

Appendix A

Case Study – Improving BME Policing Experiences

Police and Crime Plan (2013-18)

- 1.1 In the Commissioner's first Police and Crime Plan (2013-18)¹ he set an objective to improve BME experience of policing through better engagement and be more responsive to needs. Furthermore, he set the Chief Constable an objective to improve the recruitment, retention and progression of BME and other officers and staff to reflect the local community.
- 1.2 In support of this objective, he set the Chief Constable a target to reduce the gap in current BME representation within the Force and local BME community. This target has been retained in all three refreshed Police and Crime Plans.
- 1.3 Currently, BME representation within the Force is now 4.3% overall compared to 11.2% representation throughout Nottinghamshire. In 2012 representation was 3.7% overall so there has been an improvement of 0.5% (+13.5%). This excludes volunteers.

Research

- 1.4 Shortly after the Commissioner took office in January 2013 he commissioned research to better understand how BME Policing experiences could be improved. Professor Cecile Wright oversaw the research and published a report in July 2013 which made 30 recommendations intended to improve BME experiences of policing relating to leadership, perception of crime, BME representation in the Police, Stop and Search issues and Community Engagement. A copy of the report is located on the Commissioner's website.²

BME Steering Group and Working Group

- 1.5 The Commissioner accepted all of the recommendations and asked the BME Steering Group to stay on to oversee the implementation of the recommendations. A further internal BME Working Group was established to implement the recommendations jointly chaired by the Commissioner and Deputy Chief Constable with representation from the BME Steering Group. This community engagement has continued for over 3 years and a range of BME issues have been discussed and changes made.
- 1.6 Both groups met monthly initially and then bimonthly.

Achievements

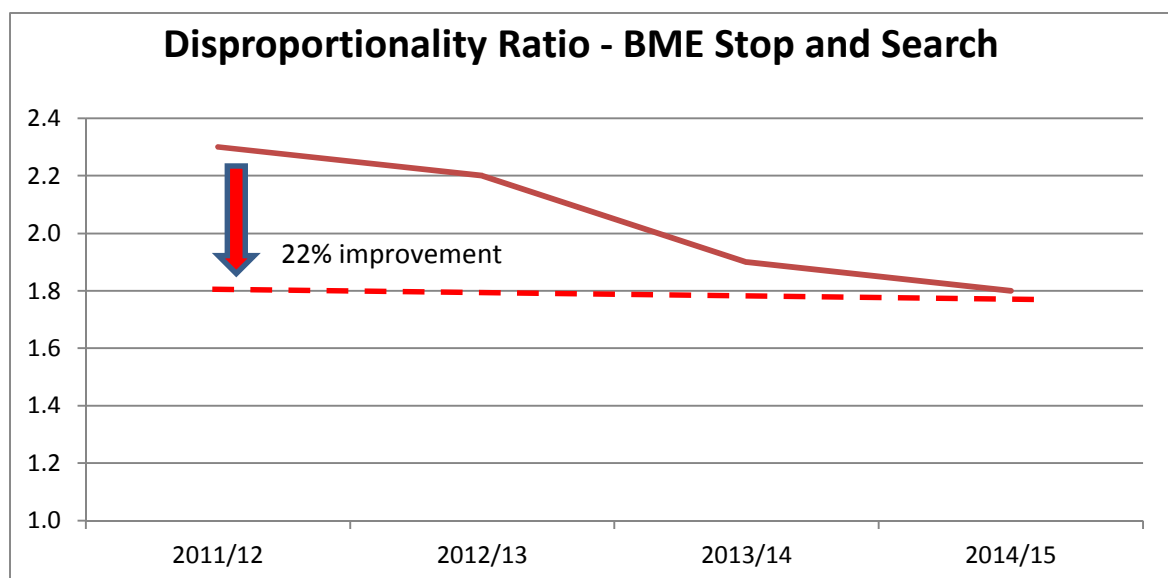
1. The latest HMIC PEEL inspection for legitimacy (Feb, 2016) identified that Nottinghamshire Police has the best rate for the number of stop and searches where reasonable grounds recorded i.e. 97% were accurate and appropriate. This provides assurance that the encounters were legitimate.
2. Nottinghamshire Police has the 4th lowest rate for use of Taser per 10,000 population. In other words the use of this kind of force is rarely used compared to other forces.
3. HMIC in the same report rated Nottinghamshire Police Good for legitimacy which includes stop and search. The Force has been driving forward improvements in stop

¹ <http://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Police-and-Crime-Plan/Police-and-Crime-Plan---Web-Version-Final.pdf>

² <http://www.nottinghamshire.pcc.police.uk/Document-Library/Public-Information/Scrutiny-Findings/BME-Final-Report-for-Website.pdf>

and search for a number of years and most of the activities contained within its Action Plan have been achieved.

4. The Force continues to comply with the national 'Best Use of Stop and Search Scheme' and it's Scrutiny Board, made up of community members, and meets on a regular basis to provide critique and other feedback.
5. Consequently, Nottinghamshire Police has the 3rd lowest rate for stop and searches per 1000 population and has one of the highest positive outcome rates. The force was the first to establish and pioneer a dedicated stop and search database which allows supervisors and managers at all levels to scrutinise with greater intensity and searchability all stop and search encounters by individuals and team. For example, an officer who has undertaken the most stop and searches for black males could be open to scrutiny to ensure that the grounds for the stop and searches were reasonable and in accordance with codes of practice.
6. Stop and Searches are now much more proportionate for BME communities as shown in the chart below. Since the Commissioner took office in 2011-12, disproportionality has reduced by 22%.



7. As a result of positive activity in terms of BME mentoring by the force, the number of BME Police Officer applications increased by 60% in 2014.
8. BME recruitment increased from 4.69% in 2013 to 15.62% in 2014. Unfortunately, this activity has been temporarily postponed due to a freeze on recruitment arising from austerity and budget pressures.
9. However, where recruitment has been possible, for instance with volunteers, BME representation has increased: from 3.9% to 7.5% for Special Constables, and Police Cadets BME representation is 26%.
10. More victims are reporting hate crime (+11%) as of 31st January 2016 compared to previous year.
11. In 2015-16, the Commissioner provided an additional £30k funding for diversity training to be delivered to 800 frontline officers by an accredited BME training provider to address unconscious bias in relation to stop and search and other BME encounters. Feedback to-date from attendees is every positive.
12. Nottinghamshire police is now a Stonewall top 100 employer.

13. Positive action is being taken by the force to develop and advance BME staff.

Conclusion

- 1.7 BME representation within Nottinghamshire has increased from 3.7% in 2012 to 4.3% in 2015. The recruitment freeze has hampered further advancements but BME representation with volunteers has improved from 3.9% to 7.5% for Special Constables and the recent introduction of Police Cadets has seen 26% from BME communities. Significant improvements have been made in stop and search as evidenced in HMIC PEEL inspection rating of Good and national statistics show Nottinghamshire Police to have one of the lowest stop and search rates, highest positive outcomes rate and low use of Taser rate.
- 1.8 Whilst the view of the BME Steering Group has positively changed over the years, as they have witnessed and in fact influenced change, further work is still required to ensure that the wider BME communities get to hear of these local achievements. In this respect, the BME Steering Group has organised a conference to be held on Saturday 19th March 2016 at the ACNA centre in Nottingham. Keith Vaz MP has agreed to attend to speak on Race Relations over the past 50 years.