreed on a common definition of hate crime:

"Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's race or perceived race; religion or perceived religion; sexual orientation or perceived sexual orientation; disability or perceived disability and any crime motivated by hostility or prejudice against a person who is transgender or perceived to be transgender".

- 3.2 As the reporting of Hate Crime has increased in the last 3 years, the Committee decided to look at the work that is being done to combat it in the city.
- 3.3 Colleagues from Community Safety and Cohesion Service, Community Protection, the Crime and Drugs Partnership and the Police will be at the meeting to provide and discuss information.

4 List of attached information

- 4.1 Report from the Community Safety and Cohesion Service, and Crime and Drugs Partnership.

5 Background papers, other than published works or those disclosing exempt or confidential information

- 5.1 None.

6 Published documents referred to in compiling this report

- 6.1 None.

7 Wards affected

7.1 All.

8 Contact information

8.1 Laura Wilson
Senior Governance Officer
0115 8764301
laura.wilson@nottinghamcity.gov.uk

Overview and Scrutiny Committee – 8th January 2020

Report: Tackling Hate Crime and Prejudice in Nottingham

Author: Zaimal Azad, Hate Crime Project Officer

Zaimal.azad@nottinghamcity.gov.uk

Introduction

What is hate crime?

Nottinghamshire Police define a hate crime (including hate incident) as '*Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate.*'

The five nationally recognised and monitored strands of hate crime are:

- race
- religion/faith
- sexual orientation
- disability
- transgender-identity

Additionally, Nottinghamshire Police also records and monitors the following strands:

- misogyny (incidents targeted at women)
- alternative sub-cultures (e.g. Goths)

Legal Framework

There is no legal definition of hate crime within UK law and as such there is no single piece of legislation that relates to prejudice-motivated behaviour. The law on hate crime is a framework which brings together different legislation to enable enhanced sentencing for crimes which can be proven to be motivated by hostility or prejudice. What this means in simple terms is that a criminal offence has to first take place and if that crime is perceived to be motivated by prejudice, it becomes a hate crime.

The implication of this is that the penalty for the crime may be higher if the prosecution is able to prove that the crime was motivated by hostility towards perceived or actual race, religion, sexual orientation, disability or transgender identity. This only relates to hate crimes – that is when a criminal offence has occurred – and not to hate incidents.

Non-crime hate incidents are incidents perceived to be motivated by prejudice or hostility where no law has been broken. Hate incidents can also be reported to the Police and are recorded and dealt with in a similar manner to hate crimes except that they cannot be taken to court and a criminal justice outcome is not possible.

Why does it matter? Relevance to Nottingham City Council

Hate crime is a deeply personal crime because it targets elements of a person's identity and therefore impacts how people relate to themselves and to their environment. It is an 'othering' of individuals or groups based on difference and has

an effect not just on the victim, but on entire communities. In this way, it acts as a 'message crime', perceived to send a message of hostility to all who may identify with that particular characteristic.

It is, therefore, an issue that matters to our citizens and to our communities. It also has implications for community cohesion and can increase vulnerabilities to radicalisation and extremism.

Nottingham City Council's responsibility to tackle hate crime and commitment to the issue is rooted in the following local and national frameworks, strategies and commitments:

- Public Sector Equality Duty under the Equality Act 2010
- Crime and Disorder Act 1998
- Counter-Extremism Strategy 2015
- Action Against Hate: The UK Government's plan for tackling hate crime, 2016
- Council Plan 2019 - 2023 - develop a strategy with partners to address hate crime and reduce repeat victims of hate crime by 10%
- PCC's Police and Crime Plan 2018 – 2021

The Partnership Approach – Citizens at the Heart

Nottingham is a diverse city where people generally get along, stand with each other and have a strong sense of community. There is a vibrant LGBT community, many inter-faith projects and a history of coming together in times of crisis. However, like any place, there is a minority of people who may target others based on their identity. As seen across the world in the current socio-political climate, there are also some vulnerabilities to extremist views, and narratives in communities around refugees, migration and changing demographics amongst other things which may contribute to prejudice developing.

Our strategy for tackling hate crime takes all of the above into account. It is centred on reinforcing and celebrating the city's values of 'Nottingham Together' and 'More in Common' while at the same time taking a zero tolerance approach to hate crime when it does happen.

Nottingham City Council takes an integrated, 360 degrees approach to preventing and tackling all forms of intolerance and hate, bringing together policing, the justice system, voluntary sector, communities and other statutory services. We aim to engage all stakeholders who may come into contact with 'intolerance' including young people, offenders, communities, bystanders, organisations and agencies, equipping them to be active agents against hate crime.

Nottingham City Hate Crime Delivery Plan

This approach is brought together in the Nottingham City Hate Crime Delivery Plan – attached as Appendix A. The Delivery Plan was developed after extensive consultation with victims, partners, communities and other stakeholders, details of

which are included in Appendix B. It is a Partnership Plan and includes activity of all partners including voluntary sector organisations.

The Delivery Plan uses the five key areas of focus identified in ‘Action Against Hate’, the UK government’s plan for tackling hate crime (2016), to organise activity:

- *Preventing* hate crime by dealing with the beliefs and attitudes that can lead to hate crime.
- *Responding* to hate crime in our communities with the aim of reducing the number of hate crimes and incidents
- *Increasing the reporting* of hate crime.
- *Improving support* for the victims of hate crime
- *Building our understanding* of hate crime

The Delivery Plan includes a Repeat Victimisation Reduction Plan focused specifically on the manifesto pledge to reduce repeat victimisation of hate crime by 10%.

Governance and performance management

The Delivery Plan is managed by the Cohesion and Hate Crime Board with updates provided to the CDP executive quarterly and to the CDP Board bi-annually. Performance on targets is also managed at NHIPP (Nottingham Hate Incidents Performance Panel) – a multi-agency panel for the case management of repeat victims of hate crime. Sitting alongside this governance structure is the City Voluntary Sector Hate Crime Network which meets quarterly. The purpose of this Network is to bring together voluntary sector partners working on hate crime to enable information sharing and strategic alignment across the City.



Repeat Victimisation

Nottingham City Council has a target to reduce the number of repeat victims of hate crime by 10% by the end of March 2023. A repeat victim of hate crime is defined as anyone who experiences a hate crime or incident more than once in a 12 month period.

The target on repeat victimisation is challenging due to the nature of repeats, a large proportion of which are perpetrated by different and unidentified offenders. Incidents where the same victim is targeted by different offenders are often linked to victims' occupations – e.g. door staff in the night time economy, police officers, council staff and healthcare staff.

Incidents where the same victim is targeted by the same perpetrator often take place in neighbourhood settings. These incidents tend to be complex and the prejudice usually manifests as part of a larger picture of issues such as ASB, noise, and parking.

Nottingham Hate Incidents Performance Panel (NHIPP)

The NHIPP was established in 2015 to deliver a scrutiny and accountability function as well as learning points from hate crime/incidents. This process has recently been reviewed and the purpose and structure of the panel has now changed. The NHIPP process now focuses on repeat victims of hate crime in line with the partnership target and in the context of the above challenges.

A framework to report on performance has been developed which will use the information collected through NHIPP to monitor performance on repeat victimisation on a monthly basis. The new framework will differentiate between repeat victims where the offender is known or unknown, and monthly reports will be produced outlining the number of cases, their type, interventions deployed and outcomes. A tactical menu has been created to aid this process which sets out the different interventions available for different kinds of cases.

Key Tools and Tactics

The Hate Crime Delivery Plan sets out activity being carried out in this area in detail but the below is a brief outline of some of the key tactics and tools being deployed by Nottingham City Council, in partnership with Nottinghamshire Police and other statutory and voluntary sector partners.

Community Conversations

The Community Conversations programme is a new strand of work, developed through funding from the European Union's Rights, Equality and Citizenship Programme, to facilitate and support meaningful conversations on issues that matter to people but may be difficult to talk about. It aims to equip people with the tools, skills and confidence to respond to prejudice and provide alternatives to harmful narratives before they develop into hate crime.

Since April, 38 participants from the voluntary and public sectors representing different sections of the community have been trained and over 600 people have

participated in different types of conversations ranging from planned public events, to impromptu conversations amongst small groups of people.

Why Conversations?

- Because many of the issues facing our communities come from a lack of information and understanding, an inability to put themselves in the shoes of others
- Because our communities tell us they want to control their own narrative instead of the media telling them what to think
- Because people feel unable to speak honestly and are afraid to do so – leading to resentment, conflict and violence
- Because we have more in common than we believe – and speaking to each other helps us discover that

Alternative and Counter Narratives – Nottingham Together

The theme of 'Nottingham Together' is threaded through our approach to tackling hate crime. By emphasising all the ways in which people in Nottingham come together, we provide an alternative narrative to the rhetoric of division and polarisation. Alternative and counter narratives are increasingly seen by policy makers, academics, practitioners and activists as the most effective tool for countering prejudice and we connect with networks nationally to identify best practice in this area. This also links in to the Counter-Extremism agenda and Nottingham City Council has funding from the Home Office for a Counter-Extremism Community Coordinator who is part of a network of similar roles across the country.

The 'Nottingham Together' message is a softer message that enables us to engage citizens who would not normally engage with the 'hate crime' agenda. Coupled with a more focused 'No Place For Hate' narrative, it enables us to complete the picture and approach the issue from both angles reaching different audiences.

Tensions Monitoring Framework

Since May 2019 the Community Protection Performance & Intelligence Team has, with partners, re-established a Tensions Monitoring Framework for the city. A monthly document is now compiled of issues, tensions and concerns from communities across a range of themes including hate crime, extremism, intra-gang tensions and fear of crime.

While this is not specific to hate crime, it is an essential tool in our approach to responding to hate crime. It enables us to identify and respond to concerns from communities and citizens and to put relevant interventions and safeguards in place.

As specific issues arise the team issues an intelligence requirement through its network allowing key matters of concern to be identified, captured and briefings provided to partners to allow appropriate monitoring or interventions to be put in place. The process of maintaining a tensions monitoring process is in recognition of risks to citizens, the city and to organisations and the need to be proactive in responding to these risks.

Hate Crime Champions

The Hate Crime Champions Scheme is a new programme, also funded by the European Union's Rights, Equality and Citizenship Programme, to improve the Partnership's response to hate crime and prejudice, and to provide a personal development opportunity to staff. The Scheme aims to establish at least one Hate Crime Champion in every shift across Nottinghamshire Police and in each relevant service within the Council and partner organisations, enabling expertise to be shared and cascaded. Participating partners include the NUH Mental Health Trust, Nottinghamshire County Council, universities and voluntary sector organisations.

The Champions receive a full training day, covering knowledge and transferable skills such as active listening, having challenging conversations as well as opportunities for further training through specialized workshops.

Aims of the Scheme:

- Improve response to hate crime and ensure victims receive the best possible service
- Help reduce repeat victimisation by enabling early response in incidents
- Enable information and expertise to be distributed across each service area
- Equip colleagues with the skills and knowledge to respond to hate crime
- Increase collaboration across partner organisations

Conclusion

Hate crime is a complex area, heavily influenced by political and social factors on a national and even international level. Activity on hate crime also intersects with other areas of work that the Council carries out particularly the Community Cohesion, Community Engagement and Neighbourhood Management functions and the Counter-Extremism, Prevent and Equalities agendas.

Our approach attempts to centre experiences of our citizens in the local context – as victims, responders, support providers, communities and even perpetrators – and to work with them to tackle challenges associated with hate crime. It is based on the principle that everyone has a role to play in tackling prejudice whether it is as statutory organisations or as communities and individuals. Therefore a lot of our work, as outlined above, focuses on equipping people to do so. This may be by equipping our staff through the Hate Crime Champions programme or by equipping citizens through Community Conversations.

Appendix A: Hate Crime Delivery Plan

Nottingham City Hate Crime Delivery Plan Written: April 2018

A partnership approach to tackling hate crime in Nottingham through working with communities to reduce hate, support victims, tackle offenders and listening and learning to continually improve provision.

Nottingham City Council has three hate crime targets:

- Increase reporting of hate crime
- Reduce repeat victimisation by 20%
- Improve service and outcome for victims

Underpinning the above is a recognition that prevention is key in safeguarding our communities and making long term progress.

This Delivery Plan is divided into 4 parts for effective management:

- Part I: Current and resourced activity
- Part II: Citizens at the Heart (EU funded project)
- Part III: Repeat Victimisation Reduction Plan
- Part IV: Activity not currently resourced

This Plan will be managed by the Cohesion and Hate Crime Sub-Group with updates provided to the CDP executive quarterly and to the CDP board bi-annually. The timescales for the Plan are as follows:

- PI: Ongoing activity managed quarterly
- PII: Two year project running from November 2018 – October 2020
- PIII: Managed quarterly – activities also delivered through P1 and P2
- PIV: Future delivery – to be reviewed bi-annually

Part I: Current and Resourced Activity

Action Against Hate, the UK government's plan for tackling hate crime (2016) outlines five key areas of focus. Part I of the Plan uses the same five themes to organise activity.

	Activity	Lead	Updates	RAG
1	Preventing hate crime by dealing with the beliefs and attitudes that can lead to hate crime			
1.1	Support universities and colleges to tackle hate crime.	NCC, Hate Crime Officer & Student Strategy Manager	Both student unions are now acting as 'reporting centres' with reports going through True Vision. Range of activities delivered by the unions and universities supported by the Partnership for Hate Crime Awareness Week.	
1.2	Increase referrals to Breaking the Cycle – the program for young people exhibiting prejudice or hate - and monitor impact.	Nottinghamshire Police NCC, Hate Crime Officer National Holocaust Centre	Still missing opportunities for referrals but need an evaluation for the programme. Gap in who delivers the pre- and post- sessions which may be a barrier to referrals.	
2	Responding to hate crime in our communities with the aim of reducing the number of hate crime incidents			
2.1	Develop and implement a hate crime policy at NCC	NCC, Equalities and Employment team	Key priority for the next quarter	
2.2	Train staff to recognise and appropriately respond to hate crime.	NCC, Hate Crime Officer	All new CPOs receiving	

			training, Safer Housing trained. CDP certified training delivered by University of Leicester Centre for Hate Studies in January and February. Hate Crime Champions Scheme launched and 204 Champions trained across Council, Police and other partner organisations.	
2.3	Respond to hate crime in the night time economy (NTE) Run a specific campaign in the NTE and integrate tackling hate crime into existing structures and plans where relevant.	Nottingham BID, Not in Nottingham Project Executive Nottinghamshire Police, Insp City Centre NCC, Hate Crime Officer	Not in Nottingham charter launched in September and training ongoing. First comms campaign launched in Oct 2019 with tram stops, CIPs, posters in venues, beer mats.	
2.4	Understand and scope current arrangements for offender management with the view to develop an offering to shift attitudes and behaviours	Nottinghamshire Police, Insp Mark Stanley NCC, Hate Crime Officer Nottinghamshire Police, Hate Crime Officer	Being explored in anticipation of the change in CPS guidelines on out of court disposals and the EU funded project	
3	Increase reporting of hate crime			
3.1	Develop and deliver tailored hate crime workshops and/or awareness raising activities across strands for groups and organisations	Communities Inc. NCC, Hate Crime Officer	Delivered by the voluntary sector as well as in partnership between NCC and	

			Police	
3.2	Develop community 'Advocates'/Super Reporters	Communities Inc – Stand By Me project Himmah – ARRM NMWN – Community Ambassadors	Delivery by voluntary sector	
3.3	Deliver misogyny leaflets across the city to raise awareness of misogyny hate crime (spike in reports seen after each leafleting action)	Nottingham Women's Centre NCC, Hate Crime Officer	Delivered quarterly – aim is to move to monthly sessions	
3.4	Increase awareness of reporting methods at education institutes (schools, colleges, universities) Links to 1.1	NCC, Hate Crime Officer & Student Strategy Manager Nottinghamshire Police, Hate Crime Officer	At universities (as above) – not currently in schools and colleges in a uniform way. Police schools officers developing an offering.	
3.5	Development of comms material on reporting hate crime	NCC, Hate Crime Officer & Communications and Marketing Nottinghamshire Police, Communications dept	Three campaigns delivered: a) Reporting campaign funded by the SNB b) 'More in common' – positive messaging through the EU funded project c) Not in Nottingham – NTE by the BID	
4	Improving support for the victims of hate crime			

4.1	Increase referrals to Victim CARE and increase awareness of services offered	Nottinghamshire Police, Insp James Woolley & T/Insp Phil Grimwade Catch 22, Head of Service Victim CARE	Victim CARE input into Police training and tech glitches looked and increase in referrals noted	
4.2	Develop an offering for housing providers and landlords to enable support for victims of hate crime in the neighbourhood context. Maximise enforcement opportunities where relevant.	NCC, Hate Crime Officer Safer Housing team	An input to be provided to the Social Housing Forum and Safer Housing	
5	Building our understanding of hate crime			
5.1	Conduct research and data analysis to provide regular position statements and strategic assessments.	CDP, Senior Performance and Insight Analyst	Delivered on an ongoing basis	
5.2	Deliver calendar of events, specially Hate Crime Awareness Week, including celebrations and commemorations. Share knowledge and best practice on hate crime and keep hate crime and related issues on the public agenda.	NCC, Hate Crime Officer & Community Engagement Equalities Team Nottinghamshire Police, Hate Crime Team	Delivered on an ongoing basis.	
5.3	Ensure effective management and governance of NHIPP (Nottingham Hate Incidents Performance Panel), enabling learning and fast time escalation of identified issues	NCC, Hate Crime Officer	First meeting in the new format held in Dec 2019	
5.4	Implement learnings from the Nottingham Women's Centre led evaluation of the Misogyny hate crime policy	Nottinghamshire Police NCC, Hate Crime Officer Nottingham Women's Centre	Recommendations for services being integrated into training where relevant. NWC developing more interventions on prevention and awareness raising.	

Part II: Citizens at the Heart (EU Funded Project)

This is a two year partnership project funded by the EU and will run from November 2018 – October 2020.

	Activity	Lead	Updates	RAG
6.1	Promote safe bystander Intervention & reporting.	Communities Inc.	Changed to toolkits due to this already being delivered by Communities Inc. Being delivered by Communities Inc.	
6.2	Develop toolkits for crisis comms and community conversations	CATHeart Project Team		
6.3	Deliver a range of targeted activities in neighbourhoods across Nottingham that support citizens to counter prejudiced views and behaviour	NCC, CATHeart Project Officer	More than 600 people have participated in conversations	
6.4	Provide a space for people to have 'difficult conversations' about difference and prejudice	NCC, CATHeart Project Officer	30 facilitators trained to have difficult conversations – details on conversations above	
6.5	Develop 'Shift Experts' in Nottinghamshire Police and Community Protection	Nottinghamshire Police, T/Insp. Phil Grimwade NCC, Hate Crime Officer	204 Champions trained with additional sessions organised for Spring 2020	
6.6	Delivery of a comms campaign on hate crime	NCC, Comms and Marketing & Hate Crime Officer		

6.7	<p>Create Enhanced Options Model for Victims</p> <p>Development of a menu of 'next steps' including the criminal justice route, restorative justice processes, mediation, community support</p>	<p>NCC, Hate Crime Officer Nottinghamshire Police, T/Insp. Phil Grimwade Victim CARE NCH, Community Mediation Service</p>		
6.8	<p>Hold a partnership conference on hate crime, targeting an international audience to share our learning and best practice</p>	<p>NCC, Hate Crime Officer and CATHeart Project Officer Nottinghamshire Police OPCC</p>		
6.9	<p>Evaluate project and share findings</p>	<p>To be commissioned</p>	<p>Commissioned to NTU</p>	

Part III: Repeat Victimization Reduction Plan

	Activity	Lead	Updates	RAG
7.1	Neighbourhood Disputes – use of mediation and restorative justice options (see 6.6)	As per 6.6	Currently delivered though NCH but only available to NCH residents. RJ available through Victim CARE but low referrals partly due to CPS charging guidelines	
7.2	Greater use of civil enforcement powers and CPOs where relevant – delivered through 6.4 and 6.6	As per 6.4 and 6.6	To be delivered though CATHeart and NHIPP	
7.3	Taxis - Identify ways to prevent and minimise hate crime targeted at taxi drivers and streamline processes for reporting and response	NCC, Hate Crime Officer Nottinghamshire Police	Being delivered by the BID as part of the Home Office funded NTE project	
7.4	Public Transport – Identify points of intervention and deterrence on public transport, and provide reassurance to citizens	To be reviewed – currently no capacity	Deferred	
7.5	Night Time Economy - Develop designing-out-crime solutions and ensure visible messaging around hate crime in relevant places	Nottinghamshire Police, ChInp. City Centre NCC, Hate Crime Officer	See 2.3	
7.6	Consult with mental health professionals and review current offering to improve response for staff in mental health facilities, and for victims and offenders with mental health issues	NCC, Hate Crime Officer	Long piece of work but progressing in partnership with Nottinghamshire Healthcare Trust	

7.7	Location based hotspots – develop targeted location based interventions. Identified areas for RV include Nottingham North and the City Centre.	NCC, Counter-Extremism Coordinator, Hate Crime Officer & Neighbourhood Management	Delivered as need arises. Ongoing activity in the North of the city with a focus on 'Nottingham Together'	
7.8	Improve response and access to services for trans victims of hate crime	NCC, Hate Crime Officer	Trans awareness training delivered regularly to Police officers and for Hate Crime Champions	
7.9	Identify time period between incidents with maximum potential for impact	Nottinghamshire Police, Analyst CDP, Performance and Insight Analysis	Deferred due to lack of capacity	
7.10	Increase understanding of offender motivations and develop interventions to reduce reoffending	Universities – to be scoped	Deferred due to lack of capacity	

Part IV: Activity not currently resourced (to be reviewed bi-annually)

	Activity	Lead	Updates	RAG
8.1	Explore addition of a whole-family element to the Breaking the Cycle program	Tbc dependent on capacity		
8.2	Improve signposting to reporting and support information on public transport	As above		
8.3	Improve response from private sector and businesses Some work ongoing within the voluntary sector - Nottingham Women's Centre through the Safer for Women project.	As above	Some work on this being delivered through 1.2	
8.4	Commissioning/conducting research to understand offender motivations	As above		
8.5	Establish a community led scrutiny process of hate crime cases to improve practice	As above		
8.6	Integrate response to hate crime into the safeguarding framework for children's services and social care	As above		
8.7	Develop reporting and data sharing arrangements with schools to start building a better picture of hate crime in schools	As above		

Appendix B: Consultation

Consultation and engagement activities that have fed into Nottingham City Hate Crime Action Plan (Strategy and Delivery Plan):

Activity/Event	Objectives	Stakeholders Engaged
Discussion at North Locality Team Meeting	Identify issues and actions in Nottingham North	NDOs
Community Protection problem-solving workshop	Bring together expertise and knowledge within CP and involve wider team	Cohesion, Engagement, Neighbourhoods, CDP
Discussions at NAT meetings and meetings with NDOs	Identify local issues and actions	NDOs, local partners and voluntary sector groups
Discussion at Complex Persons Panel	Identify actions on the theme of mental health (identified through RV intelligence analysis)	Colleagues from NCC, healthcare, CP, Victim CARE
Problem-solving workshop at Voluntary Sector Hate Crime Network	Identify solutions to issues and challenges relating to hate crime	Hate crime projects in Nottingham – Victim CARE, Communities Inc, NWC, Nottinghamshire Police, Holocaust Centre, NCH
Discussion at NCC LGBT Network	Identify issues and actions relating to LGBT community	People identifying as LGBT
Discussion at NCC DESN Network	Identify issues and actions for disability hate crime	People identifying as having a disability
Discussion at Social Housing Forum	Identify issues in the housing and neighbourhood context	NCH, NCHA, Metropolitan,
Meetings with transport providers	Identify actions to tackle hate crime on public transport	NCT, NET
Survey at BME Network Conference	Identify level of knowledge and of processes	NCC staff
Voluntary Sector Hate Crime Consultation	Engage voluntary sector projects not currently working on hate crime and widen consultation	Community and voluntary sector organisations and projects

Group discussion with Arab women	Identify issues and concerns for Arab women and provide opportunity to feed into the Plan	Muslim women from Arab backgrounds
Individual meetings	Identify issues and actions, engage wide range of partners in the development of the Plan, ensure Plan and Strategy reflect needs and priorities of communities	Partners, groups and community representatives across all strands of hate crime
Problem-solving workshop in Nottingham North – ‘Building Stronger Communities’	Identify actions to tackle hate crime in the North of the city and to reduce repeat victimisation Engage with communities and groups in the North	Community groups, professionals, residents and volunteers from Aspley, Bulwell, Bulwell Forest, Leen Valley, Basford
Stall at Central Locality Community Event	Engage with and hear from people in Hyson Green	Residents, community groups
Feedback at Women’s Voices event	Identify concerns and possible actions	40-50 women from diverse backgrounds

Hate Crime Performance – O&S 8th January

Philip Broxholme, Performance and Intelligence Manager, Nottingham CDP

The total number of hate occurrences (hate crime/non-crime) has remained consistent over the last three years, although occurrences can vary greatly from one month to another (Figure 1).¹ During the assessment period of 2018/19, hate crime accounted for 2.9% of all offences in Nottingham, similar to the previous two years. There has been a 4.8% increase in hate occurrences, an increase of 59 hate occurrences during 2018/19 (Sep-18 to Aug-19) compared to 2016/17 (Sep-16 to Aug-17). Hate offences do appear to dip in January for the last three-year periods, with peaks generally occurring in the warmer summer months, particularly June to August.

A Note on Terminology

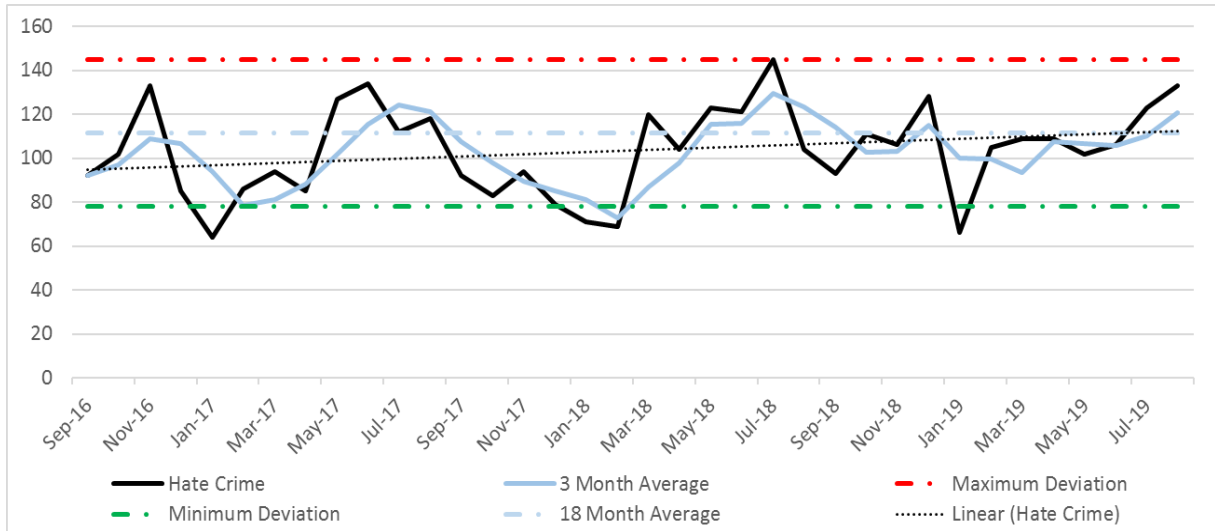
Specific timeframes for analysis are given below:

Long term comparator – 12 month period September 2016 to August 2017 (hereafter referred to as the 2016/17 assessment period)

Medium term comparator – 12 month period September 2017 to August 2018 (hereafter referred to as the 2017/18 assessment period)

Current data - 12 month period September 2018 to August 2019 (hereafter referred to as the 2018/19 assessment period)

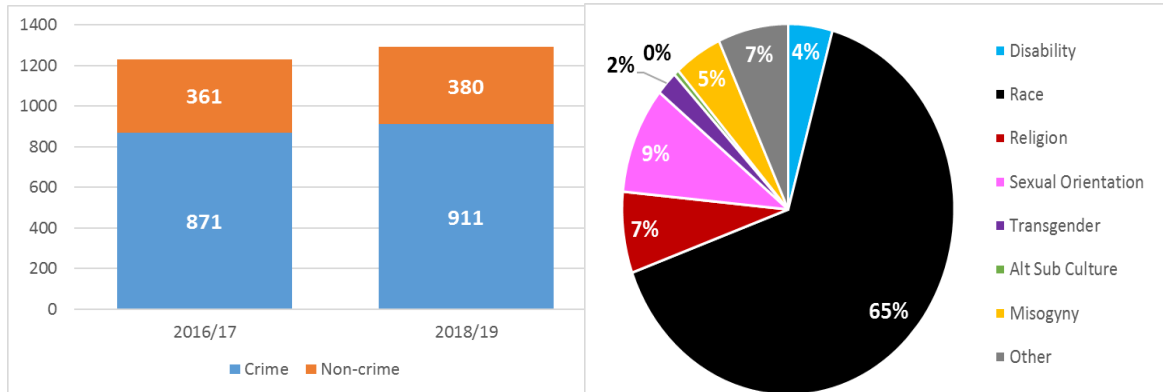
Figure 1: Long-Term View of Hate Occurrences



The breakdown of hate crimes and non-crimes is shown in Figure 2, with hate crime making up for roughly 70% of all hate occurrences, whilst hate non-crime makes up for 30%. For all hate occurrences racially motivated hate makes up for around 65% of hate occurrences, followed by sexual orientation (9%) and religion (7%).

¹ Hate occurrences are divided between those that are recorded as crimes and those that do not meet the threshold for a crime. The latter group are referred to as non-crimes.

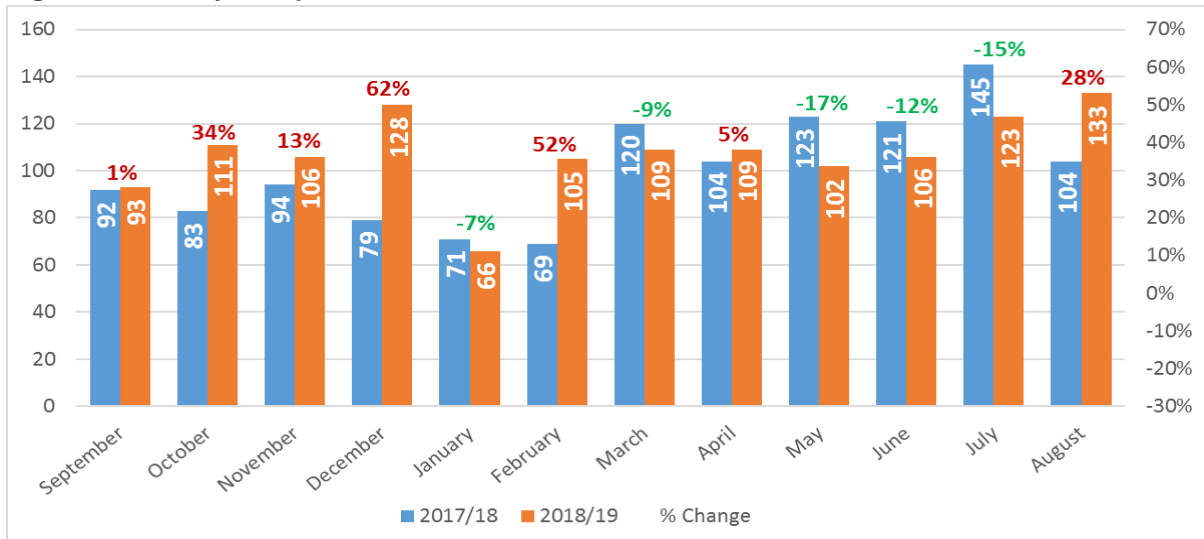
Figure 2: Breakdown of Hate Occurrences



by Crime, Non-crime & Strand

For the medium term assessment period, hate occurrences increased by 7.1%, 86 additional occurrences. There was an 8.6% increase in hate crime, 72 offences, whilst hate non-crime increased by just 3.8%, 14 non-crimes. Monthly comparisons are shown in Figure 3 along with the percentage change from the previous period. For both 2017/18 and 2018/19 January had the lowest number of hate occurrences whilst December had the largest percentage increase, with 62%, increasing from 79 to 128.

Figure 3: Monthly Comparison of Hate Occurrences

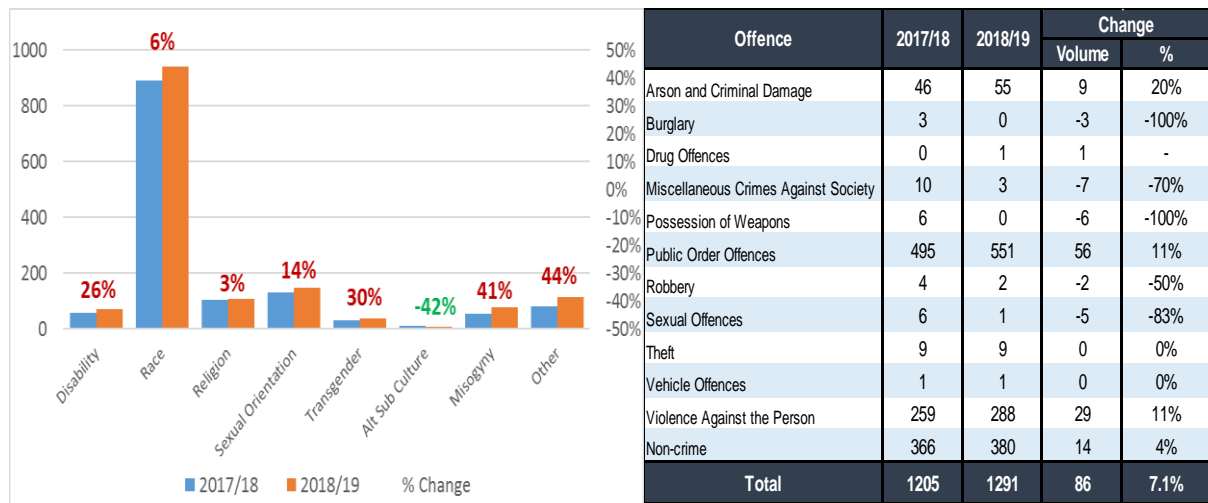


For the medium term assessment period of 2017/18 compared to 2018/19, hate occurrences motivated by race made up for 63% of hate strands, decreasing from 66%, whilst overall race hate strands increased by 6%, 52 more during 2018/19 (Figure 4). Alternative sub culture was the only strand to reduce, although hate occurrences motivated by this strand are low volume, which is why the decrease appears to be large. The majority (87%) of hate crimes have just one motivating strand attached to the occurrence, with 10% having two hate strands and a further 3% having three or more hate strands.

Public order offences account for 43% of hate occurrences during 2018/19 comparable to other periods, with this type of hate crime offence increasing by 11%, 56 offences.

Violence against the person made up for 22% also increasing by 11% whilst 29% of occurrences were non-crime, a marginal increase compared to 2017/18.

Figure 4: Medium Comparator of Hate Strands & Hate Occurrences



The type of hate offence alongside the hate strand is displayed in Figure 5 for the 2018/19 period. Public order offences make up for 43% (551) of hate occurrences, with 83% (455) of those were motivated by race. Racially motivated violence against the person and non-crime made up for the second and third most occurrences also highlighted in red. Sexual orientation was the second most common hate strand recorded, 10% of all hate strands.

Figure 5: Hate Occurrences by Strand 2018/19

Offence	Disability	Race	Religion	Sexual Orientation	Transgender	Alt Sub Culture	Misogyny	Other	Total Strands	Total Offences
Arson and Criminal Damage	0	42	10	3	2	0	3	5	65	55
Drug Offences	1	0	0	0	0	1	0	0	2	1
Miscellaneous Crimes Against Society	0	3	0	0	0	0	0	0	3	3
Public Order Offences	12	455	32	50	9	2	34	47	641	551
Robbery	0	2	0	0	0	0	0	0	2	2
Sexual Offences	1	0	0	0	0	0	0	0	1	1
Theft	2	6	1	0	0	0	0	1	10	9
Vehicle Offences	0	1	0	0	0	0	0	0	1	1
Violence Against the Person	10	212	18	47	11	1	7	12	318	288
Non-crime	46	221	47	48	17	3	32	50	464	380
Total	72	942	108	148	39	7	76	115	1507	1291

**Hate occurrences can have multiple hate strands attached to a crime/non-crime, resulting in more strands than occurrences*

The city centre experiences the majority of hate occurrences (22%), which is to be expected given the high footfall. For the medium term assessment period, hate occurrences increased in the city centre by 7%, 20 offences. Outside of the city centre, Hyson Green and Arboretum ward had the most offences for both periods, although offences decreased in 2018/19 by 8 offences, a 7% reduction. Sherwood had the largest volume increase for all wards, with a 69% increase, 27 additional occurrences.

Data and information on victims and offenders is reliant on identifying and co-operation with the person, as well as accurate recording and input of this information, much of this information is there for unavailable or incomplete. For victims of hate crime in the 2018/19

period, 43% of victims were female whilst 54% were male, comparable to the local Nottingham estimates (figure 8). People from a BAME group made up for 38% of victims, higher than the proportion of those living in Nottingham 27%, although with the majority of hate crime motivated by racial hatred this is expected. A data/knowledge gap of victims is that 38% of victim's ethnicity was not recorded. Victims aged 30-39 made up for 26% of victims, twice the proportion of Nottingham's population of 13%.

Data validity is poor for offender's information as much of the data is not known or recorded. Offenders were predominantly male 77%, with 21% female. Ethnicity data is low volume with 64% of offender's information not recorded; 26% of offenders were white British. Offenders like victims were mainly aged between 30-39 (30%) or 40-49 (19%).

Nottingham City Council has a target to reduce the number of repeat victims of hate crime by 10% by the end of March 2023. The measure chosen for this is target is the proportion of all victims that are repeats. Performance against this target has been stable since the inception, with little movement against the 2018/19 baseline.

Learning from the previous council plan covering 2015-19 highlighted that using the volume of all repeat victims as the measure would not be appropriate. That plan committed to a 20% reduction in repeat victimisation. At the end of the plan period the volume had risen from a baseline figure of 61 (as measured over a 12 month period) to 174, an increase of 185%.

In part this can be attributed to the impact of external events such as the EU referendum or high profile terrorist incidents. However, the increasing volumes also highlight the difficulties in addressing repeat victimisation in respect of hate crime as opposed to, for example, domestic violence. Repeat DV incidents always have an identified perpetrator making targeted interventions easier to develop. In contrast repeat incidences of hate crime often have unknown perpetrators and in some cases each incident making up a pattern of repeat victimisation will have a different, unidentified perpetrator. This has made developing appropriate interventions problematic. Furthermore, efforts to increase the reporting of hate crime overall may well lead to an increase in the number of repeat victims.

OVERVIEW AND SCRUTINY COMMITTEE
8 JANUARY 2020
WORK PROGRAMME
REPORT OF HEAD OF LEGAL AND GOVERNANCE

1 Purpose

1.1 To consider the Committee's work programme for 2019/20.

2 Action required

2.1 To discuss the work programme for the remainder of the municipal year, and make any necessary amendments.

3 Background information

3.1 The Committee is responsible for setting and managing its own work programme.

3.2 In setting the work programme, the Committee should aim for an outcome-focussed work programme that has clear priorities and a clear link to its roles and responsibilities.

3.3 The work programme needs to be flexible so that issues which arise as the year progresses can be considered appropriately.

3.4 Where there are a number of potential items that could be scrutinised in a given year, consideration of what represents the highest priority or area of risk will assist with work programme planning.

3.5 Changes and/or additions to the work programme will need to take account of the resources available to the Committee.

4 List of attached information

4.1 Overview and Scrutiny Committee 2019/20 Work Programme.

5 Background papers, other than published works or those disclosing exempt or confidential information

5.1 None.

6 Published documents referred to in compiling this report

6.1 Overview and Scrutiny Committee reports and minutes.

7 Wards affected

7.1 All.

8 Contact information

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Overview and Scrutiny Committee Work Programme 2019-20

DATE	ITEMS
5 February 2020	<p>Discussion with the Portfolio Holder for Leisure, Culture and IT – Councillor Dave Trimble To consider information on priorities, budget pressures and challenges</p> <p>Nottingham City Homes Repairs To consider information on the repairs service provided by Nottingham City Homes, including tenant satisfaction</p> <p>Work Programme To agree the work programme for the remainder of the municipal year</p>
4 March 2020	<p>Discussion with the Portfolio Holder for Adult Care and Local Transport (with a focus on the local transport remit) – Councillor Adele Williams To consider information on priorities, budget pressures and challenges</p> <p>Fire Prevention and Safety To consider information from the Nottinghamshire Fire and Rescue Service on the work they do on fire prevention and safety</p> <p>Work Programme 2020/21 Development To discuss the work programme for 2019/20</p>
8 April 2020	<p>Discussion with the Portfolio Holder for Communities – Councillor Rebecca Langton To consider information on priorities, budget pressures and challenges</p> <p>Discussion with the Portfolio Holder for Health, HR and Equalities (with a focus on the HR and Equalities remit) – Councillor Eunice Campbell-Clark To consider information on priorities, budget pressures and challenges</p>

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