



Nottinghamshire

POLICE & CRIME COMMISSIONER

Rt Hon Theresa May MP
2 Marsham Street
London
SW1P 4DF

31 December 2013

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Dear Home Secretary,

Nottinghamshire's Response to HMIC

Please find enclosed my response to HMIC's report on "Stop and Search Powers: Are the police using them effectively and fairly?" for your information and attention.

Yours faithfully,

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

Paddy Tipping
Police and Crime Commissioner



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The Nottinghamshire Police and Crime Commissioner's response to the publication of Her Majesty's Inspectorate of Constabulary's (HMIC) Stop and Search Powers: Are the police using them effectively and fairly?

Stop and Search Powers: Are the police using them effectively and fairly? can be found [here](#)

Nottinghamshire's Stop and Search findings can be found [here](#)

Report Exploring BME Policing Experiences (July 2013) Professor Wright is available [here](#)

As per my statutory responsibility to prepare comments on any of HMIC's published reports, Section 55(5) of the 1996 Police Act, I acknowledge their Inspection findings and Nottinghamshire's Stop and Search survey findings.

National research indicates that Black, Asian and people from minority ethnic groups are more likely to be disproportionately searched than white people by the police. In Nottinghamshire, figures show BME communities are subject to higher levels of stop and search and also have less representation within the Force in employment.

I have identified a key priority action for improving the BME experience of policing through better engagement and being more responsive to needs. My vision is fully documented in the Police and Crime Plan (2013-18) and includes:

- Giving victims and citizens a bigger voice in policing to achieve a safer Nottingham and Nottinghamshire.
- Improving trust and confidence in policing.
- Increased representation of black and ethnic minorities (BME) through recruitment.

My priority actions include:

- Improving BME experience of policing through better engagement and being more responsive to needs.
- Ensuring that Stop and Search is transparent and proportional.
- Improve the recruitment, retention and progression of for BME and other officers and staff to reflect the local community.

Whilst there are no specific recommendations outlined for PCCs within the HMIC report, there is an acknowledgement that PCCs will play an important role in overseeing the effective and fair use of stop and search powers in the future.

I have confidence in the Chief Constable's leadership for stop and search in Nottinghamshire. However, as Commissioner I have made it clear that I intend to strengthen the Force's relationship with the black and ethnic minority community and in February this year I commissioned a major research project as a first step toward that aim - 'Exploring

BME Policing Experiences Project'. The main objectives of the research were to review the current performance indicators, other data, stakeholders views and action taken to date by Nottinghamshire Police, which informs:

- BME satisfaction for various crime types and other incidents.
- Stop and Search (to assess if disproportionate for BME and why).
- Representation of BME within Nottinghamshire Police Service employees.
- Current BME community and IAG engagement and its effectiveness.

As Commissioner I want to provide a fair and equal policing service that embraces our diverse county and reflects this in both the workforce and our approach to fighting crime. BME communities need to have a stronger voice within policing and will be instrumental in our ability to change and promote confidence.

Whilst I recognise the use of stop and search powers as being a legitimate tactic for the police to tackle serious crime, I am fully aware of the significant impact that this can have on public confidence in policing when they are not effective. At an event on the 15th July 2013, Professor Wright and her research team presented her report together with over 30 recommendations; these will be monitored for implementation through a dedicated working group chaired by myself. Reports on the progress of these recommendations and the ten recommendations identified in the HMIC report will be monitored through the Joint Audit and Scrutiny Panel.

I look forward to demonstrating the progress that has been made when the HMIC revisits.

Yours sincerely



Paddy Tipping
Police and Crime Commissioner