

# RACE DISPARITY IN FOCUS

DEVELOPING INITIATIVES TO ADDRESS RACE DISPARITIES FACED BY BLACK, ASIAN AND MINORITY ETHNIC GROUPS

## PCCs MAKING A DIFFERENCE

# 06



NOTTINGHAMSHIRE  
POLICE AND CRIME  
COMMISSIONER

### ENGAGING BAME COMMUNITIES AND REPRESENTATIVE RECRUITMENT

NOTTINGHAMSHIRE HAS A LONG-STANDING COMMITMENT AND DETERMINATION TO ADDRESS RACE DISPARITY AND DISCRIMINATION.

Nottinghamshire PCC Paddy Tipping said:

*"In 2012, when I was first elected as PCC, I set out an ambitious, long-term strategy to improve BAME experiences of policing, give power to underrepresented voices and improve the recruitment, retention and progression of BAME officers and staff. These priorities have since become embedded within our organisations and my Police and Crime Plan."*

### INVOLVING AND ENGAGING BAME COMMUNITIES

Amplifying the voices of marginalised communities and strengthening the channels of communication is critical to achieve greater inclusivity and legitimacy. As a result, in 2019, Mr Tipping's OPCC established a **new framework for engaging with BAME communities which included:**

- The development of a BAME Community Listening Group (CLG) made up of key representatives from local BAME organisations and equality leads. The CLG provides a platform to discuss concerns and issues relating to **crime, victimisation, offending and policing** that impact on the BAME community.
- An Independent Community Scrutiny Panel (ICSP) to review stop and search activity and consider the quality of police interaction with BAME communities across the service, especially victims of crime. The ICSP will comprise of BAME representatives with lived experience from academic and professional backgrounds.
- An **internal forum**, set up and chaired by the PCC, to drive improvements against a range of equality objectives including the **collection and consistency of ethnicity data** collected by the service to inform performance monitoring and problem-solving.



NOTTINGHAMSHIRE  
PCC: PADDY TIPPING



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### IMPROVING WORKFORCE REPRESENTATION AND DIVERSITY

Seizing the opportunity brought by Operation Uplift, Nottinghamshire Police is aspiring to become the first force in the country to be proportionately representative of the community it serves. Our focus is firmly fixed on attracting and retaining the very best people from a range of backgrounds.

In Nottinghamshire, people from BAME backgrounds are estimated to account for around 11.2% of the population. In 2019/20, however, work to address under-representation in the police service led to BAME individuals accounting for 26% of all completed officer applications. The improvement is set to continue this year with 23% of applicants from BAME backgrounds in the year to date thanks to significant investment in a Positive Action programme resulting in campaigns and events to target under-represented groups and the identification of positive BAME role models to promote the service.

Youth engagement work has also continued to play centre stage. In 2018, the Force launched the 'Mini Police' scheme which involves more than 700 pupils from across Nottingham, 44% of which are from BAME backgrounds. Our BAME community outreach worker has also helped expand the Police Cadet Scheme, increasing representation from BAME backgrounds from 6% to 24%. The Force has also been successful in opening the first mosque-centred cadet base outside of London with the ambition the cadets continue on their policing journey.

Mr Tipping said:

*"Police forces must seize the opportunity to define new ways forward and that is something that Nottinghamshire Police will be pushing in partnership with our expanding community network."*



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