

## The Nottinghamshire Police and Crime Commissioner's response to the publication of Her Majesty's Inspectorate of Constabulary's (HMIC) - PEEL: Police legitimacy 2015 (Feb 2016).

On 11<sup>th</sup> February 2016, HMIC published its PEEL Police Legitimacy inspection report for Nottinghamshire and sought evidence to three key questions and formed a judgement on how legitimate the Force is at keeping people safe and reducing crime:

1. To what extent does practice and behaviour reinforce the wellbeing of staff and an ethical culture?
2. How well does the force understand, engage with and treat fairly the people it serves to maintain and improve its legitimacy?
3. To what extent are decisions taken on the use of stop and search and Taser fair and appropriate?

In answer to this question I am pleased to say that HMIC graded the Force **Good** overall despite identifying a couple of areas requiring improvement and I believe this reflects the hard work and leadership of the Chief Constable and her colleagues.

Shortly after taking office in 2012 I commissioned research to be undertaken to find ways to improve legitimacy in Nottinghamshire Police. In July 2013 a BME Steering Group and BME Working was established to oversee and implement a raft of recommendations arising from the research and both groups have met on a regular basis ever since. In addition, the Force has established an independent Stop and Search Scrutiny Board which is well attended by a number of BME community members including young people who provide feedback on a range of issues. This group is furnished with detailed stop and search data from its advanced database which helps provide assurance that the Force has effective supervisory oversight in this sensitive area.

So it pleasing to note from the national HMIC Legitimacy report that Nottinghamshire Police has the best rate nationally for recording the grounds on which stop and search powers are used, and that those grounds were deemed reasonable in 97% of search forms examined.

In addition, Nottinghamshire Police has the third lowest rate nationally of stop and searches per 1000 population and the fourth lowest rate for the use and deployment of Taser. Since I took office the level of disproportionality for BME communities has improved significantly.

I am aware that Nottinghamshire Police was one of the first to establish and comply with the national 'Best Use of Stop Search' scheme.

I am aware that the Force has a higher rate of Police complaints were 1000 population compared to a number of other forces, and pleased that HMIC found that the Force was **Good** in respect of dealing with complaints and misconduct fairly and consistently. Furthermore, I am reassured that HMIC draws no judgment on the variations in such rates nationally by making

the point that the public may be less likely to make a complaint in some areas – either because the Police force provides an exceptionally good service, or because the public do not believe that their complaints will be taken seriously. Since the Force has a very high level of satisfaction in terms of ‘treatment of service users’ as reported in local Force surveys, I am satisfied that the high rate of Police complaints is related to public confidence.

I have set the Chief Constable a strategic activity in my Police and Crime Plan (2016-18) to continue to use to stop and search power in a necessary and proportionate manner; sharing data and encouraging greater scrutiny and to continue to improve BME community experience of policing and implementation of the BME Scrutiny Group’s research recommendations.

Finally, the Force has a dedicated 4ACTION database for tracking and responding to HMIC recommendations and areas for improvement. **Annex 1** of this written response to HMIC provides an update on the current action taken by the Force to address the issues raised by HMIC. The Force provides regular HMIC update reports to my Joint Audit and Scrutiny Panel who provide additional scrutiny in these important areas.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Paddy Tipping'.

Paddy Tipping  
Police and Crime Commission

## ANNEX 1 – FORCE RESPONSE TO HMIC AREAS FOR IMPROVEMENT

**The force should ensure that its local teams have sufficient information available to them to improve their understanding of local communities.**

*The Force have designed and are now beginning to implement an overarching strategy for communication and engagement with the communities of Nottinghamshire; ‘Engaging with the people we serve’. It has been developed in collaboration with the OPCC and is designed to complement the Police and Crime Commissioner’s own ‘Engagement and Community Involvement Strategy’<sup>1</sup>. The Strategy continues to build on the Force’s holistic approach, reflective of the fact that every interaction between the public and force amounts to an ‘engagement’ and an opportunity to build positive perceptions of policing and enhance the relationship between the public and the police.*

*In terms of ensuring local teams have sufficient information available to improve their understanding of local communities; a neighbourhood profile for every neighbourhood area will be published internally, capturing a variety of data, including demographic profiling and local knowledge. This will be updated on an ad hoc basis, and formally reviewed every six months.*

*Furthermore, using the neighbourhood profile, a bespoke engagement plan for every neighbourhood will be compiled, published on the force website and publicised appropriately. These actions form part of a supporting improvement plan which will enable implementation of the Strategy, the Force Executive Board will continue to monitor progress against these actions.*

**The force must ensure that Taser-trained officers properly understand and record their decisions using the NDM in accordance with the College of Policing training.**

*An additional 6 hours training in relation to the Code of Ethics, the NDM and decision recording section has been included in all training to include refresher training. It was agreed that no further action was required in response to this recommendation.*

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<sup>1</sup> <http://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Policies-and-Procedures/Consultation-and-Engagement-Strategy-2016-2020.pdf>