

NAME  
ADDRESS



5<sup>th</sup> December 2012

Dear Applicant

## **Consultancy Project - Exploring and Improving BME Policing Experiences**

I would like to make you aware that I intend to commission a major research project aimed at strengthening the Force's relationship with the black and ethnic minority community to start on 1<sup>st</sup> February 2013.

I am inviting you to consider bidding for a three-month research contract which will examine a range of performance data including BME (black minority ethnic) victim satisfaction rates, recruitment figures within Nottinghamshire Police and the Force's stop and search statistics.

During my election campaign I pledged to give BME communities a stronger voice in policing and promote fairness. This is the first step toward that aim.

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.

The use of stop and search powers are a legitimate tactic for the police to tackle serious crime but they can have a significant impact on public confidence in policing when they are not effective.

I have made available £10,000 to fund the research project, which will help us to understand the reasons behind the disproportion and will deliver a series of recommendations for improvement which will help me to drive forward change.

It has long been recognised that disproportionality exists in stop and search yet we are still no further forward in addressing the psychology behind the figures and moving towards more effective policing tactics based wholly on evidence.

I have worked for many years with black and Asian communities in the city and county and understand their frustration at the pace of change which is why I made my commitment to tackling issues of under representation in policing clear from the outset.

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.

This project is one of my first tasks as Nottinghamshire's new PCC and I am delighted that it can be put into action so quickly. I hope our black and ethnic communities feel reassured that their concerns are being tackled at the highest level.

I enclose the Consultancy Tendering Brief which provides additional background information, the selection criteria and how to apply.



The Nottinghamshire Office of the Police and Crime Commissioner  
County Hall, West Bridgford, Nottinghamshire NG2 7QP

T 0115 9670999 Ext 8012005 F 0115 8445081

E [nopcc@nottinghamshire.pnn.police.uk](mailto:nopcc@nottinghamshire.pnn.police.uk) W [www.nottinghamshire.pcc.police.uk](http://www.nottinghamshire.pcc.police.uk)



Nottinghamshire

**POLICE & CRIME COMMISSIONER**

Please note that the closing date for applications is 9am Friday 4<sup>th</sup> January 2013 that interviews for shortlisted applicants will be on Thursday 17<sup>th</sup> January 2013 for a start date of 1<sup>st</sup> February 2013.

Yours Sincerely

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

Paddy Tipping  
Police and Crime Commissioner