

EXPLORING AND IMPROVING BME POLICING EXPERIENCES

**REPORT
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**Commissioned by the Nottinghamshire Police
and Crime Commissioner**

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Foreword

This is an important research report which deserves to be read widely and carefully. It provides robust research evidence, primarily statistical, from a survey of 550 BME residents and their experiences of and attitudes towards the police and policing in Nottingham.

It is widely known that tensions have existed for some decades in many of Britain's cities between various communities, including some BME groups, and the police. BME groups can often perceive the policing of the areas in which they live as lacking in consent and respect – especially in the methods and styles of policing that are sometimes adopted. The police themselves can be aware of this.

This feeling of 'occupation' when combined with a sense amongst some BME communities of grievance, police injustice and discrimination, can challenge police authority and legitimacy. On the one hand the media has highlighted civil disturbances by people (including those from BME communities) taking to the streets for many and complex reasons; on the other hand the media has also exposed the experiences of individuals from BME communities who have been stopped and searched many times, and, apparently, in many cases with little if any justification or explanation. In the Nottingham survey reported here, for example, 42% of all respondents had been stopped by the police and 30% had been stopped and searched. Of these, over half (53%) referred to no further action being taken; 15% were cautioned and only 14% were arrested. Sixty per cent of those who had been stopped and searched had been stopped and searched more than once. Just under half of those stopped and searched (49%) were given a reason by the police.

When policing by consent breaks down, especially because of perceived police injustices or discrimination towards BME groups, there are dangers for *all* of us. For policing to be at its most effective, co-operation and trust are needed between all parties – BME communities, the police, and wider publics.

This research unpicks the multiple layers that form the complex basis for trust and co-operation between the police and BME communities, including BME communities' experiences of crime, the reporting of crime, community involvement, satisfaction with police investigations, BME representation within the police service, and BME experiences of stop and search. For example, data presented here show that:

- BME males and females in Nottingham are twice more likely to be victims of crime than the national population average;
- the most frequently experienced crime was 'hate crime' (27% of survey respondents having experienced this), followed by burglary (26%), and theft (21%);
- over one third of survey respondents who had been victims of crime did *not* report it to the police;
- Only 19% of respondents would consider working in the police.

It is these and other experiences and perceptions amongst BME groups that shape the day-to-day interactions and exchanges between BME communities and the police at the street level. It is these experiences and perceptions of the police and policing that need to be understood and responded to appropriately if we are all to have the police service that we need and deserve in a civilised and just society.

This study uses a mixed methods approach comprising both quantitative and qualitative elements. The main method of data collection and analysis is quantitative; a survey of over 500 BME Nottingham residents. The primary purpose of a survey of this kind is to generate statistical information and patterns that help us and other key stakeholders, including police forces understand better the connections between experiences, perceptions and outcomes. For example, do younger people from BME communities have different views and experiences from older members? Do certain BME groups seem to be treated differently by the police from other groups? These kinds of questions require responses which are rooted in statistical analysis and rigour. As such, the findings from this survey constitute appropriate and reliable 'evidence' to inform future policy and practice.

The secondary method of data collection in this study is qualitative; focus group interviews and a few individual in-depth interviews with BME respondents. Here, the purpose of the interviews is to provide illustrative information to help the reader understand better the quantitative (statistical) data generated from the survey. Simply put, the qualitative elements provide 'flesh' to the statistical 'bones' of the research. The quotations enable the direct 'voice' of BME respondents to be heard in the final report. These personal narratives illuminate the statistical findings and help the reader, and relevant stakeholders, to understand more closely, and perhaps more intimately, what has been found and what is meant by the survey's statistical findings.

This combination of methods was selected by the research team in consultation with academic and other advisers as the most appropriate and rigorous choice to answer the specific research questions of this study, within the very real and tight constraints of budget and time imposed by the Research Brief.

The report also reviews 'best practice' elsewhere, but there is little consistent pattern across Britain's police services and there are few examples of long-standing best practice to draw on, unfortunately.

The report develops its recommendations with the aim of improving BME communities' experience of policing *and* the police experience also. Most of us, irrespective of Race, ethnicity, religion, socio-economic group and so on, want to live in a society and in a place where there is peace, security, safety and mutual respect between the police and local communities, and where policing is fair and by consent. This report provides a foundation on which to refresh and build that on-going dialogue and move us forward for the benefit of all our communities in Nottingham.

Professor Saul Becker
Assistant Pro-Vice Chancellor (International) and Head of the School of Sociology and Social Policy, The University of Nottingham

Executive summary

This report contains a summary of the findings from the research project commissioned by the Nottinghamshire Police and Crime Commission to explore the relationship between the black minority ethnic (BME) communities and the police. The collection of data in February, March and April 2013 was undertaken to explore the views, opinions and experiences of BME residents in Nottinghamshire with respect to issues of policing and to produce recommendations.

The key findings include:

- a) Findings by Nottinghamshire Police 2011/12 showed that 83% of BME respondents were satisfied with how the police dealt with crime incidents compared with the present 2013 Survey which showed that 50% were satisfied, and 30% stating the service they received was "Very Poor" or "Poor"
- b) Slightly more than half of the survey respondents had been a victim of crime (50.9%).
- c) The major ethnic groups showed little difference in crime victim rates. For black groups this was 55% and for Asian groups this was 53.2%
- d) The older age groups were 30% more likely to be victims of crime (over 35) than the younger age groups (under 25).
- e) Males had been victims of crime at a higher rate (58%) than females (40%) and more likely to be repeat victims of crime.
- f) Both BME males and females in the survey were more than twice more likely to be victims of crime than the national population average.
- g) Being a victim of crime showed little variation with the educational achievement of victims.
- h) Being a victim of crime showed little variation by the nature of employment of the victims.
- i) Half of victims of crime had been a victim in the last 3 years (49.8%)
- j) The most frequently experienced crime was "hate crime" (27.1%) followed by burglary (25.5%) and theft (20.8%).
- k) Being a victim of hate crime was higher for males (22%) than females (10.7%); highest for the 25-34 age group (28%) and for Asian groups (27.4%).
- l) 63.2% of crime victims reported the crime to the police with females more likely to report crime than males and age groups above 35 more likely to report crime.
- m) 37.8% of crime victims did not report it to the police.
- n) 47.5% of crime victims who reported it to the police rated how the police dealt with it as either "poor" or "very poor", with 17% rating it as either "good", "very good" or "excellent".
- o) 30% of respondents rated the level of service from the police as either "poor" or "very poor" and 23% as either "good" or "very good", with males, the over 35's and black ethnic groups being more likely to rate the service more negatively than other groups.
- p) 41.8% of respondents had been stopped by the police and 29.5% of respondents stopped and searched. These respondents are predominantly male with little variation by occupation or education level.
- q) 53.1% of those stopped and searched referred to "no further action" being taken, 13.6% being arrested and 14.8% being cautioned.
- r) 48.7% of those being stopped and searched were given reasons and 40.7% were not given reasons.
- s) 5% of those not given reasons for being stopped and searched complained to the police; 95% did not complain to police.

- t) Almost 60% (59.9%) of those who have been stopped and searched have been stopped and searched more than once.
- u) Almost a half of respondents (48.5%) would not consider working for the police and 18.5% would consider it.
- v) 64% of respondents did not know how to apply to work for the police.
- w) 7.1% of respondents thought that the police have enough BME officers and 58.4% thought the police did not have enough BME officers.
- x) 72.6% of respondents do not have knowledge of the BME Independent Advisory Group.

Responses to suggested changes to policing included: more visible policing; improved engagement to increase trust and confidence; ethical policing; training issues; recruitment issues, accountability; addressing issues of institutional racism.

The recommendations of the report refer to: Leadership, Perception of crime, Representation, Stop and Search and Community Engagement.

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Introduction

1.1 Background

“I look at my dad’s generation, they don’t like the police .. When I look at my grand-dad, my grand-dad don’t like the Police ... If you lot say you are going to train the police over 5 years, I’m still not going to really like the Police. So it’s better that you try and help the next generation coming up. We need to sort it out.”

(British Black Caribbean , Male, age 20, St Ann’s, in education)

Debates concerning the relationship between race and policing in Britain have been the subject of academics, policymakers and governments for decades. (1). Historically, within Nottingham a longstanding mistrust has existed between parts of the BME communities and the police. It has been argued that in Nottingham there “has been an arena of racial and cultural tensions as far back as the 1950s, which saw civil disorders break out in 1958 the same year as the Notting Hill riots. Over 50 years later, racial tensions are still alive in the city; at least between the Black community and the police...Recent studies have shown that in Nottingham over 2010/11, Black people were 9 times more likely to be stopped and searched by the police than their white counterparts” (2). Policing and community affairs are attracting renewed interest, for instance in relation to stop and search practices and particularly after the riots of 2011 across the UK.(3).

The police play a vital role in defending the legal rights of all citizens. Simultaneously, as a law enforcement agency the law determines the environment within which policing is conducted. However, notwithstanding the legislative framework, it is argued that the most effective policing occurs through cooperation which is considered critical to the notion of Britain ‘policing by consent’. Of importance is the contribution of the police to the community cohesion agenda. There may be a significant risk to community cohesion if the police are perceived to behave in an inappropriate manner to any particular section of the community. A consequence could be civil unrest. (4).

1.2 Statutory Performance Indicators, policy and practice: local arrangements for meeting specific standards

The legal framework which informs Nottinghamshire policies and contributes to the agenda of continuous service improvement is outlined below.

The Race Relations (Amendment) Act 2001, born out of the Stephen Lawrence Inquiry (1999), introduced a statutory general duty upon public authorities, including the police, to promote race equality.

The duty has three elements:

- eliminate unlawful racial discrimination
- promote race equality
- promote good relations between people of different groups.

The Police Reform and Social Responsibility Act 2011 (PRSRA) established new arrangements for policing governance in England and Wales, effective from 22 November 2012.

By law, in carrying out all these functions, Police and Crime Commissioners need to have due regard to:

- elimination of discrimination, harassment, victimisation and any other conduct
- prohibitions under the Equality Act 2010
- advancement of equality of opportunity
- protected characteristics fostering good relations between groups.

As public bodies, the offices of Police and Crime Commissioner and Chief Constable are subject to the public sector equality duty. The broad purpose of this duty is to integrate consideration of equality and good relations into day-to-day business and for consideration to be given to how public bodies can positively contribute to the advancement of equality and good community relations.

The Human Rights Act 1998 confers on the Commissioner the duty to oversee human rights compliance in the functions, activities and duties carried out by the police service.

Section 95 of the Criminal Justice Act 1991 requires the Government to publish statistical data to assess whether any discrimination exists in how the Criminal Justice System (CJS) treats people based on their race. The Act states:

“The Secretary of State shall in each year publish such information as he(sic) considers expedient for the purpose ... of facilitating the performance of those engaged in the administration of justice to avoid discriminating against any persons on the ground of race ...”

Section 95 data brings together statistical information on the representation of Black, Asian and Minority Ethnic (BME) groups such as:

- Victims, suspects, defendants and offenders within the Criminal Justice System.
- Details of employees within the criminal justice agencies.

Documents fulfilling this requirement have been published since 1992.

The Nottinghamshire Police Force has a dedicated Equality and Diversity Advisor who provides specialist advice to colleagues. Furthermore, in January 2012, the Force produced an Equality and Diversity Information Report. In April 2012 the Force published its equality objectives for 2012 -2016 . There are four equality objectives each owned by a Chief Officer:

- Culture
- Representation
- Engagement
- Proportionality

Within each of these areas the Force focuses on specific areas of operational policing and processes where it is felt that locally or nationally there have been difficulties in delivering positive equality outcomes in the past.

1.3 BME Staff Representation

The present make-up of the Police Force in Nottinghamshire is 4.3% ethnic minority.

The Home Office Statistical Bulletin of 2012(5) ‘Police Service Strength’ describes the underrepresentation of ethnic minorities in the police service. BME’s represent 5% of all police officers nationally. In Nottinghamshire it is 3.7%. BME’s represent 5.4% of police constables and 3.8 % of senior ranked officers (see Appendix 1).

In Nottinghamshire (31.March, 2012) 2 police officers of BME background were above the rank of sergeant, out of a total of 81 BME officers. Since March 2011 there has been a decrease of 8 BME officers in the Nottinghamshire force, from 89 to 81, a 9% fall. Only 5 police forces had a greater percentage decline in BME officers.

The Ethnic Minority proportion of PCSO's in Nottinghamshire is approximately 3% of the total (9 out of 264) and for police staff it is 4.7% of the total (57 out of 1196).

Nottinghamshire Police data (June 2012) shows that there are 69 (4.0%) BME police staff out of total of 1722; 23 (6.1%) BME Special Constables out of a total of 378 and 86 BME officers (4.0%) out of a total of 2168. Additionally, out of a total 196 police officer supervisors above the rank of sergeant 5, (2.6%) are BME.

The research for the present report was commissioned at a time when the Police Commissioner was recruiting an additional 150 Police Officers. This together with the Nottinghamshire Police Force's 'Action Plan' is being used to address aspects of diverse ethnic underrepresentation within the force. The force is also awaiting the findings of a commissioned report focusing on BME officers and staff.

According to Nottinghamshire Police, for the year 2013, Nottinghamshire received a total of 2049 applications for the role of Police Officer. 149 (7.3%) were from BME applicants. Of the 149 applicants, half (75) were Asian or Asian British, 49 were from a Mixed ethnic Background and only 21 were Black or Black British.

Similar ethnic proportions were evident regarding applications for PCSOs. Nottinghamshire Police received a total of 252 applications for the role of PCSO. 24 (9.5%) were from BME applicants. Of the 24 applications, half (12) were Asian or Asian British, 6 were from a Mixed ethnic Background and only 4 were Black or Black British.

1.4 BME Victims of crime (Crime and Satisfaction)

Recent local statistics shows that BME represent 6.7% of the population of Nottinghamshire. In all crime categories, BME feature higher as victims of crime(see Appendix 1). Victims of crime are routinely surveyed by the Police to build a picture of the perception of the service they receive. Part of this practice is mandated by the Home Office in addition to Nottinghamshire's local policy.

A recent study conducted by Nottinghamshire Police in 2011/12 showed that BME victim satisfaction stood at 83%. This finding was taken from a survey of over 700 respondents.

1.5 Stop and Search and BME's

The IPCC (Independent Police Complaints Commission(2011)(5) has stated, "We recognise that police use of powers to stop and search people can have a significant impact on public confidence in policing. We are also aware that people who are unhappy with stop and search encounters – in particular, young people and those from black and minority ethnic backgrounds – have the least confidence both in the police and the police complaints system".

Nationally, and in Nottinghamshire, the BME population is disproportionately more likely to be subject to stop and search procedures.

The power to stop and search can impact on public confidence in policing both positively and negatively. The legal power for stop and search stems from section 60 of the Criminal Justice and Public Order Act 1994. This is operative when the police believe there is good reason to stop and search, for example, if there is a possibility of violence. Of particular interest is the Police and Criminal Evidence Act (PACE) legislation in relation to stop and search, and the PSD(Professional Standards Department) policy position for non-compliance with PACE.

The Force has invested in the development of a Blackberry Data Application to record stop and search data which will enable the Force to easily and accurately map stop and search data to the location of where the encounter took place. Development of the application is ongoing, and hence, this report was unable to assess the effectiveness of the system.

Nottinghamshire Police is one of several forces nationally where concern over the use of stop and search has occurred, especially amongst young people. In 2012 the Chief Officer Team commissioned a review of stop and search known as “ Next Steps”.

The review was undertaken by the NPIA and made a number of recommendations. These included reference to training, recording, ceasing ‘stop and account’ etc. March 2013 the force conducted an electronic consultation exercise as part of it review of the procedure (see Appendix 2).

In Nottinghamshire the percentage of searches resulting in arrest is 12.3%. For White, Black, Asian and Mixed race the percentage is higher for each ethnic group when compared with the national average (2011/12). The ethnic groups in Nottinghamshire with the highest percentage of searches resulting in arrest are for Black and Mixed race groups (15% and 17.6% respectively), whereas for Whites and Asians it is 12.3% for each. For the Black ethnic group there were 9 forces where the percentage of searches resulting in arrest is higher; for mixed race groups there are 6 forces for which it is higher and for Asians there are 10 forces where it is higher. For Whites there are 4 forces where it is higher; out of a total of 49 forces. Hence, for all ethnic groups the percentage of searches resulting in arrests is relatively high.

When compared with the national average, for Whites the percentage of searches resulting in arrests is 2.6% above the national average (12.3% compared with 9.7%); for Blacks it is 5.3%(15% compared with 9.7%), for Asians it is 5.1%(12.3% compared with 7.2%) and for Mixed ethnic groups it is 7%(17.6 compared with 10.6%).

Hence the differential is much lower for the White ethnic group than any other ethnic group where the percentage of those searched and then arrested is at least double that of Whites when compared with average for England and Wales.

A study conducted by the Equality and Human Rights Commission in 2011(6) found that Black people were 7 times more likely to be stopped and searched in comparison to White people; and that people of Asian heritage were 2 times more likely to be stopped and searched in comparison to White people.

Nottinghamshire Police’s figures of 2011/12 suggest that the disproportionality for Black people is considerably lower than the EHRC’s figures (about 3 times more likely), whereas the figure for Asian people is about the same.

1.6 Community Engagement/IAG

Nottinghamshire Police works with a range of Independent Advisory Groups (IAGs) that represent the interests of minority groups and communities across Nottinghamshire. Each policing division has developed an IAG representing a range of backgrounds and interests. The IAGs act as 'critical friends' of the Force, offering ideas and advice on aspects of policing policy, strategy, practice and service delivery that affect or are important to minority groups and communities in particular.

The IAGs represent a wide range of backgrounds, beliefs experiences and interests. Each IAG is made up of people who have volunteered to help Nottinghamshire Police understand and meet the diverse needs of the communities it serves.

The Nottinghamshire Police's website (6 June 2013) lists a number of IAGs which currently exist

http://www.nottinghamshire.police.uk/about/organisation/diversity_in_policing/iag/

However, omissions occur such as the membership of the current 'BME' IAG and the PDAG (Police Disability Advisory Group).

2 Project Overview

2.1 Background

In February 2013 the Nottinghamshire Police and Crime Commissioner commissioned a research project to explore the relationship between the Black minority ethnic (BME) communities and the police. The objectives of the project are:

- a) To produce a review of appropriate data and national best practice and to report findings and make recommendations (Appendix 1).
- b) To review the current performance indicators, other data, stakeholders' views and action taken to date by Nottinghamshire Police, which inform:
 - i. BME satisfaction for various crime types and other incidents.
 - ii. Stop and Search to assess if it is disproportionately high for BME and the reasons for this.
 - iii. Representation of BME within Nottinghamshire Police Service employees.
 - iv. Current BME community and IAG engagement and its effectiveness.

Ultimately, recommendations would be produced 'which will lead to improved BME trust and confidence in policing, better BME representation with Nottinghamshire Police Service workforce and embed effective BME community engagement into mainstream activity' (Nottinghamshire Police & Crime Commissioner, Tender document, p1,6th December,2012).

The project involves two key elements:

- Firstly, a review of data and information of best practice across other police forces in relation to pertinent areas.
- Secondly, conducting research to explore BME residents' views and experiences of policing in Nottinghamshire.

2.2 Research Design and Methods

A key requirement of social research is to identify and use the most appropriate research design and method(s) for answering specific research questions. This requires researchers to take account of the realities in which they must work, including the key constraints of budget and time. The research brief for this study required the investigation to be conducted and completed within a few months, 5 months in total, and, in social research terms, within a very limited budget (£10,000 in total). In managing these key constraints the research team had to identify the most appropriate design and method(s) to answer the specific research questions. There is no universally superior research design or research method – they are only as good as their suitability to the research questions being asked (6).

Given these constraints this study utilised a mixed methods approach comprising both quantitative and qualitative elements. The dominant or primary method of data collection and analysis is *quantitative*; a face to face survey of 550 BME Nottingham residents and their attitudes towards and experiences of the police and policing in Nottingham. The aim here is to survey a large group of BME residents to investigate their views and experiences. The primary purpose of a survey of this kind is to generate *statistical* information about the characteristics of the population being surveyed and to generate statistical profiles of the views and experiences of the group as a whole and of sub groups within the surveyed population.

Moving beyond descriptive statistics to the next stage of data analysis enables data to be interrogated further, through statistical analysis and tests, to identify the underlying *statistical* patterns (or *associations*) that help us (and other stakeholders, including police forces) to understand better the connections between variables. For example, are certain kinds of characteristic (gender, age, ethnic group, education and so on) associated with *specific* views and experiences of policing? Do women from the BME population have different experiences from men? Do younger people have different views and experiences from older members of the BME community? Do certain groups seem to be treated differently by the police from other groups? These kinds of questions require responses which are rooted in statistical analysis and rigour. It is these associations in the quantitative data, established through statistical analysis, which give surveys of this kind their purpose and force and their legitimate claim to constitute appropriate and reliable 'evidence' to inform policy and practice.

The secondary method of data collection in this study is *qualitative*; focus groups and a few individual in- depth interviews with BME respondents. Qualitative interviews are used to better understand personal experiences, perspectives and meanings. Focus groups are suitable for collecting group opinions and for sounding out complexities around specific issues. In this research the purpose of these qualitative approaches is to provide *illustrative* information to help the reader understand better the quantitative (statistical) data generated from the survey. All focus groups and individual interviews were fully transcribed. These transcripts were then analysed using a thematic approach to data analysis, using widely accepted protocols and conventions. The transcripts were coded and underlying recurring themes were identified. The quotations cited in this report have been extracted from these transcripts as they illustrate specific themes, patterns and findings identified in the statistical analysis. Simply put, the qualitative elements provide 'flesh' to the statistical 'bones' of the research. These quotations enable some direct 'voice' of BME respondents to be heard in the final report.

These personal narratives illuminate the statistical findings and help the reader, and relevant stakeholders, to understand more closely, and perhaps more intimately, what has been found and what is *meant* by the survey's statistical findings. Thus, the qualitative element of the research complements the quantitative 'core' of the study.

This combination of methods was selected by the research team in consultation with academic and other advisers as the most appropriate and rigorous choice to answer the specific research questions of this study, within the constraints of budget and time imposed by the Research Brief.

Pilot Survey

Prior to the research survey a pilot survey was conducted.

The survey was conducted by questionnaire with 27 BME respondents within the city of Nottingham. The questionnaire covered themes linked to experiences in relation to being victims of crime and satisfaction; views relating to staffing and representation within the force; stop and search and community engagement. The purpose of the pilot survey was to establish the appropriateness of the wording of the questionnaire and make necessary refinements for the full survey.

The main study

The research was then undertaken in four phases:

Phase1: Full survey questionnaire

Phase 2: Focus groups

Phase 3: One-to-one interviews

Phase 4: Review of best practice across other forces

Phase 1 Survey Methodology

A survey was conducted by questionnaire of the BME community in Nottinghamshire, city and the county from March to mid April 2013. The survey explored residents' views and experiences of policing in relation to the following issues:

- being victims of crime and views on how satisfactorily the police dealt with its experiences of stop and search;
- views and opinions on representation within Nottinghamshire Police Force employees;
- perceptions ,views and opinions on the nature of community involvement and engagement with Nottinghamshire Police Force (see Appendix 3).

A sample frame from a list of BME households and addresses in Nottinghamshire is not available. A target sample of 600 BME residents in Nottingham ,Beeston and Mansfield was set for the survey. The survey was conducted one-to-one, electronically (two respondents) and by post (two respondents) to 600 people. A total of 550 responses were received, thus the rate of return was 90%.

The selection of the one-to-one respondents was influenced by the need to have:

- A good geographical coverage particularly within the city of Nottingham.
- Appropriate coverage of respondents by age, gender and BME ethnicity.

Hence the selection of respondents for the survey ensured that no particular groups, in terms of age, gender and BME ethnicity were neither excessively over-represented nor excessively underrepresented. This ensured that the outcome of the sample was stratified appropriately. (A purely random selection of individuals would not have ensured appropriate representativeness by these characteristics. A quota sample achieves this.)

In the absence of a list of BME household addresses selection of individual respondents occurred on a relatively ad hoc basis at a variety of types of locations where substantial numbers of BME individuals could form part of the sample. The locations throughout the city included community centres, churches, mosques, retail outlets, youth centres, City Council centres, hairdressers, schools, restaurants, university, etc (see Appendix 6).

Due to time constraints, mentioned previously, the research team was not able to access residents from the BME communities for whom English was not the first language. In addition, the study was not able to explore the experiences of BME employees within Nottinghamshire Police Force, and how institutional policy and practice may affect BME staff.

Phase 2 Focus groups

Three focus groups were convened. The first, held in February 2013 was attended by five participants, while the second was held in March and was attended by three participants and the third held in April was attended by 18 participants. Focus groups provided the opportunity to acquire in-depth detail with respect to the issues and themes explored in the survey. The focus groups were tape recorded and transcripts produced.

Phase 3 One to one interviews

Four one-to-one interviews were conducted. These offered the opportunity to gather a more textured understanding of the themes and pertinent issues explored by the survey and the focus groups. These were tape recorded and transcripts produced.

The volume of material, the timescale of the analysis, and the necessity of protecting the rigour of the study posed a unique challenge. The survey was statistically analysed through the application analysis of the SPSS. This is a software tool which allows users to clarify relationships between variables, create clusters, identify trends and make predictions. For the focus groups and interviews, each transcript was read through to obtain an overview. A list of coding labels was produced essentially themes and sub-themes (e.g. victim of crime, circumstances associated with being stopped and searched; feelings associated with being stopped and searched; perception of the police, systemic issues etc). As mentioned previously the combination of relationships between the survey, focus groups and the interviews was to provide a textured picture of the BME policing experiences.

Phase 4 Review of best practice across other forces

A review of the literature on current best practice in other forces was undertaken with reference to the pertinent issues addressed by the research project. In recognition of the tight timescale of the project, the scope for undertaking a comprehensive review of 'best practice' and initiatives was limited. Hence, the sources of the review were confined to internet information and HMIC (Her Majesty's Inspectorate Constabulary) reports.

Research Advisory Group

A key element of the commissioned research project was to establish an Advisory Group to advise the research, particularly in relation to the formulation of the report and recommendations. The group was made up of a combination of members from BME voluntary organisations, Independent Advisory Group, academics and other professionals. The Advisory Group first met in March and continued to meet throughout the research project.

Meetings and consultations also took place with key stakeholders and personnel. These included members of the team for Her Majesty's Inspectorate Constabulary during their visit to Nottinghamshire in March 2013; Deputy Chief Constable Susannah Fish, Chief Superintendent Simon Nickless, Superintendent Paul Burrows, Erica Doran, Performance, Partnership, Business Development Manager, James Lunn, Senior HR Partner- Strategy and Performance, the Office of Nottinghamshire Police and Crime Commissioner and Kevin McCudden, Equality & Diversity Advisor, Chief Executive Kevin Dennis and Philip Gilbert, Performance and Policing Officer.

We wish to acknowledge Tony Smilke's contribution to the recommendations section.

3 Research findings

This section presents the findings based on the evidence from Phases 1, 2 and 3 of the research- i.e. the survey, the focus groups and interviews. The findings are presented using the following themes:

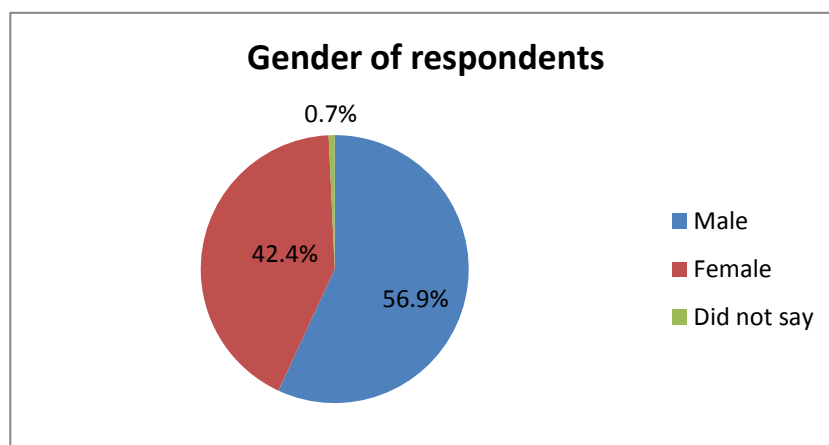
- Characteristics of the respondents (section 3.1)
- Experiencing and reporting crime (section 3.2)
- Stop and search (section 3.3)
- Staffing and representation within the Force (section 3.4)
- Involvement and engagement (section 3.5)

3.1 Characteristics of the respondents

Gender

In this survey 56.9% of all respondents stated that they were male and 42.4% of all respondents stated that they were female. 4 respondents did not state their gender, See Fig 1.

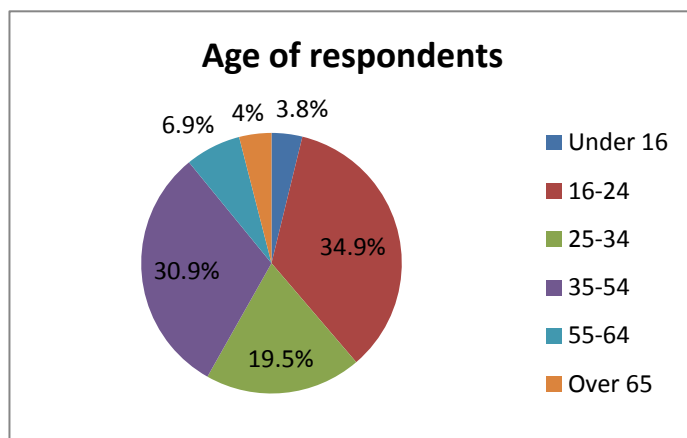
Figure 1



Age

Within the population of this survey, the modal age group for respondents was 16-24 years (34.9%). 58.2% respondents stated they were aged under 35 years, 4% stated that they were over 65, and 41.2% stated they were aged over 35 years. As shown in Fig 2.

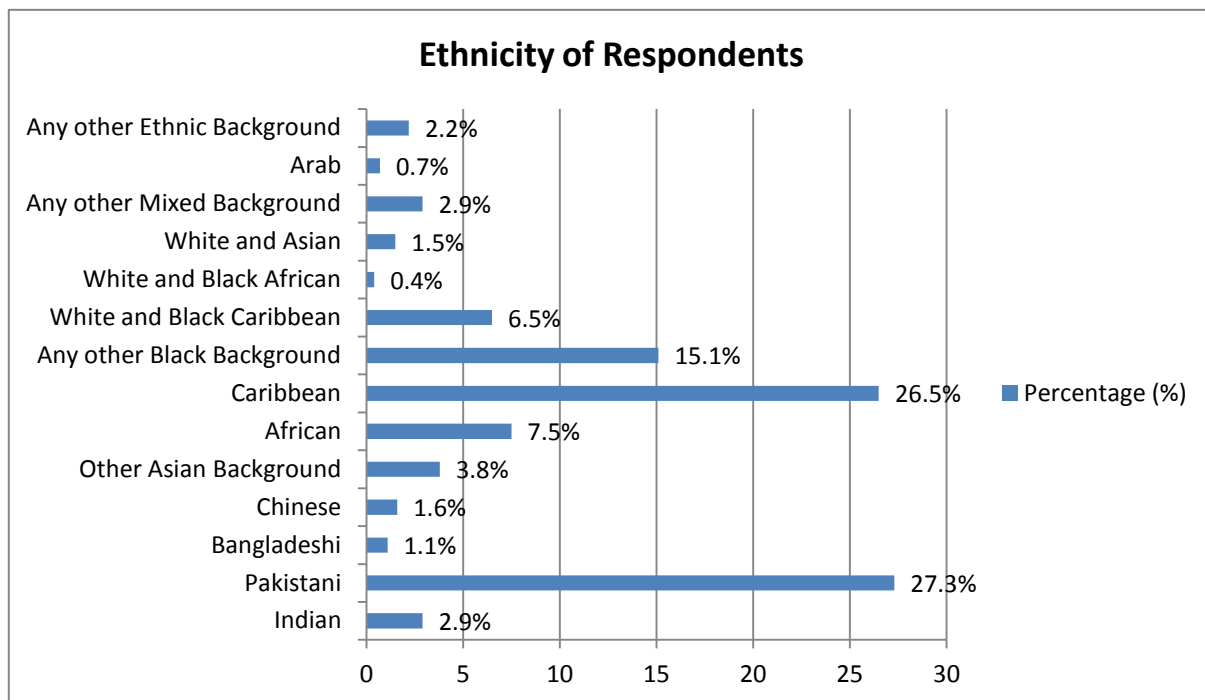
Figure 2



Ethnicity

All respondents stated their ethnicity. 36.7% of all respondents stated to be in an Asian/Asian British ethnic group; 49.1% of all respondents stated to be in a Black/Black British ethnic group; 11.9% of all respondents stated to be in a Mixed ethnic background and 2.9% of all respondents to be in any other ethnic group. The respective proportional figures of BME ethnic groups in Nottinghamshire in accordance with the 2011 Census(8) are 35.4% Asian/Asian British; 16.9% Black/Black British; 18.0% Mixed ethnic background and 29.8% other ethnic group. See Fig 3.

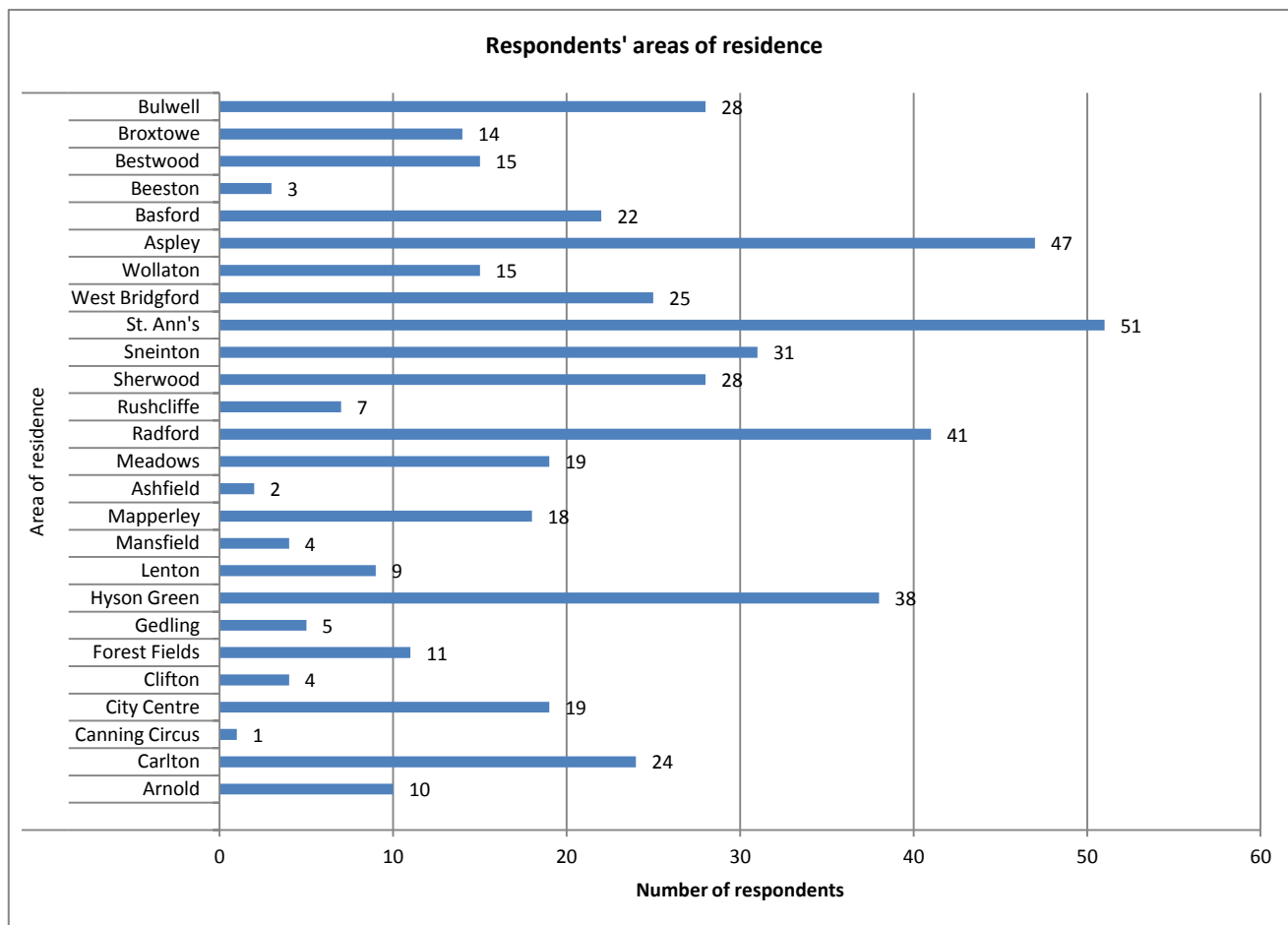
Figure 3



Area of residence

The vast majority of respondents in the survey were from Nottingham. The other respondents, 7 of the 550 respondents were from the nearby areas of Beeston and Mansfield. 4 respondents stated they lived in more than one area . See figure 4.

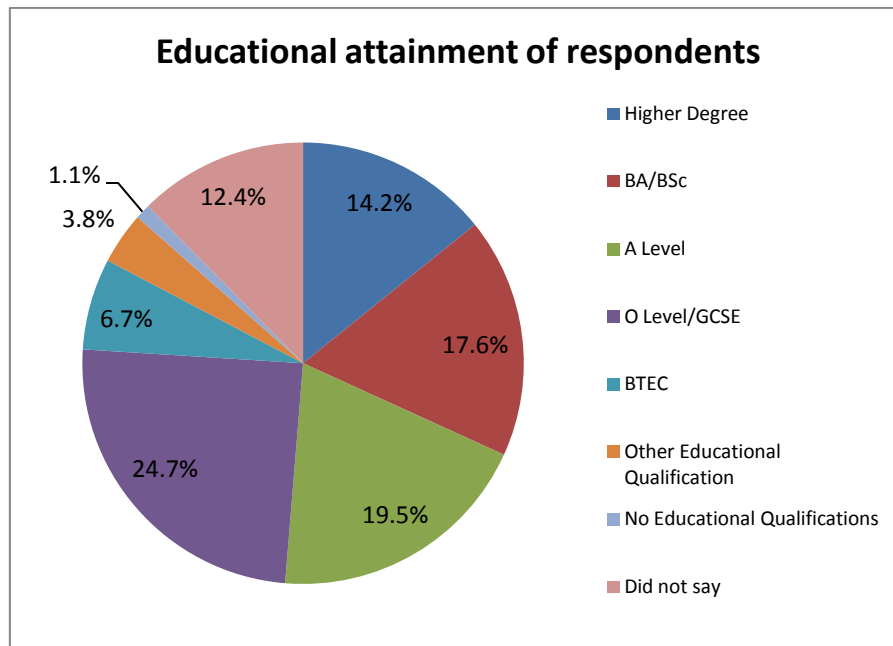
Figure 4



Highest educational qualification

As a surrogate indicator of social class, all respondents were asked to state their highest educational qualification attained. Crime Survey 2010/11 found that there was no particular correlation between levels of educational attainment, the likelihood of being a victim of crime and having positive/negative perceptions of the police(9). 87.5% of all respondents stated their highest educational qualification. 1.1% of all respondents stated that they had no educational qualifications. Slightly more than one in two (51.3%) of all respondents stated that they had educational qualifications above GCSEs (i.e. A level, BA/BSc, Higher Degree). This figure is higher than the respective figure for all residents in Nottinghamshire which according to the 2011 Census it stands at just slightly more than one in three persons (approximately 36%) (see figure 5).

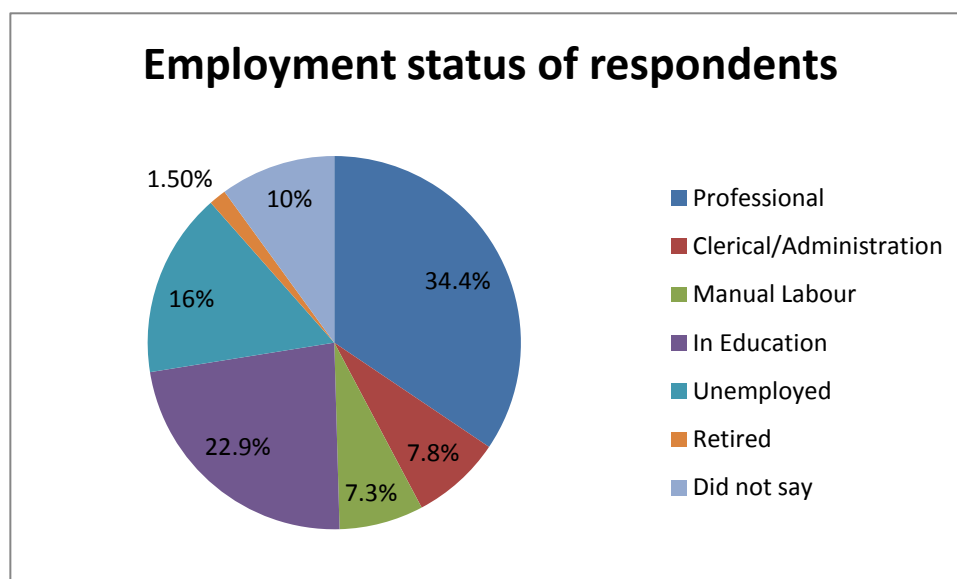
Figure 5



Employment status

As another possible indicator of social class, all respondents were asked to state their employment status. The Crime Survey for England and Wales 2011/12 found that people who stated that they were unemployed had a lower than average positive rating of the police in comparison to employment groups(10). The British Crime Survey 2010/11 found that the unemployed and students were more likely to be victims of crime than other employment groups (11). Of all respondents, 90% stated their current employment status. The modal group for respondents was those in a professional employment post (34.4%). A significant proportion of respondents who stated they were in education (22.9%) perhaps reflects the proportion of respondents aged less than 25 years. Respondents stated their employment status as follows:

Figure 6



3.2 Experiencing and Reporting Crime

Victims of crime

Over a half of respondents (50.9%) stated they have been a victim of crime. 37.8% of all respondents stated they have never been a victim of crime, and 11.3% of all respondents did not state whether they have been a victim of crime or not. This figure of 50.9% victims is significantly higher than the national figure in the 2010/11 British Crime Survey (BCS) of 21% (12)). Figures 7 to Figure 11 show the relationship between being a victim of crime and the characteristics of the respondents described in section 3.1.

Figure 7

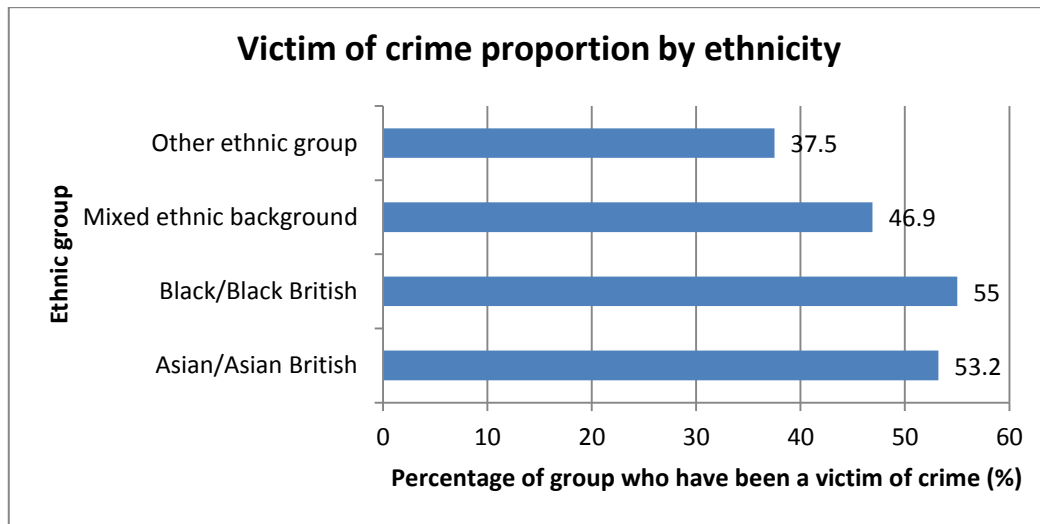


Figure 7 shows that in terms of ethnicity, there was no significant disproportionality of victim rate across ethnic groups. However, the groups more affected than others are Asian/Asian British, Black and /Black British. 53.2% Asian/Asian British respondents stated they had been victims of crime, with this figure standing at 55%, 46.9% and 37.5% for Black/British, Mixed and Other ethnic groups respectively. For repeat victims, Asian/Asian British (53%) and Mixed ethnicity groups (56.7%) have been found to be repeat victims of crime more so than people from Black/Black British (32.4%) and Other ethnic groups (33%).

Figure 8

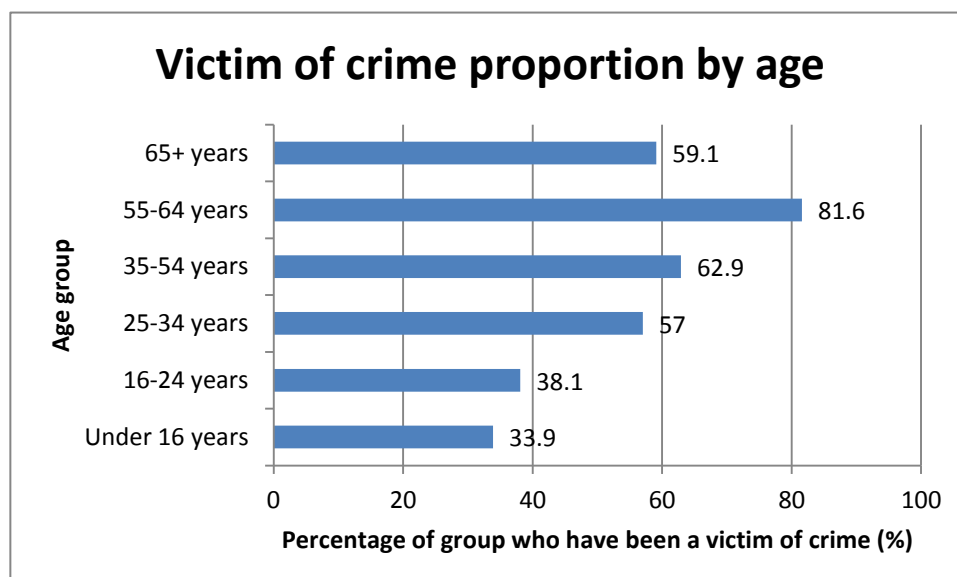


Figure 8 shows that in terms of age, in contrast to the findings of the British Crime Survey, the proportion of respondents aged 16-24 years who stated that they had been a victim of crime (33.9%) was lower than any other age group.

81.6% of participants aged 55-64 years stated that they had been a victim of crime. The figures for those aged under 16, 25-34, 35-54 and over 65 years were 38.1%, 57%, 62.9% and 59.1% respectively.

Percentages for repeat victims for age groups suggested that over 65 (46.1%), 35-54 (45.3%) and 25-34 (44.2%) year olds are more prone to be repeat victims of crimes than other age groups. This figure stands at 32.3% for 16-24 year olds.

Figure 9

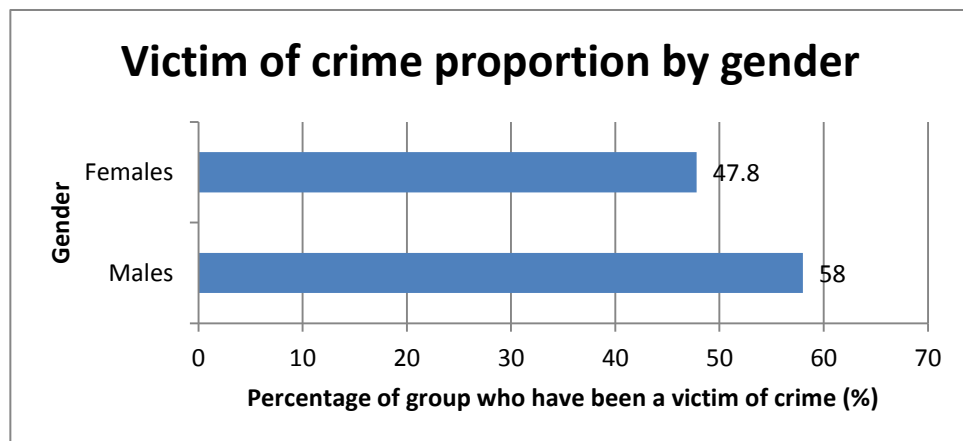


Figure 9 shows in terms of gender there was a gender bias in terms of being a victim of crime. Nearly three in every five male respondents (58%) stated that they had been a victim of crime and nearly half of male victims (47.8%) have been repeat victims of crime. Slightly more than 2 in every 5 female respondents (40.8%) stated that they had been a victim of crime. Slightly less than 1 in every 3 female victims (32.6%) have been repeat victims of crime.

Figure 10 shows that in comparison with the population as a whole both BME males and females in the survey were more than twice as likely to be victims of crime: 58% for BME males compared with 22.6% for the male population as a whole and 47.8% for BME females compared with 20.5% for the populations as a whole.

Figure 10

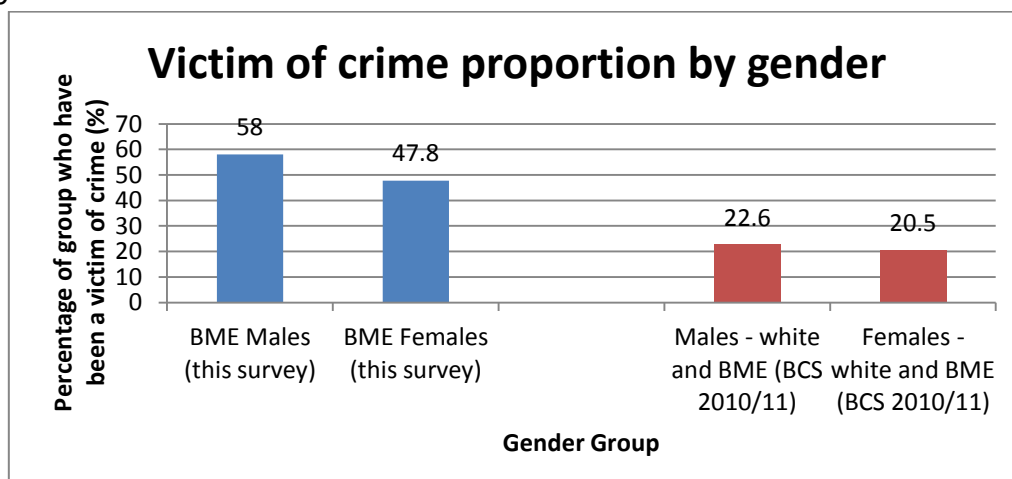


Figure 11 shows that in terms of educational attainment there was little to no correlation between levels of educational attainment and rates of victim of crime. 53% respondents who stated that they had degrees or A levels stated they had been victims of crime. This figure for all other levels of educational attainment was 49.2%. This very low level of disproportionality compliments findings in the British Crime Survey 2010/11 in which there are no biases of crime victims by level of educational attainment(13).

Figure 11

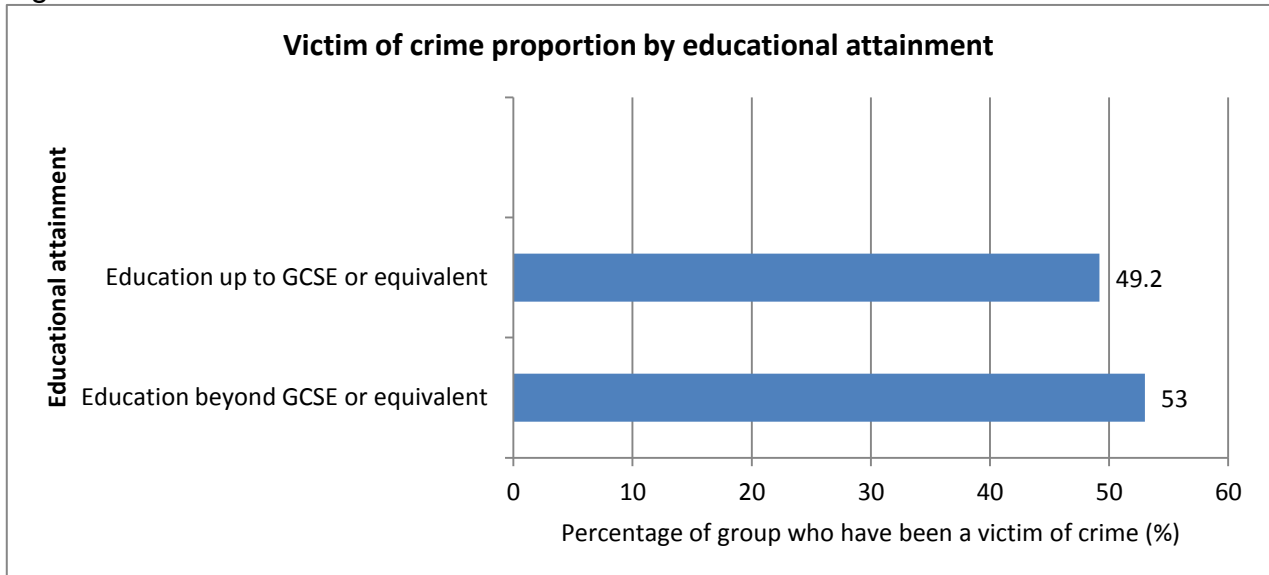


Figure 12 shows that in terms of occupation, in contrast to the findings of the British Crime Survey 2010/11, this study found that the proportion of respondents who stated that they were employed and had been a victim of crime was higher than that of the proportion of respondents who stated that they were in education or unemployed and had been a victim of crime. 64.3% of respondents in Clerical or Administrative employment had been victims of crime. This figure was 60.4% for Professional workers and 59.0% for Manual Labourers. Therefore for those in employment the likelihood of being a victim of crime differed little by occupational group. 50% of respondents who stated that they were unemployed said they had been a victim of crime. This figure was 34.1 for respondents currently "In Education".

Figure 12

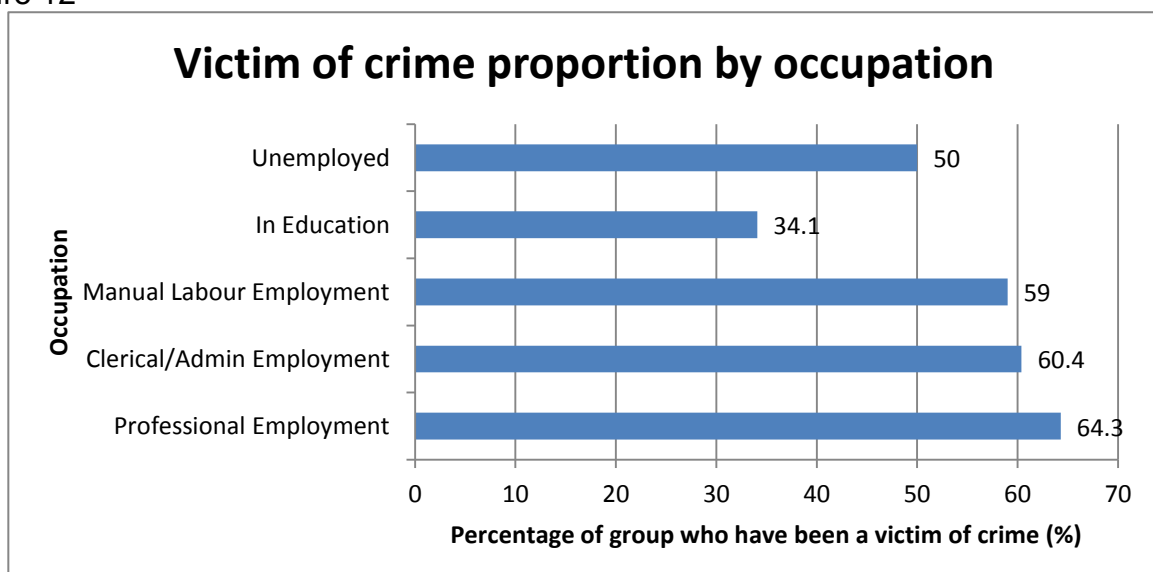
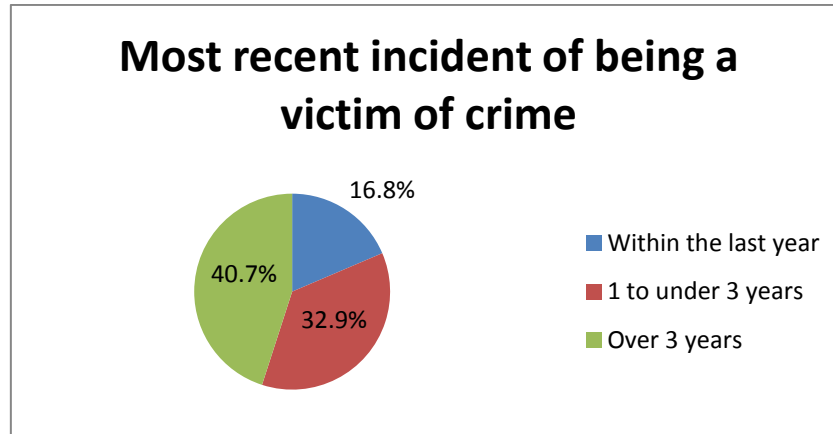


Figure 13 shows how recently respondents had been a victim of crime. 16.8% of respondents who stated they had been victims of crime also said they had been a victim of crime within the last year. 32.9% said they had been a victim of crime most recently between one and three years and 40.7% said they had last been a victim of crime over 3 years ago.

Figure 13



Types of crime

Figure 14 shows that the modal type of crime experienced by all respondents is Hate Crime (13.8% of all respondents/27.1% of respondents who have been victims of crime). 54 (nearly 10%) of all respondents have been victims of more than one type of crime. One in four crime victims (25.4) have been victims of Burglary and one in five (20.7) have been victims of Theft. Almost 10% of respondents had been victims of more than one type of crime.

The British Crime Survey 2010/11 found that only 0.5% of all crime victim respondents (non-white and white) had experienced Hate Crime(14). This is markedly lower than in this study. Burglary was comparably lower (8%), Vandalism considerably higher (22%), Theft considerably higher (47%) and Violence higher (23%) as shown in Figure 14.

Figure 14

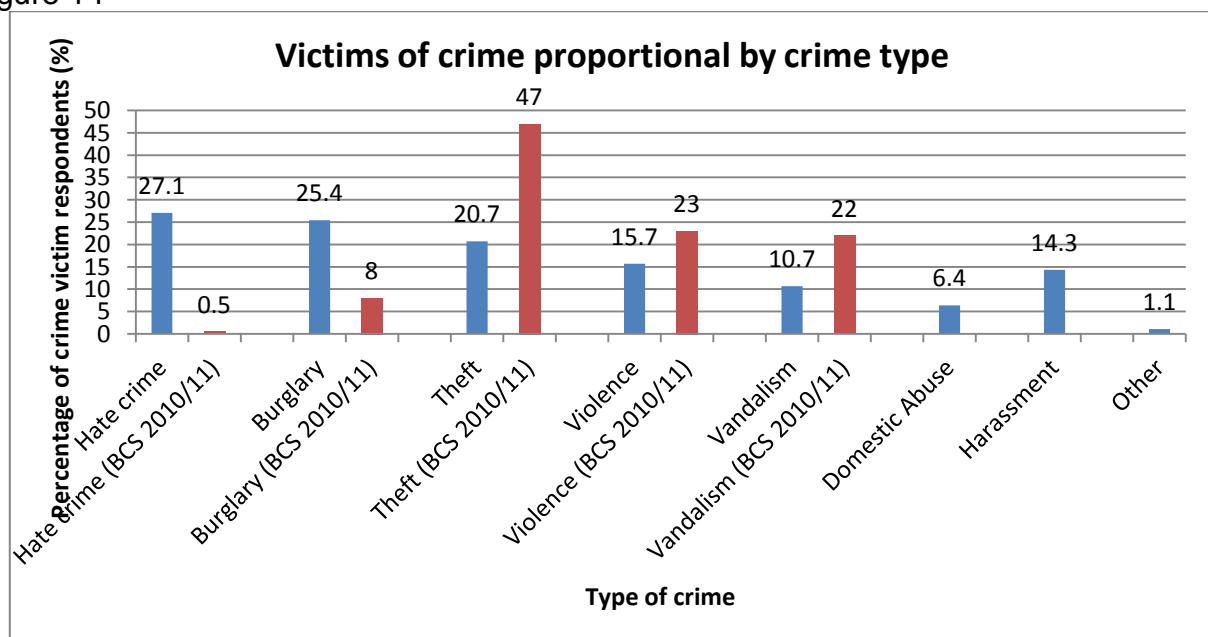


Figure 15: Types of crime experienced by those who have been crime victims

Crime type	Percentage of respondents who have been victims of crime (%)
Violence	15.7
Hate Crime	27.1
Theft	20.7
Vandalism	10.7
Burglary	25.4
Domestic Abuse	6.4
Harassment	14.3
Other crime	1.1
None	n/a
Did not say	n/a
Total	100.0

Hate Crime

The focus here on “hate crime” as opposed to other crimes is a result of the fact that it is the crime with a particular BME dimension in terms of intent.

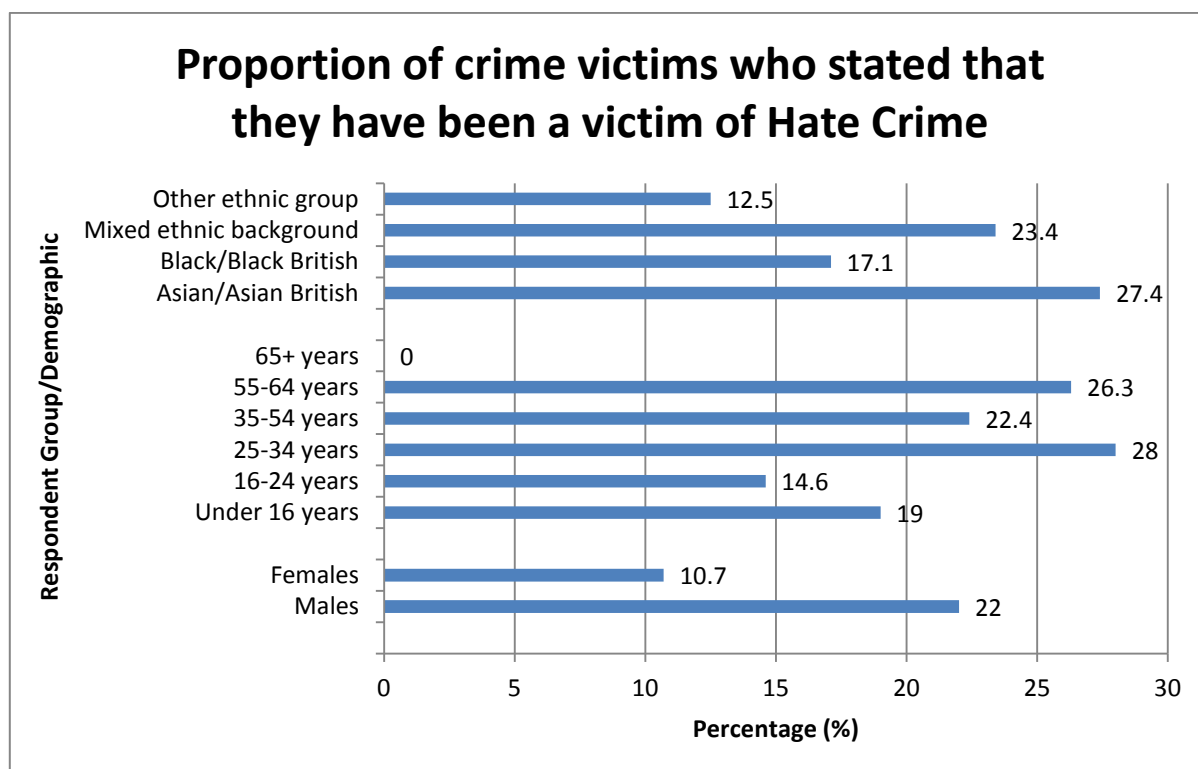
The results suggest that Hate Crime is the most common crime experienced by the respondents. Analysis of the data (Figure 15) shows that in terms of gender it was found that 22% of male respondents had stated that they had been a victim of hate crime – more than twice the proportion of female respondents (10.7%).

In terms of age, it was found that 25-34 year olds experienced Hate Crime proportionately more than any other age group (28%). 26.3% of 55-64 year olds had also stated that they had experienced Hate Crime. This figure stood at 22.4% for 35-54 year olds, 19% for Under 16 year olds, 14.6% for 16-24 year olds and 0% for over 65 year olds.

In relation to ethnicity, the results show that the Asian/Asian British ethnic group experienced Hate Crime proportionately more than any other ethnic group (27.4%). 23.4% of Mixed ethnic background respondents had also stated that they had experienced Hate Crime. This figure stood at 17.1% for Black/Black British respondents and 12.5% for Other ethnic groups respondents.

These findings show a somewhat significant level of consistency with findings on Hate Crime presented by Nottingham City Council Community Protection in January 2013 whereby victims of Hate Crime are more likely to be Male, aged between 26 and 33, and are of Asian or White European ethnic background(15).

Figure 16



Hate crime was mentioned by respondents at focus groups and interviews. It was felt that police showed indifference in their response to these incidents. One focus group participant saying:

I have spoken to many other Asian people and basically they have told me that if someone did call you a paki and you call the police then you will end up in the same situation as I did where the police will not be willing to take action so that they can keep their Hate Crime figures low. So you've done the good thing, someone's sworn at you, called you a paki and instead of ending up in a fight – you call the police. The police has turned up and said 'if you are lying then we are arresting you'. Now luckily when I rang the police she was shouting paki so it was recorded. So it wasn't that the police was going to arrest me. But it was a strange thing because why would I ring up...? Secondly, when they realised that was the fact, they still wouldn't take any action anyway. So what they are doing is saying Hate Crime is minimal in the city, so a police officer would turn up and say 'what's your problem? You're a nigger anyway. They called you a nigger and so what?' And you are like 'I don't want to be called a nigger or a paki or anything like that'. So the police, because it is institutionally racist, views racism as the norm. And when you ring someone up to say 'someone is being racist towards me', they are saying 'so what?' For them they've come over here and met a 'paki' that is saying 'someone has called me a paki'. So the police officer also views you as a paki. They are thinking 'what is wrong with you being called a paki because I would call you a paki as well!' So that's the problem. How do we overcome not being able to report Hate Crime? Who do we call?

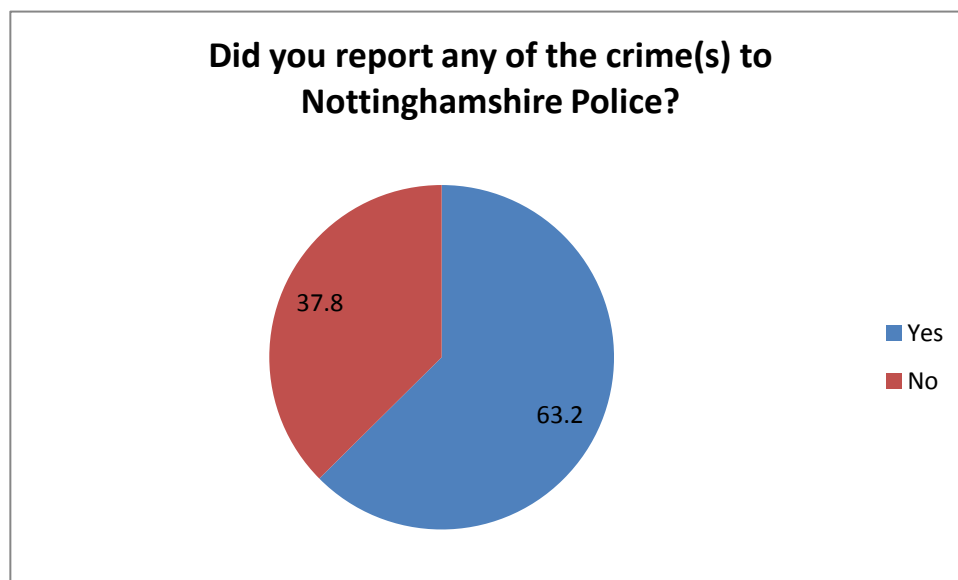
(British Asian-Pakistani , Male 25-34)

It is worthy of note that the victims identified that the Hate Crime motivation was almost exclusively Race as opposed to other prejudicial drivers for the offences.

Reporting crime to the police

Respondents who stated that they had been victims of crime were asked “did you report any of the crime(s) to Nottinghamshire Police?”. To this question, 63.2% of the 280 respondents who have been victims of crime replied “yes” and 37.8% replied “no” (see Figure 17).

Figure 17



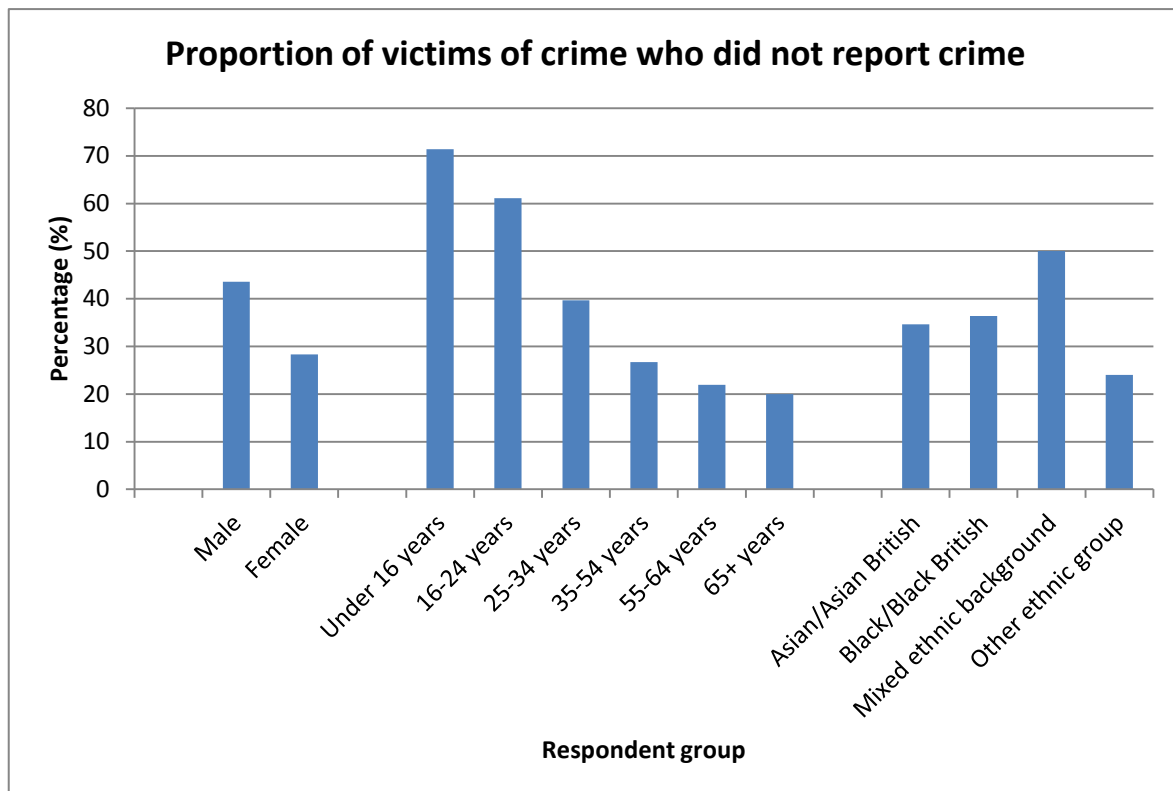
In terms of the gender profile of respondents who did not report crime, the survey found that male respondents were more likely not to report crime than female respondents. 43.6% of male respondents who have been crime victims stated they have not reported crime to the police in comparison to 28.3% of female respondents (Figure 18).

Regarding the age of crime victims who did not report crime to the police, the survey found that younger respondents were more likely not to report crime. 71.4% of respondents who were victims of crime aged under 16 stated they did not report crime, 61.1% of respondents who were victims of crime aged 16-24 stated they did not report crime. This percentage for 25-34 year olds, 35-54 year olds, 55-64 year olds and over 65 years are 39.7%, 26.7%, 21.9% and 20% respectively (Figure 18).

In terms of ethnicity, the ethnic breakdown of crime victims who did not report crime to the police showed that 50% of people from Mixed ethnic backgrounds did not to report crime. 36.4% Black/Black British respondents stated they did not to report crime, with this figure standing at 34.6% and 25% for Asian/Asian British and Other ethnic group respondents respectively (Figure 18).

Nottinghamshire Police recent crime data (crime and satisfaction) shows that in all categories of recorded crime the BME group feature higher as victims of crime.

Figure 18



Respondents who stated they did not report crime to the police were then asked to state why they did not. 73 respondents gave written feedback. Prominent themes within the feedback for not reporting crime were:

- i) Respondents feeling that they need not report crime due to a perceived lack of importance towards the issue at hand, with some respondents stating that the issues/incidents were “dealt with” by themselves:
 - “No need. Nothing major.” (Male, aged 16-24, Pakistani)
 - “There was no need to report it.” (Female, aged 16-24, Other Asian, Aspley)
 - “Intended to deal with it my own way rather than involving police”. (Male, aged 25-34, Caribbean, St. Ann’s)
- ii) A lack of faith in the police responding sufficiently to incidents or responding or dealing with the incidents at all. Some respondents even stated that they felt the police do not care about dealing with incidents of crime:
 - “Didn't bother to report it - the fact that I was Black [I thought] the police will dismiss me - especially since the crime was about a white person.” (Male, aged 55-64, Black, Meadows)
 - “I feel it would be a waste of my time and there's nothing that would get done. I've seen police in action and unless they are in numbers they are not bothered. Many homes I know have been robbed in St. Ann's area and I know as a fact they have not received anything back from the police other than a crime number. The police only move when it benefits them.” (Male, aged 25-34, Black, St. Ann’s)
 - [The Police] Never do anything. All you get is "Lip service". (Male, aged 25-34, Asian, Basford)

- “The police are not bothered”. (Male, aged 35-54, Pakistani, Meadows)
- “I knew nothing would happen”. (Female, aged 16-24, Black Caribbean, Sherwood)

iii) Fear that involving the police would lead to further complications or even danger. Some feedback also infers that cases of domestic abuse were not reported:

- “Didn't report assault because didn't want ex-partner to have a bad CRB”. (Male, aged 35-54, Black African, Clifton)
- “In the end nothing would be done. It would cause more hassle than benefit”. (Male, aged 16-24, Other Mixed Background)
- I was too scared in case something more extreme would happen but we manage to deal with it within the family”. (Female, aged 25-34, Indian, Radford)
- “Because I was afraid of any further intimidation from the offender, may retaliate against me reporting them and didn't think the police would do much in the first place”. (Female, aged 35-54, Pakistani, Forest Fields)

Similar themes were raised in the focus groups and interviews. One interviewee gave her reason for not reporting an incident stemmed from:

...they would probably cause my safety to be at risk because I know for a fact that loads of people have walked down the road and been attacked and abused by police officers for no apparent reason.. So would ever call a police officer if I'm in danger. No. Would I never dial 999 for any reason. Never

(British Black-Caribbean, Female, 23, Hucknall, Administrator)

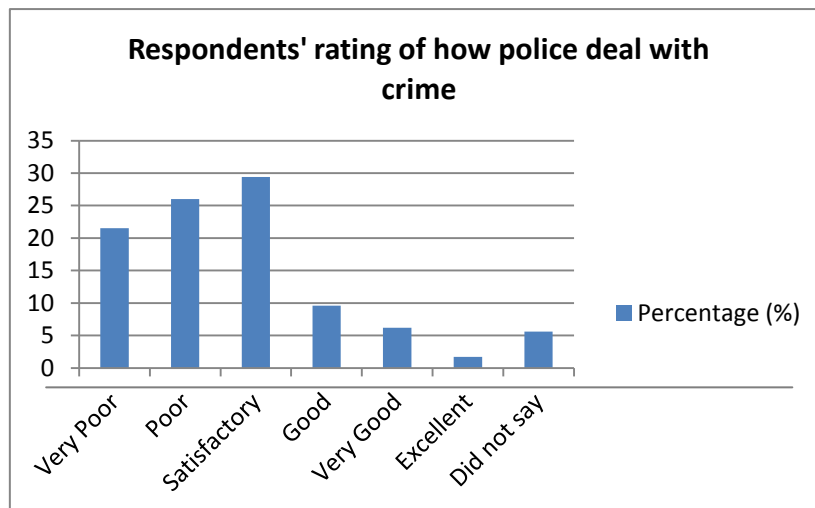
These themes presented in the survey for not reporting crime are somewhat similar to the findings in the 2010/11 British Crime Survey(16). In the national study, it was found that the main reasons for people not reporting crime for all crime types were that the matters were either:

- too trivial;
- there was no loss;
- a perception that the police could do nothing about the matter.

Victim satisfaction

Respondents in the survey who had reported crimes(s) were asked to rate how the police service dealt with the crimes.. Of the number of respondents in the survey (177), 47.5% stated that incidents were dealt with either “Very Poorly” or “Poorly”. 29.4% of the respondents in question stated that the incidents were dealt with satisfactorily. A recent study conducted by Nottinghamshire Police in 2011/12 showed that BME victim satisfaction stood at 83%. The corresponding figure for this study (i.e. Respondents who rated the level of service as “Satisfactory”, “Good”, “Very Good” or Excellent”) was 47%. The respondents’ ratings are as follows:

Figure 19

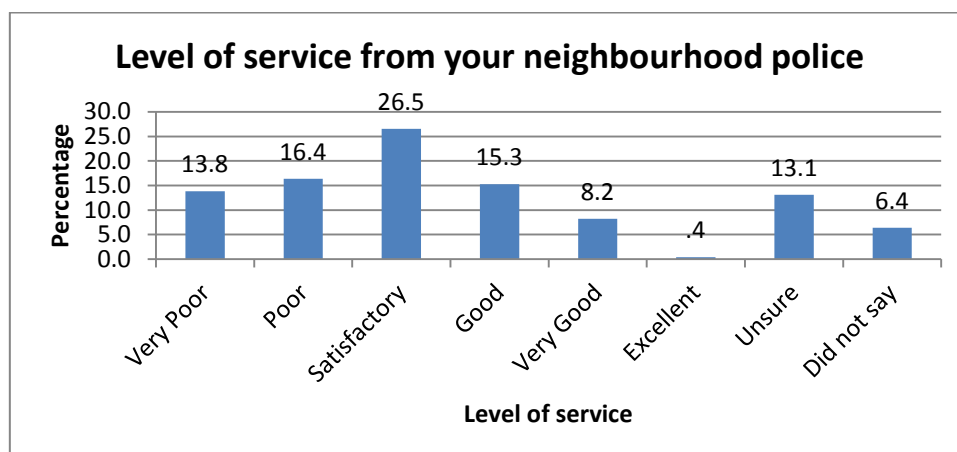


Satisfaction with the Police service

All respondents were asked to rate the level of service provided by their local police. Prior to this study, the 2011/12 Crime Survey for England and Wales found that 62% of its respondents rated the police service favourably i.e. "Good" or "Excellent". It was found that the police were less likely to be rated favourably by people aged 16-24 in comparison to older age groups. The survey found little difference in perceptions between non-white and white adults. However respondents who defined themselves as Black/Black British overall gave a less positive rating (57% favourable ratings) than all other ethnic groups(17).

This survey's results show that just below 1 in every 4 respondents (23.9%) rated the service of their local police favourably (i.e. "Good", "Very Good" or "Excellent"). This is significantly lower than the ratings found for all adults respondents (62%) and Black/Black British respondents (57%) in the 2011/12 Crime Survey for England and Wales 30.2% rated the level of their local police service negatively (i.e. "Very Poor" or "Poor"). Slightly more than one in every four respondents (26.3%) rated the level of their local police service as "Satisfactory".

Figure 20



Focus groups and interview participants who had been victims of crime commented in respect of their perceived level of satisfaction. In the main the participants felt that the police's effectiveness had been limited.

We had a burglary in our house. We called the police in the morning and said someone has come in the back door. It was an old wooden door. They came after 7 or 8 hours, we explained to them what had happened and they gave us a crime number and that was it. And just the service – I thought it was really appalling to be honest with you because it just seems to be hit and miss with the service they are providing. I was talking to the police officer and I said you know ‘what is your level of crime like? How much crime is reported? For example, how often do you find out who the culprit is?’ And they said less than ten per cent. It is shockingly low. They just leave you their crime number and fob you off with it, and another thing I find that so many Asian families here – I know at least seven or eight at least surely if not more – that have had similar experiences. They don’t even consider reporting it because the police is racist and the perception is if you report something to the police then they’re not going to do anything about it because they’re not bothered about it.

British Asian-Pakistani, Male, 34-54, Bobblesmill, Professional

A further victim of crime commented that the police had failed to attend when she reported a hate crime and in her view the lack of response reflected an uncaring attitude.

So the incident with my neighbour. My little brother was playing his music and he came over. He swore in my brother’s face.. He thought my brother was there alone with my little sister. So he never expected me to be there. Then he came over again banging on the door... Basically he assaulted me . Came into my face. He must have thought he could have got hold of me because I was a girl, he was a man whatever. Basically, he assaulted me.. He called us racial names and said he was going to do whatever it took to get rid of us. So any ways, I went back in and called the police. So obviously we are vulnerable. I ‘m a girl with my little brother and little sister. My parents were at work and I was babysitting. Police officers said “ have you gone back into your property?”. I said yes. We are not gonna come out... As far as I’m concerned they did not come to me because my dad had a case against them. ...Would I ever dial 999 for any reason. Never.

Black British-Caribbean, Female, Mapperley, 23, Administrator

In terms of gender, it was found that 38% of male respondents rated the level of their local police service negatively. This figure was double that of the corresponding figure for female respondents who rated their local police service negatively (19.7%). Only 1 in 6 male respondents rated the level of their local police force favourably (i.e. “Good”, “Very Good” or Excellent). This figure was half of that of the corresponding figure for females who rate their local police service favourably (33.5%).

In relation to age, respondents aged 35-54 and 55-64 overall rated the police more negatively and less favourably than other age groups. 32.3% of respondents aged 35-54 and 42.1% of respondents aged 55-64 rated their local police service negatively. Less than 1 in 6 (15.9) of respondents aged 35-54 and slightly more than 1 in 5 (21.1) of respondents aged 55-64 rated their local police service favourably. Overall, respondents aged 65 and over gave the most positive rating. Less than 1 in 5 of respondents aged 65 and over (18.2) rated their local police service negatively and 36.3% of respondents aged 65 and over rated their local police service favourably.

In respect of ethnicity, it was found that respondents who were Black/Black British overall had a more negative rating of their local police service than any other ethnic group. 1 in 3 Black/Black British respondents rated their local police service negatively. It was found that respondents who stated that they were of “Other” ethnic group had a more positive rating of their local police service than any other ethnic group. 43.9% of “Other” ethnic group respondents rated their local police service favourably.

In terms of respondents’ area of residence it was found that 64.7% of respondents who live in Meadows and 60% of respondents who live in St. Ann’s rated their level of local police service negatively. These are the areas with the most negative ratings. Regarding positive responses, 50% of respondents who live in Hyson Green and 45.8% of respondents who live in West Bridgford rated their local police service favourably. These are the areas with the most positive ratings.

During the focus group and interview discussions it was evident that participants’ judgement of the police service reflected complex interrelated underlying issues linked to interaction with the service, cost effectiveness and the professionalism of officers and other frontline staff. Participants could express dissatisfaction with the service but at the same time recognise aspects of effective service. One focus group member states:

....was an incident of what was basically domestic abuse that took place at my house. Another policeman came, he was absolutely brilliant, really considerate, thoughtful, he took the right steps. But I knew this was after they had all the training around domestic abuse. And then after that my daughter was involved in an incident in school. She was trying to protect her cousin because he cousin had been arrested because she basically refused to move for effect. Then it was explained to me that she had been arrested. You just lose your mind at that point. But what stands out to me is that in certain situations you feel so vulnerable – the mistrust with the police to start with – when a policeman turns up at your house, when those sort of games are played, that’s how you feel. ...

British /Black- Mixed-White, Female,35-54, Professional, Sherwood.

Participants during the discussion of service within their area raised issue in relation to quality of service and ‘value for money’, with one interviewee saying:

I think Nottingham is a big established place to have at least police officers that people could actually trust in that’s what the whole point of them being there. The thought of me paying council tax for them. What I am I paying council taxes for? To be honest I should not pay elements of my council taxes. They should deduct it – I should only pay for the fire service, not pay council tax for police officers. What I am I paying council taxes for? I would never call a police officer. I don’t trust my faith in a police officer.

(Black British-Caribbean, Female, 23, Professional, Hucknall)

Another participant saying:

We pay council taxes so that the police and fire services are there to support us in what has happened but I think the trust factor is there but it’s not strong.

(Black British-Caribbean, Male, working in retail,25, Sherwood)

The participants' highlighted issues concerning the role and quality Police Community Support Officers (PCSOs) serving their local area. Their views ranged from matters relating to officers' conduct, skills, knowledge and authority.

The PCSOs are rude and obnoxious. All around this area PCSOs will trespass on your property all the time. You get them walking over and looking through your window to see what is going on in your house. They are seen peeking through your letter box. I've seen a PCSO looking through my letter box. So what type of behaviour is that!? You know, they will go through other people's properties to see what's going on in your back garden.

(British Asian- Pakistani, Male, 35, Bobblesmill).

A participant observed:

Because the way I see the way people are dealt with by PCSO and the way the person deals with the PCSO, they just think like they've done it on the street. Now, they're just there to help the community get into certain Get along.. ...and feel safer, I would say, but the way other people are speaking to them because they haven't got powers to do anything like arrest the person, they just talk to them like dirt and I think if they had more.... To me , I don't think we should have PCSO's, we should have police officers which have got the same powers.

(British Black- Caribbean, Male, 25, working in Retail, Sherwood)

It is also worth noting that respondents irrespective of the rating of the quality of service (dissatisfaction or satisfaction) all recognised the importance of policing.

I was coming home the other night and I saw a police car parked up my street, and I was never so pleased to see a police car because it was dark and there was some drunken youths around the place and the policeman waved, said good night and I just went about my business. But it felt secure to have them around and if they know their community that is a plus.

(British Black – Caribbean, Female , Over 65, retired Professional, Hyson Green)

3.3 Stop and Search

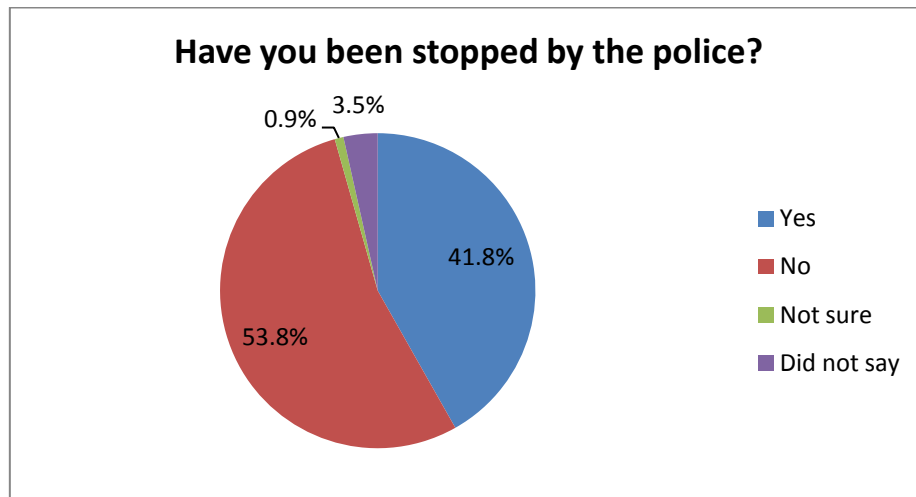
Legislation allows police officers to conduct a stop of an individual or vehicle and search that person or vehicle without first making an arrest. All stop and search actions must be done in accordance with the Police and Criminal Evidence Act 1984 as specified in code of Practice A(PACE Code A)(relating to searches for weapons, stolen property, display grade fireworks or items which could be used to commit a crime)(18). This code of Practice details the grounds on which stop and search may be conducted, how it should be conducted and what must be recorded. It is stipulated that all stop be carried out with courtesy, consideration and respect for the person concerned. Every reasonable effort must be made to minimise the embarrassment that a person being searched may experience.

It is required that powers to stop and search are used fairly, responsibly, with respect for people being searched and without unlawful discrimination. The Equality Act 2010 makes it unlawful for police officers to discriminate against, harass or victimise any person on the grounds of the 'protected characteristics' of age, disability, gender reassignment, race, religion or belief, sex and sexual orientation, marriage and civil partnership, pregnancy and maternity when using their powers. When police forces are carrying out their functions they also have a duty to have regard to the need to eliminate unlawful discrimination, harassment and victimisation and to take steps to foster good relations. It is noteworthy that an overarching finding from the analysis of the survey, the focus groups and the interview respondents, was that they were all unlikely to distinguish between stop and search and stop and account. To most people they were stopped by the police when going about their usual business.

Being stopped by the police

All respondents were asked if they had been stopped by the police. 41.8% (approximately every 2 in 5) of all respondents stated they have been stopped by the police. The results are as follows:

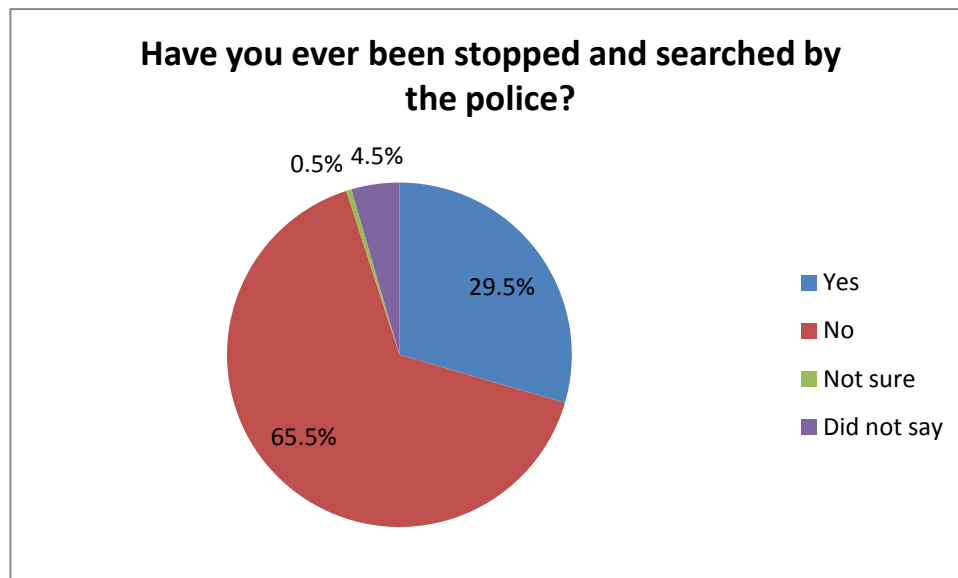
Figure 21



Being stopped and searched by the police

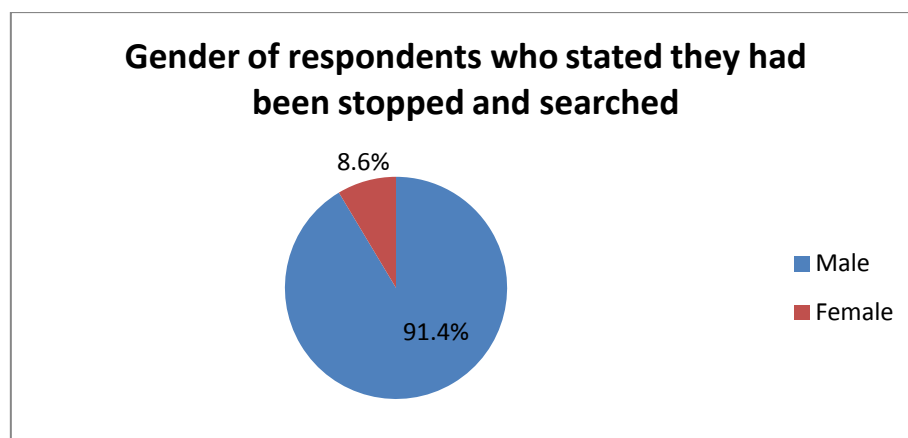
All respondents were asked if they had been stopped and searched by the police. 29.5% (approximately 3 in 10) of all respondents stated they have been stopped and searched by the police.

Figure 22



Of respondents who stated they had been stopped and searched, 91.4% were male. The corresponding figure for female respondents is 8.6%. 47.1% of all male respondents stated they have been stopped and searched.

Figure 23

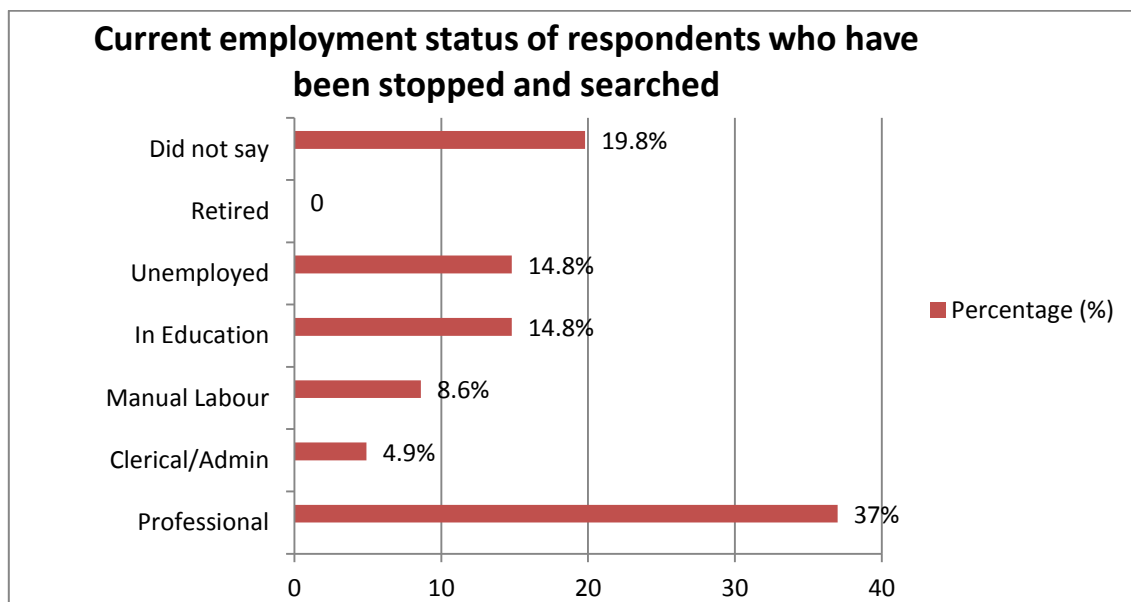


In terms of ethnicity, 40.6% of mixed ethnicity respondents stated they had been stopped and searched by the police. The corresponding figure for Black respondents was 32% and for Other ethnic group and Asian respondents the corresponding figure was 31.2% and 21.9% respectively.

In terms of age, 34.2% of respondents aged 55-64 said that they had been stopped and searched by the police, and 33.9% of respondents aged 16-24 said that they had been stopped and searched. The corresponding figures for respondents aged 25-34, 35-54, under 16 and over 65 were 33.6%, 24.7%, 19.0% and 9.1% respectively.

In terms of occupation, of respondents who stated that they had been stopped and searched, 37% of the respondents are in professional employment – which is slightly more than are represented in the sample population (37% compared with 34.4%). 14.8% of the respondents in question are unemployed - which is slightly less than the percentage of the whole sample population who are unemployed (16%) (see figure 24).

Figure 24

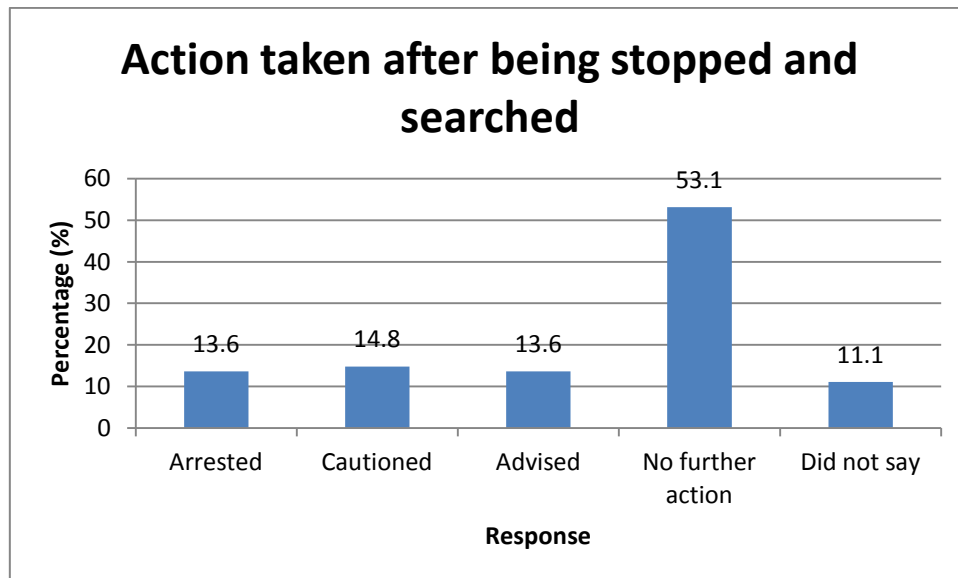


Respondents who had been stopped and searched were asked what action was taken after the stop search incident. Slightly more than half (53.1%) of respondents in question stated that no further action was taken. 14.8% of respondents said they had been cautioned. 13.6% of respondents said that they were advised and 11.1% of respondents did not give an answer. It should be noted that some respondents gave multiple answers for this question, given that they had been stopped and searched more than once (see Figure 25).

Approximately one in seven (13.6%) respondents said that they had been arrested as the result of a stop and search incident. This statistic is higher than the 9% rate found by the Home Office for 2009/10 for Section 1 stop and searches leading to arrest in England and Wales.

It is also worth noting that the majority of participants from the focus groups and interviews reported that they had been stopped and searched within two years. Further, the majority stated that they had not been given a reason for being stopped and searched.

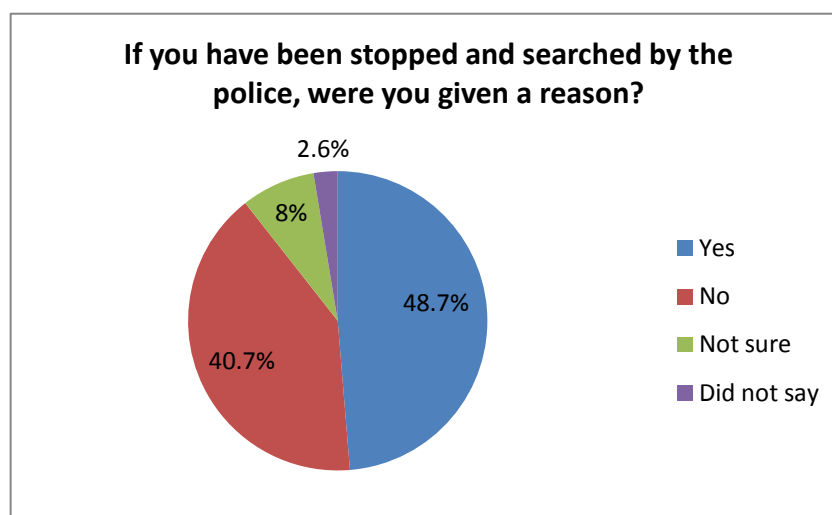
Figure 25



In terms of reasons being given for being stop and searched, the respondents who stated that they have been stopped and searched by the police were asked if they were given a reason* – in accordance with procedure. Of the number of respondents in question (162), 48.7% stated that they had been given reasons for being stopped and searched, 40.7% (approximately 2 in 5) stated they had not been given a reason for being stopped and searched and 8% stated they were not sure as to whether they had been given a reason. The results are shown in Figure 26.

*Note: This is solely applicable to the issue of stop and search and does not include results for questions asked on stop and account.

Figure 26



From the discussions in the focus groups and interviews, it appeared that the problematic relations with the police, particularly amongst participants under 24, stemmed from a sense of a lack of respect as well as anger of what felt to be discriminatory treatment. This was particularly in relation to the police use of stop and search which was felt to be unfairly targeted and often undertaken in an aggressive and discourteous manner and in some instances undertaken with sexual undertones.

Many participants considered stop and search to be the *modus operandi* for policing the BME community. As a participant remarked:

Sussing is a standard thing
British Black- Caribbean, Male, 18, Radford, in education

The participants' accounts of the circumstances and encounters with being stopped and searched are illustrated below:

I was only stopped twice and both stopped and both times, to be honest, were legitimate reasons. The police thought I was drunk and I don't drink period. My slippers got caught in the pedal and the car was going all over the place that was legitimate. The other time I was spotted in Mansfield and they said I had no insurance. I did but the insurers had changed and I got caught with that. Well they were very courteous so I had no problems with that.

British/Black-Caribbean, Male, over 65, retired Professional, Mansfield.

The participant above felt that the vehicle stop had been conducted in accordance with the 'Code of Practice A', However, another participant, who had raised objections to his vehicle stop, felt that the manner in which the police had dealt with him lacked the required courtesy, consideration and respect.

"They said 'who else is in the car?' I said 'there's no one in the car'. They said 'what have you got in the car?' I said 'I've got nothing in the car'. They said 'Can you get to the side of the road NOW'. So I got to the side of the road. They were on one but I wanted to save myself from getting attacked. You have to, you have no choice. They'll attack you..... Yeah, and everything was dropped afterwards because I wasn't speeding. So I wrote in 'I'm not taking the points, I'm going to court'. You know what happened? I never heard anything.

I was given a slip and it said produce your stuff and you are going to get some points. So I went to the police station and said 'look here's my license, I've got no points on my license and I'm not taking the points – I'm going to court'. And they sent me a letter saying 'fine go to court' and I never heard anything after that when the police officers realised. I went back to Loughborough Road. Do you know what the speed limit down there is?"

(British Asian-Pakistani, Male, 35, Bobbersmill), Employed

A number of individuals recounted their experience of being body searched. These examples are illustrative of how the nature of stop and search can be seen to be an intrusion and an invasion of personal space.

In the case below the participant refers to having her pockets being checked and being “patted down” by a ‘policeman’. In terms of the procedure and guidelines body search has to be conducted by an officer of the same sex as the person. This is clearly a situation where the procedure had not been adhered to.

I was about 14/15... I was walking home and this policeman came out of nowhere and told me to stop. He then asked me to turn out my pockets. I said “what do you mean, why do you want me to turn out my pockets?” He didn’t give me any reason. Every single time I have been stopped, they have never given me any reasons. So many things were going through my mind, I was thinking “what the hell, have I got something on me?” I was starting to question myself. I knew I didn’t have anything, I knew I didn’t do anything wrong but it made me feel guilty and it made me feel like I was a criminal. So I turned out my pockets. I didn’t want him to take me to the police station but I hadn’t started studying law by then so I didn’t know what my rights were so I thought I’d better go along with it otherwise he could take me down to the station. So I went along with it and thankfully he didn’t strip-search me in the middle of the street but it was still a search and he checked my pockets and stuff and patted me down.

(British-White/Caribbean, Female, 18, Sneinton, in education)

A further participant refers to his coat being taken off, trousers taken down and boxers being “pulled out”. Contrary to the ‘Code of Practice’, this search was not conducted in accordance with the stipulated courtesy, consideration, respect and the minimising of embarrassment for the person being searched.

Stopped and search many, times, plenty of times, plenty of times. Handcuffed me to the fence, I’m handcuffed to the fence now. They took my coat off my trouser down to – even to my boxers. ..pulling my boxers out and everything...My hands are behind my back what am I supposed to do like.. That’s what I am saying,. That’s what they are working with now man. These people are not protecting us in’ it. Trust me Broth...They weren’t even in uniform they were in audition mode in ‘it – pulled out his wallet and you were saying “yer”. This interview was in Class A and I didn’t have nothing on me.”

(British Black –Caribbean, male, 19, St Ann’s, in education)

Finally, a participant refers to her breast having been touched, feeling around her “cratches” having occurred and her breast subjected to “rubbing”, by a female officer. This incident is another example of the lack of compliance with written procedure.

..." I was in a car yer, 3 girls in this car. The Beast have pulled up, like "ooh! we heard about parties going on in the area". Sticking head in the car like this yer. So we are like "okay yer". So they drove off and came back – "we can smell a strong smell of ganja in this car". So we are like "alright then". Yo! Like 5 cars have come round the corner now, they are like "get out the car, get out the car". I'm like "yo! It's cold in 'it. I'm asthmatic If I catch cold on my chest I'm deading right here. That's what you need to know I will die in 'it". That's how bad my asthma is. So they are like woman's testing up my breast, feeling around my cratches and everything, and I'm saying "I am sure you are not even meant to be doing that". Obviously can feel underneath my bra, round my strap and everything but why you rubbing up – why would you be handling my nipple. Bitch. It was an over the top search basically. So they looking in the car and they are taking time I told her basically "I'm cool and I'm a sickly girl like, if I get sick, I get sick so basically I'm cold, I need to put my coat on". They taking time. "No we are doing what we are doing". Name checking. They can't find my name on anything so why am I still stood outside in the cold. "And we can smell ganja". They didn't even find nothing you know. 5 police car come for 3 gal, because they could smell a strong smell of ganja. "

(British Black- Caribbean, Female, 20, Mapperley Park, in education)

It is also worth noting that the above individuals were neither 'cautioned' nor arrested. Nottinghamshire Police's recent statistics on stop and search leading to arrest show that 14.4% of BME stop searches result in an arrest compared to 12.3% for white people. 75.6% of BME stop search result in no arrest. In this study's sample population, 13.6 % of stop search led to an arrest.

As the comment of the participant below illustrates, the encounter/s left certain BME residents with a negative view of the experience. In essence, stop search can be viewed as problematic since stop and search has perhaps caused damage to the BME community's trust and confidence. This suggests that the Force may improve trust and confidence if officers were more circumspect about undertaking the stop search. This raises issues in relation to the effectiveness of the Force's leadership and supervision in ensuring officers are using stop search powers lawfully and proportionately. This also has implications for the Force's current performance indicators with respect to 'Stop and Search', i.e. .disproportionately for BME referred to in 1.3 of this report. For instance, from this survey, it is difficult to argue that the disproportionality is driven by targeting of gangs and "crime hot spots" as stop and search was experienced across all demographics. Further, since not all stop and search encounters are recorded, there needs to be greater scrutiny of the force's data with respect to stop and search.

Finally, it could be argued that if the racial disproportionality in the use of stop and search in Nottinghamshire is not just a reflection of the actions of individual officers, then it might be concluded that institutional factors may be at play in the deployment of stop and search.

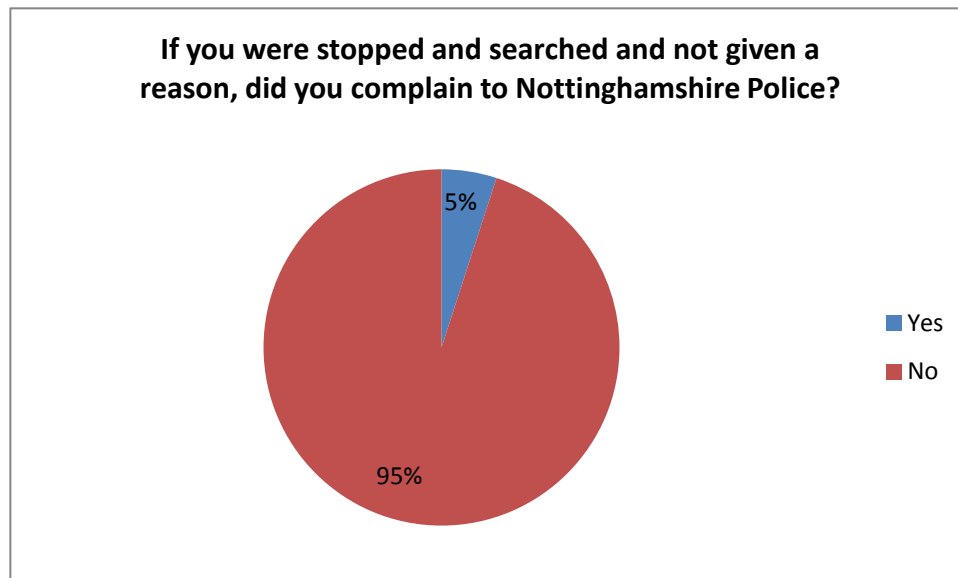
Participants were asked to describe how the encounters made them feel. A common response was:

..Like you have been disrespected – you feel violated, what can you do.

(British Black –Caribbean, Female, 20, Bulwell, in education)

Respondents who stated that they were not given a reason for being stopped and searched were then asked if they complained to Nottinghamshire Police. Only 5% of the respondents in question said they had complained to Nottinghamshire Police (see Figure 27).

Figure 27



Respondents who stated they did not complain to Nottinghamshire Police for not being given a reason for being stopped and/or searched were then asked to write why they did not complain. 77 of the 79 respondents in question responded. Prominent themes within the feedback were:

The perception that complaints would not be taken seriously, that nothing would be done and that complaining would be waste of time:

- “Didn’t think I would get any justice”. (Male, aged 35-54, Black Caribbean, Meadows)
- “I didn’t think anything would happen”. (Male, aged 16-24, Pakistani, Rushcliffe)

A fear of the police, and the perception that making a complaint against Police Officers could lead to harassment:

- “I am scared of them, they might come back for me”. (Male, aged 35-54, Other Black background, Bulwell)
- “Scared of police harassment” . (Male, aged 35-54, Other Asian background, Broxtowe)

A perception that police malpractice prohibited individuals from complaining:

- “Officers wouldn’t give me their badge numbers so I didn’t see the point.” (Male, 16-24, Mixed ethnic background, St. Ann’s)
- “Why would you complain to the organisation that are doing you the wrong?”. (Male, 25-34, Other Black background, Meadows)

Discussions in focus group and interviews regarding how stop and search is conducted reflected the following views:

It's not done properly. People are stopped and searched but it's not properly documented. People are stopped and searched and they are not given proper reasons. People are stopped and searched and the way in which they are searched, it's aggressive and it's not nice. I've seen it myself. I've seen it directly in front of me. Certain police officers have issues with being challenged and being questioned. No matter what point of authority you are in any job people have the right to question them.

British Black-Caribbean, Female, 17, St Ann's, in education

You know what, if you want to complain, how are you going to complain? If you got battered by the police you can't ring 999 and say I got battered by the police!

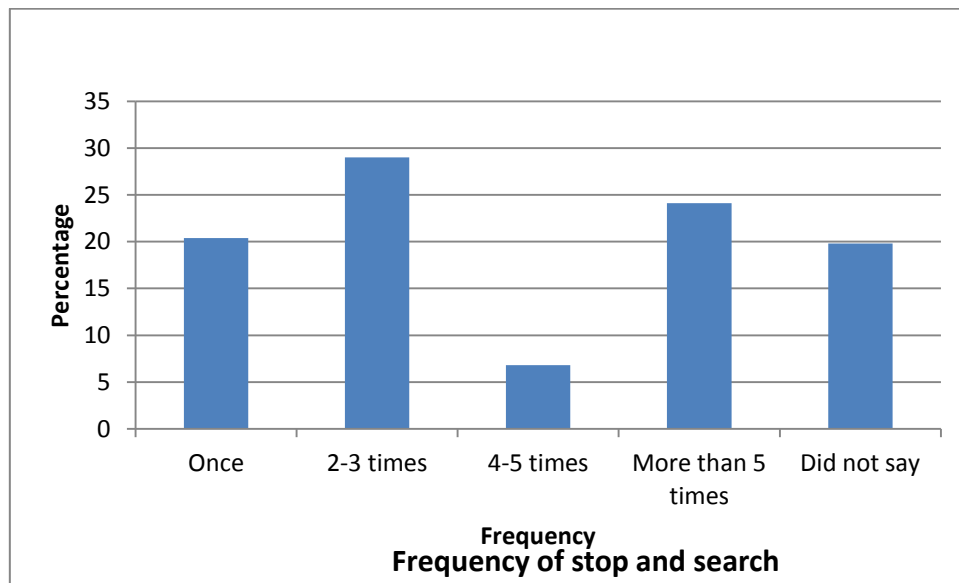
British Black-Caribbean, Male, 19, Snienton, in education

In terms of effective policing, a key aspect of accountability is public confidence in a robust complaints procedure. In England and Wales, complaints against the police are handled either locally by the police forces or in serious cases by the Independent Police Complaints Commission (IPCC). In an IPCC survey of confidence in the police complaints system, 43 per cent of black people felt a complaint against the police would not be dealt with impartially, compared to 31 per cent of people generally)(19). This situation is reflected in both the survey findings and discussions in this study.

Frequency of stop and search use

All respondents who stated that they had been stopped and searched by the police were asked how many times they had been stopped and searched. 1 in 5 (20.4%) of respondents who stated they had been stopped and searched stated they had been stopped and searched only once. 29% of the respondents in question stated they had been stopped and searched 2 or 3 times; 6.8% of the respondents answered "4 or 5 times"; almost a quarter (24.1%) of the respondents stated they had been stopped and searched "more than 5 times" and 19.8% of respondents did not say how many times they had been stopped and searched.

Figure 28



From the respondents' responses to being asked about how many times they have been stopped and searched, it can be calculated that the number of stop and searches experienced amongst the entire population sample (550 respondents) equates to at least 466 stop searches*. If this figure is equated to per 1000 population this would equal 847 stop searches for 1000 BME persons.

From these stop and search frequency findings, it can be found that 59.9% of respondents who stated they have been stopped and searched have been stopped and searched more than once. Discussions within the focus groups and interviews highlighted explanations for frequencies, reflected in the survey :

... I think it was probably more to do with the way I dressed and got stopped more by the police because they felt I was more likely to commit crime. They have their own perception critical of stopping you because of the way you dress and the way you walk. But when they stop you, the way you speak to them – if you speak in a certain manner and you haven't done anything wrong they will probably arrest you.

British Asian-Pakistani, Male, 25-35, Hyson Green, in employment

You tend to find .. women stopped if they are with a group of stereotypical criminal looking-acting males. There are a group of males people think stereotypically may be criminals, so they may look a certain way. They maybe black. They may be in hoods. They may be in track suits. If there's females with them; "what going on?"

British Black-Caribbean, Female ,17, St Ann's, in education

You see the police force is one of those institutions that has power – a lot of institutions don't have that power over you. But because the police force has that power, they are able to exercise that power and make your life hell. If you are not articulate and not well spoken and you don't come across in a particular way, your life can be hell. The few times I have been stopped I have come across as well spoken and they are a bit more a bit more easy-going. But the initial reaction, the way they stop you – it's not that they are just stopping anybody. Look at the figures for stop and search for BME communities and you will find that when it comes to Asian or Black individuals you are more likely to get stopped – far more likely to get stopped. I think if you are Black it is 10 times as much.

British Asian –Pakistani, Male 35-54,in employment, Bobbersmill

In respect of vehicle stops participants felt that the type of car driven by BME residents, particularly black men was a significant component in them being 'targeted' for vehicle stops by the police. With one interviewee saying:

He just stopped us. In fact he followed us from St Ann's Road all the way. We got half way to the house where I live. That's when they stopped us on Wells Road.. Well's Road in St Ann's. Followed us all the way, came up behind us when we turned off the road. They stopped him (her partner). Asked him stupid questions.. Didn't give us anything. It wasn't like my partner was speeding or anything like that. Or my son was not in his seat or my lap in the front (seat) or something suspicious to make them stop us. All I can say is that it is a black guy driving a 57 plate car and that the only explanation I can think..: We didn't make a complaint. We didn't because to be honest at the time I was working for the council and I thought, I'd just said leave it. Because if they aggravated us or accused us of somethingit was a stupid stop. I didn't make anything of it...We are victimised every day aren't we? Because we are not allowed to live a certain life or look a certain way, so we are victimised every.. We , black people ,are victimised. We obviously looked upon as the less; we are less or we are being certain kind of living; obviously if we are driving a nice car or if we are dressed a certain way or we are, you know, up to something. So far as I'm concerned the only reason I could see why they want to stop him is because he's a young black guy and he shouldn't be driving a car. He should be walking or he should be on the bus or ride a bike. He didn't think we are well off enough or privileged enough to drive a car. So if a black person is driving a nice car then obviously it must be stolen or that person must be doing drugs or something. So that's the only reason I can see.

British Black- Caribbean, Female, 25, Administrator, St Ann's

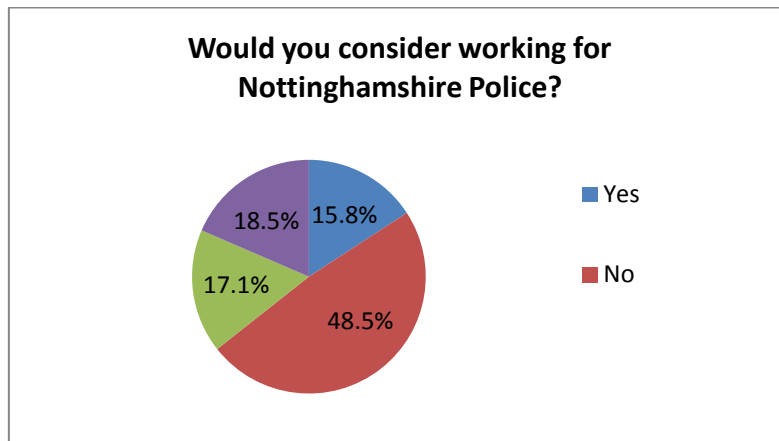
It is noteworthy that vehicle stops without a search are not recorded which raises pertinent issues in relation to the reliability of data on BME residents experiences of stop and search, inasmuch as the statistics could to underestimate the true scale the of stop search experience. This situation is in need of immediate and consistent auditing.

Since the commencement of this research, Nottinghamshire Police have implemented a range of initiatives in order to address a range of issues highlighted from previous reviews and historical data. This includes the update and delivery of training, review of policy, Z cards and the roll out of Blackberry data systems to record searches and location. Notwithstanding, these initiatives, the issues identified continue to be relevant as a gap appears to exist between legislation, policy and street level interactions.

3.4 BME Staffing and Representation within the Force

As mentioned previously there was not the scope within the research to examine the experiences of police officers and staff employees within the force. However, all respondents were asked if they would consider working for Nottinghamshire Police. 15.8% replied “yes”, 48.5% replied “no”. (Figure. 29)

Figure. 29



The respondents who replied “No” were then asked to write why they would not consider working for Nottinghamshire Police. 223 respondents replied. Prominent themes within the responses were:

- i) Many respondents stating that they simply were not interested in working for Nottinghamshire Police:
 - “Not my field of interest”. (Female, aged 16-24, Black Caribbean, City Centre)
 - “Not a job I am interested in doing”. (Male, aged 16-24, Other ethnic group, West Bridgford)
- ii) Not viewing as working for the Police as a preferable career choice:
 - “Because that's not a career path I'd ever want to go down. I'd rather spend my time more effectively”. (Female, aged 16-24, Mixed ethnic group, Wollaton)
 - “Already have a good career, and all friends who have started in the police force out of five only one has stayed”. (Male, aged 35-54, Other Black background, Mansfield)
- iii) A perception that Nottinghamshire Police is institutionally racist:
 - “Difficulty, I don't have trust in the Nottinghamshire Police. Too much racism within the police force”. (Male, aged 55-64, Other Black background, Carlton)
 - “Nottingham[shire] Police is the most racist police force in Britain”. (Male, aged 35-54, Other Asian Background, Broxtowe)
 - “Racist behaviours start from the top and filter down. Why would I want to join an institution which perpetrate[s] inequality at every level?”. (Female, aged over 65, Black Caribbean, Forest Fields)
 - “Police is institutionally racist, no place for Pakistani”. (Male, aged 35-54, Pakistani, Aspley)
 - “They don't like black people even the Black officers are racist to their own”. (Female, aged 16-24, Other Black background, Hyson Green)

- “The culture of the police force is still anti-Black. There is no progression as a career, and Blacks are only employed as a token”. (Male, aged 55-64, Other Black background, Mapperley)
 - “Predominantly white institutionalist profession.” (Male, aged 25-34, Other Black background, Sherwood)
- iv) A perception that the police are corrupt, indulge in malpractice and thus creating a divide between the police and the community:
- “They are corrupted, not fair, racist, bad attitude”. (Female, aged 35-54, Other Black background, St. Ann’s)
 - “A big divide between police and community”. (Female, aged 25-34, Other Asian background, Hyson Green)
 - “Not supportive to the Black community. I could also be singled out and abused by the police and suffer discrimination from the county”. (Female, aged 35-54, Black Caribbean, Bulwell)
 - “I don’t trust police. The stigma the police have would affect my relationship with family and friends etc.” (Female, aged 35-54, Black Caribbean, Mapperley)
 - “A system I would never really ‘fit in; and be accepted as equal. Promotion would be difficult. I could not allow malpractice to go by unreported - so I would not last very long”. (Male, aged 35-54, Other Black Background, Mapperley)
 - “Lack of trust, transparency, accountability, fairness, equity”. (Males, aged 35-54, Pakistani, Sneinton)

The reason given by participants in the focus groups and interviews for not considering a career within the police reflected findings in the survey and corroborates the findings of the Home Office’s research of ‘minority ethnic communities attitudes towards a career in the police service’ (20). It was particularly the case with the younger participants who would not consider joining the police force because their perception is often one of ‘them and us’.

So you wouldn’t even want to get involved in that circle. You don’t even want to put yourself in that world. It’s a different life man. Like a Police Officer’s life to my life is a different life. I’m like his opposite Bro.

British- Black Caribbean, Male, 19, Hyson Green, in education.

15.8% of respondents said that they would consider working for Nottinghamshire Police. The gender profile of these respondents showed that 58.6% were male and 41.4% were female. The age profile of these respondents showed that 40.2% were aged 35-54 years, 26.4% were aged 16-24 years, 20.7% were aged 25-34 years, 6.9% were aged 55-64 years and 5.7% were aged under 16 years. No respondents aged over 65 said they would consider working for Nottinghamshire Police. The findings indicate an underrepresentation of respondents aged under 25 stating they would consider working for Nottinghamshire Police.

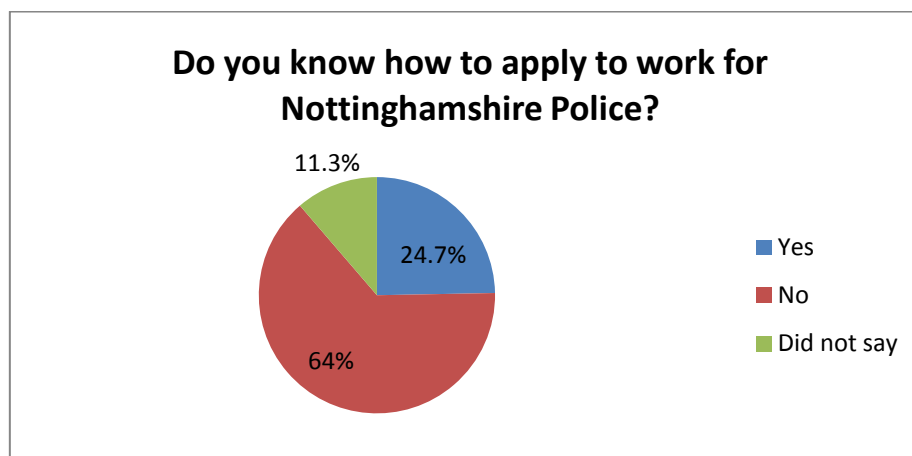
The ethnic profile of these respondents showed that 49.4% were Black/Black British, 35.6% were Asian/Asian British, 6.9% were of Mixed ethnic background and 6.9% were of Other ethnic background. The figures for Black/Black British and Asian/Asian British are almost identical to that of the ethnic proportion of the whole population sample.

However the findings indicate an underrepresentation of respondents of Mixed ethnic background stating they would consider working for Nottinghamshire Police; and also indicate a corresponding overrepresentation of respondents from Other ethnic backgrounds.

The employment profile of these respondents showed that 42.5% were in Professional employment, 23% were unemployed, 14.9% were in education, 4.6% were in Manual Labour employment and 3.4% were in Clerical/Administrative employment. These findings indicate that, in this case, respondents in Manual Labour employment, Clerical/Administrative employment and in education were underrepresented. Meanwhile, respondents in Professional employment and respondents who were unemployed were overrepresented.

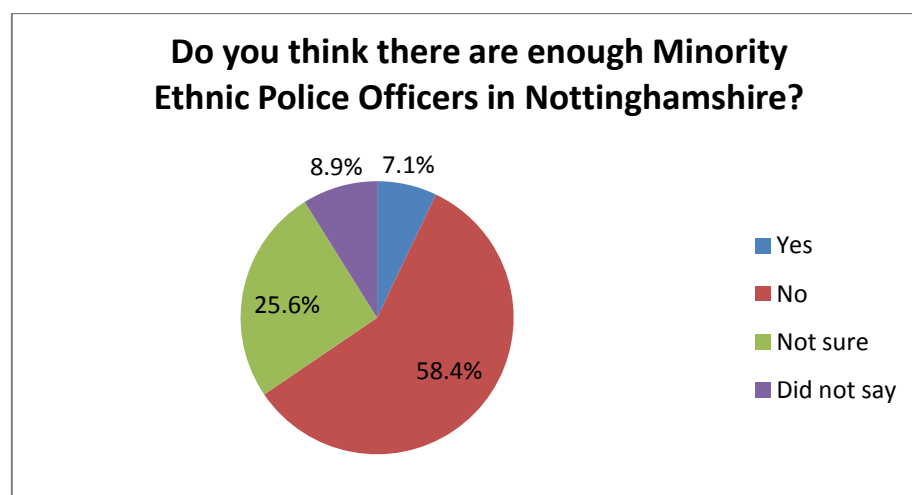
All respondents were asked if they knew how to apply to work for Nottinghamshire Police. 24.7% replied “yes” and 64% replied “no”(see Figure.30).

Figure 30



In terms of BME representation within the force, all respondents were asked if they thought Nottinghamshire Police has enough Minority Ethnic police officers and staff. 7.1% of all respondents replied “yes”, 58.4% of all respondents replied “no” and 28.1% of all respondents replied “not sure” (Figure 31).

Figure 31



Focus group and interviews reflected a variety of views regarding the issue of BME representation amongst police officers and staff. Whilst underrepresentation was acknowledged as a contributory factor to the problematic relations between the BME communities others perceived the problem as being inherent in the police culture and structures rather than the issue of personnel. As a participant remarked:

If they could be what they(police) are called to be . Protecting the community, anybody in it regardless of their race or whatever. But they're not. And to be honest, they say they want to have more black police officers but I don't think that would make a difference....I think they all live by a system. They work by the system...That's the problem. Because there's no good ones to tell the bad ones they are doing bad. They all stick up for each other. There's no one to say , "actually that's not right. You're wrong" . There's no one. So it will it never be good. No. I think it's just been corrupted from Day one from when it was from Day one it's just gonna be like that. And there's always gonna be somebody from the police department who's been there from Day one and there're gonna be up high corrupting the ones that new. So, will police officers ever be for black people? I don't think so.

(Black British- Caribbean, Female,23, Hucknall)

within the force there was the potential for cultural and structural changes.

I think we touched on this when it was said that it doesn't matter whether police officers are BME or not. This whole "employing BME police officers", I really don't agree with it. Yes, it's giving them opportunities – that's a good thing – but the twist that is being put on it is that if we get 60 police officers in that are Black you can send them out to Radford and St. Ann's and they can deal with the problems with the Black kids so that they can relate to someone of their colour. It's not about that. The amount of young people that have told me – they would respect a Black police officer less than a white one"

(British- mixed, White /Black, Female 18, Sneinton)

"XXX(a senior Asian female officer) is someone that should be put on the front line to change the police force because she is able engaged and is a role model.....Everybody knows her. She is so engaged...If she was a leader you would see change because she is so engaged..".

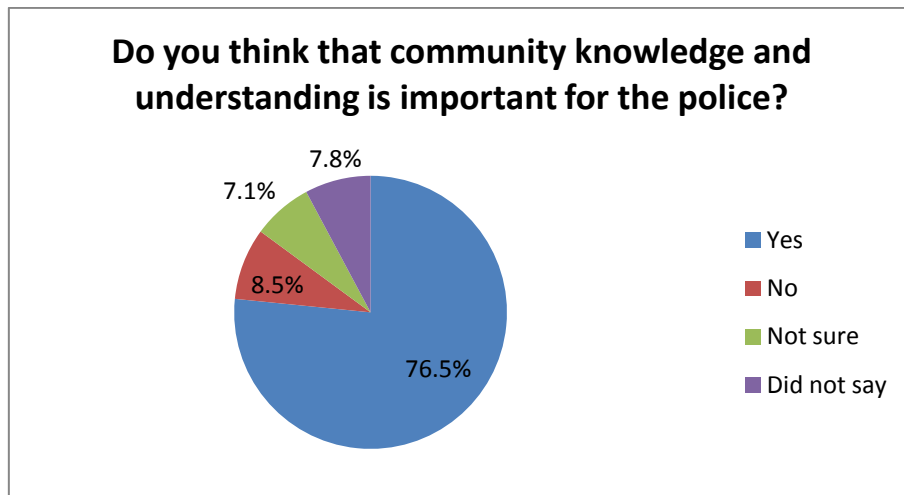
(British Asian- Pakistani, Male, 35, Hyson Green, Employed)

3.5 Community involvement and engagement

Community understanding

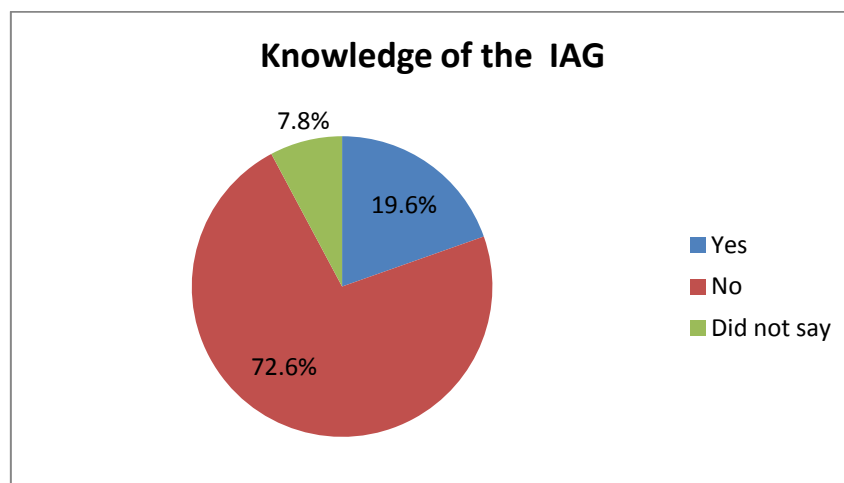
All respondents were asked if they thought it was important for Nottinghamshire Police to have a knowledge and understanding of their community. 76.5% of all respondents replied "yes", 8.5% replied "no" and 7.1% replied "not sure" (see Figure 32).

Figure 32



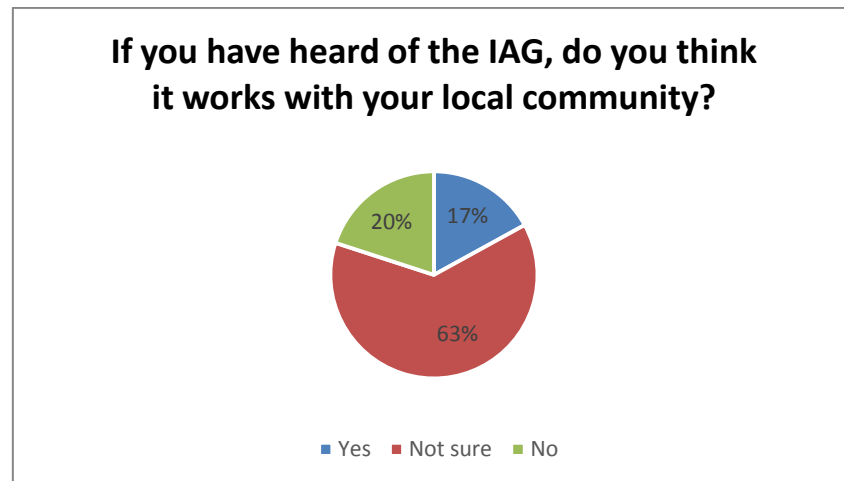
Current engagement structure (a) – All respondents were asked if they knew of the current Independent Advisory Group. 19.6% (approximately 1 in 5) of all respondents replied “yes” and 72.6% replied “no” (See Figure 33).

Figure 33



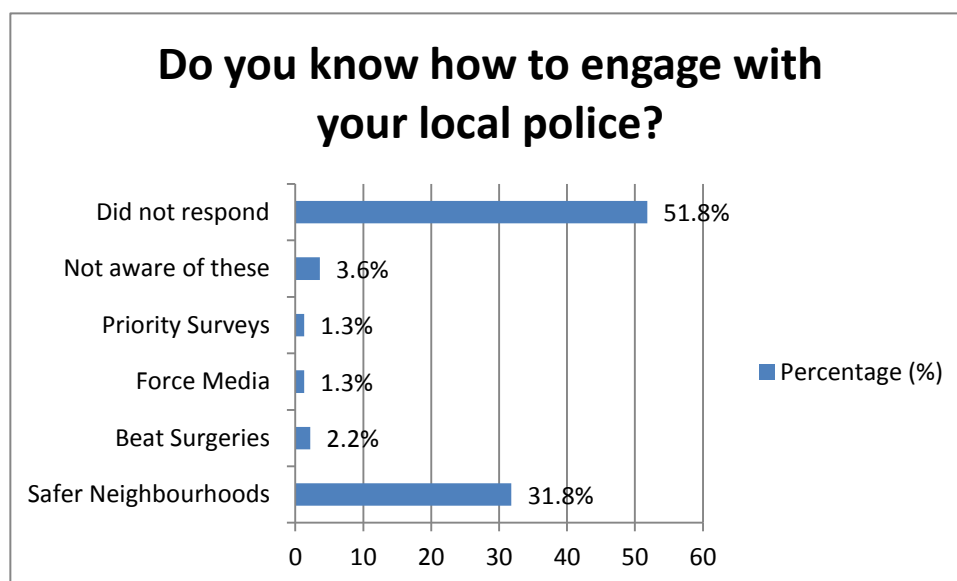
Of the respondents who stated that they had heard of the IAG, only 17% believed that the IAG works with the local community; 20% believed that IAG did not work with the local community and 63% said they were not sure.

Figure 34



Current engagement structure (b) – All respondents were asked if they knew of 4 particular current initiatives in which they can engage with their Neighbourhood Police. 55.5% of all respondents either did not give a response or stated that they did not know of these initiatives. 31.8% of all respondents stated that they were aware of “Safer Neighbourhoods” – significantly higher than awareness of the other 3 initiatives (Figure 34).

Figure 35



Participants considered that purposeful and effective community engagement with respect to policing matters was necessary to build trust and confidence and to safeguard against possible on –going discontent between the BME communities and the police. The Guardian and the London School of Economics report on the views of rioters concluded that the unrest across Britain in August 2011 was fuelled by poor relationships between communities and the police across Britain (21). A participant described the opportunity presented by the riots in Nottingham for the aggrieved members of the community to target and attack their local police stations.

“..... during the riots. The key thing in Nottingham was nobody’s houses got attack because there was a consensus around the city. When it came to the police stations, nobody from all the top gangs was going to put a stop to it because nobody cared. Now if the police actually engaged with the community then people would have put a stop to that. No one’s house got attacked in the city, and that shows how engaged and integrated we are in Nottingham. We’ll all integrated – not like Birmingham and everywhere else because there was no control. There, everyone’s houses were on fire. But there is a certain amount of control in the city but Nottinghamshire Police are not engaged with us.”

(British Asian- Pakistani, Male, 35, Bobbersmill, Employed.)

A further participant talked of the nature of the ‘disconnect’ between BME communities and the police in relation to, policy, procedure, practice, ethos, communication, culture and the vital role to be played by effective neighbourhood/community level engagement capabilities.

“Think things kept changing. There was for a while some effective police liaison committees but I think it gets very difficult if you are part of that as a member of the community but you still feel that things are happening out in the community, because you can become suspected of colluding or even informing because of your membership. You become seen as the police. So to me, it’s a measure of mistrust and I think a failure of leadership, essentially, and it’s a failure of communication, failure of culture within the police itself. Where is the accountability? People have little faith in the complaints procedure. If you look at the situation that is going on the moment with the gentleman who got killed that led to the riots, his family are now complaining through a very highly placed barrister about the fact that the IPCC has failed and has taken so long. There are saying it’s totally unacceptable the length of time it’s taken to come up with the findings of the Mark Duggan investigation. It’s not 5 minutes ago that we had Macpherson, and that was analysing institutional racism and how that works, and what is the outcome of what is supposed to have been branch reform coming from Macpherson? A young guy on the street is still being targeted.”

(British/Mixed White/Caribbean, Female , 35-54, Professional, Sherwood)

This participant also identifies a range of structural, i.e. top down approach and cultural factors at the level of the community which undermined effective engagement between the community and the police force.

“Community cohesion is a major, major thing if you talk about Nottingham, How can they promote community cohesion if they are not a part of the community themselves. They need to be part of the community if they are gonna promote what they want to do. There have to be faces of the police that the community know, recognise and respect.If there’s no police officers that young people and adults know and respect then it’s not going to happen. They are not going to be listened to those who are there to liaise, I don’t see there’s much liaising that they do, simple as that. I don’t see the point of them to be fair. I know who they are. I come across them in a work capacity, but other than that most people I’ve spoken to , they don’t have a clue. So obviously they are there to liaise, they’re being paid to liaise but they are not liaising. And there used to be a lot more organisations, they’re called the IAG, there used to be a lot more organisations. They all got cut. So why is this organisation left if they are not actually doing anything? But why is this organisation left if it is not doing anything. People in general don’t know about them. What’s the point of them being there?. You can say there are structures and avenues and places to make complaints, but if people don’t know about them then there’s no point in them being there”.

(British Black-Caribbean, Female, 17, St Ann’s, in education).

Changes to policing - respondents’ views

Participants were asked to suggest changes they would like to see in the policing of the area they lived. Their responses reflected a combination of specific and general features of policing:

- More visible policing
- Effective communication and engagement with communities on order to improve trust , confidence and respect
- Crime and community safety
- Effective public relations
- Training to ensure compliance to the Statutory Performance Indicators for Policing; acquire greater knowledge and understanding of the residents
- Recruitment need for greater diversity in staffing at all levels of the force, more BME employees in decision making positions
- Accountability ,effective management and supervision of the rank and file police officer
- Ethical and professional policing
- Effective consultation with young people
- Effective leadership
- Professional development and/or disciplining police officers in breach of their professional codes
- Structural and cultural change.
- Effective structures for interfacing with the community.
- Addressing institutional racism
- Addressing abuse of power

The three respondents below encapsulate the views of the participants:

I think the ethics and ethos that the police officers are trained upon and work by should be something that has been concluded with the community. It needs to all change.

(British Black-Caribbean, Female, St Ann's , age 17)

I think police officers need to know the harsh truth of what they put people in my standing through. Black, Asian people. To me the harshness of it is purely racism. I think if they are going to be employed as police officers they need to be trained properly. And they need more supervision. They need more reports. Whoever is in charge at the top, they need to put more stuff in place for the officers to make sure they are doing what they are supposed to be doing and if it means cameras and bugging them whatever, they need to know that they are not doing their job properly. They need more monitoring, They need equality and diversity training, that's for definite. We need to know as a community that the same law that governs us governs them. They are not above the law. They are law enforcers; they are not the law. I can't even blame police officers individually; I'm blaming the person at the top. Because they need to ensure when they hire police officers they hire the best and not some scum they're scraped of the floor. So they need more training, they need more monitoring. They need daily, weekly monitoring to make sure they are doing their job properly and they are abiding by the rules and the laws. And the root of the problem is there, it's in house. And once that structure's put in place it's up to individual to follow it and if they don't follow it they should be punished. There should be more police officers being punished for not doing their job properly.

(British Black Caribbean, Female, age 23, St Ann's Employed)

I'll tell you how they can change . If people like you, XXX and YYY actually took a day out and rolled with them Feds . Actually watched them. Stood on top of them yer, and changed them from within like that. You can't change them over night, but you can change them. It might change in 5 years yer but you have got to get people like yourself you lot are volunteering here sitting with us yer. Go in them police stations and then say "yer we want to walk around with you",

(British Asian Pakistani, Male, Age 22, Hyson Green, in education)

4. Review of Best Practice Across Other Police Force

Review of best practice

Whilst there have been limited studies into exploring and improving BME experiences of the police as well as improving BME satisfaction, there have been some examples of good police practice in response to racial and ethnic inequality in respect to:

- i) community engagement and involvement ;
- ii) perceptions of the police;
- iii) stop and search;
- iv) recruitment.

Recruitment, progression and retention

Leicestershire Police have put in place a number of measures to address promoting diversity and equality. These include:

- i) reducing the ethnic disproportionality rate of those subjected to stop and search;
- ii) continuing to work towards a representative workforce which is reflective of the local community;
- iii) ensuring police staff engage and communicate with members of the community in an accessible and inclusive way. Leicestershire Police have in place an Equality Unit which provides specialist advice and guidance on all issues of diversity and equality which includes age, disability, gender, race, religion or belief and sexual orientation. Leicestershire Police also have seven internal support networks operating within the Constabulary, namely, the Association of Muslim Police, the Black Support Network, the Christian Police Association, the Disability Support Network, the Gay Police Association, the Sikh Police Association and the Women's Network. The role of these staff associations are regarded essential to police officers and staff of Leicestershire Police.

A Home office Report of 2000(22) exploring BME attitudes towards a career in the police found that there was a limited awareness of what police work involves and that police work was often associated with the work of police on the beat. BME people felt discouraged from a career in the police because of their perceptions of a prevailing police culture that is predominantly white and male and hence the likelihood of facing racism, feelings of isolation and a possible need to deny their identity to fit in. The report suggested several key points for action which included:

- a) The need for police forces to overcome perceptions of “ unchecked racism”.
- b) Recruitment should be seen as the responsibility of all employees of the service not just specialists.
- c) There was a need for national advertising and carefully targeted local advertising to convince the BME population that the police service is serious about wishing to recruit them.
- d) Local advertising to promote initiatives to address BME concerns about police tactics and joining the police.
- e) And to identify problems applicants experience with the recruitment process.

Elsewhere, Greater Manchester Chief Constable Sir Peter Fahy has suggested that police forces should positively discriminate in favour of ethnic minority officers in order to increase their diversity. He believes that the operational need for a more diverse police service, in the face of an increasingly diverse society, makes this radical step necessary. However, police minister Damien Green has recognised that positive discrimination would require a change in law and hence the police must take ownership of these issues(23).

It can be argued that in the absence of radical measures, progress is likely to be slow. Progression to senior ranks in the police takes time and the current spending cuts mean that recruitment in many forces has stalled. The police have done much to address the issue of recruitment and representation in the recent past, as the Equality and Human Rights Commission's 2010 report noted(24), but there are concerns that it is no longer the priority that it once was.

Yet there is a strong operational case for a police service that better reflects the population as a whole, and the police must ensure that they do everything possible to recruit the diverse that it needs to operate effectively in modern society (25).

Stop and Search

A report of the Equality and Human Rights Commission (2010): Stop and think is a critical review of stop and search powers.

Two important findings are:

- 1) There is evidence that some police forces are exercising their powers based on stereotypical assumptions rather than intelligence or reasonable suspicion, and
- 2) It is estimated that searches reduced the number of “disruptable crimes” by 0.2% and that stop and search needs to be “balanced against the negative impact on community confidence in the police” (p6).

The report refers to evidence from both Staffordshire and Cleveland which “proves that a reduction in the use of stop and search can go hand in with a reduction in the overall levels of crime”. In both of these areas a reduction in disproportionality also resulted in increased levels of public confidence in the police.

With specific reference to Staffordshire, in 2005 black people in Stoke were 4.5 times more likely to be stopped and searched than white people. Detective Chief Inspector Adrian Bloor introduced a number of measures that reduced this to 2.9% in 2006/7. The measures included:

- Explain to communities why stop and search was being used and assure them it was used appropriately;
- Analyse all stop and search to identify why it was used, who was using it and against whom;
- Feedback information to the community;
- Establish whether any particular officer was using stop and search inappropriately and deal with that problem;
- Implement the Practice Oriented Package (POP) produced by the government Officer for Criminal Justice. (POP helps forces to identify the reasons for racial disproportionality and remedial actions to address it).

POP was refined in the Next Step Initiative (2007) produced by the National Policing Improvement Agency. This stressed that with respect to stop and search best practice should be focussed, intelligence based and underpinned by community confidence. Specific measures included the reinforcement of training messages, measures taken to combat non-recording, analysis of individual officer patterns and no use of stop and search to meet performance targets.

In respect of measures taken by Cleveland Police Force, introduced by Sean Price, Chief Constable he stated, “I wanted officers to work with communities rather than going in as an army of occupation” (p 73). He found that police were using stop and search rather than a simple conversation of, for example, asking someone behaving suspiciously to explain themselves. Stop and search in Cleveland had become “almost routine” (p73). Measures taken to address the situation included: getting involved in neighbourhood meetings, listening to local concerns and training in fairness and equality. A considerable reduction in stop and search followed with a 15% fall in crime rates.

Overall, there are few long standing cases of best practice in stop and search. Much community engagement does not involve the police and communities working together to develop changes to practice (26).

A report of the Equality and Human Rights Commission (6 June 2013)(27): Stop and think again is a further critical review of stop and search powers following corrective action and Next Step plans being implemented in five policing areas (Dorset, Leicestershire, Metropolitan, Thames Valley and West Midlands). It concludes the following:

Overall the Commission concluded that where firm action had been taken to reduce race disproportionality, and/or overall usage of the power, it had succeeded, without prejudice to falling crime levels. Key steps taken to reduce disproportionality appeared to be: targets for reduction, and for reducing negative drug searches; training in 'reasonable grounds' for, and proportionate use of, the power; steps to ensure intelligence-led practice rather than practice based on 'hunches' or generalisations about groups; micro-monitoring to identify local or individual racially skewed patterns and challenging them; and senior level commitment and leadership.

Community involvement and engagement

An ACPOS (Association of Chief Police Officers) report of 2011(28) provides advice on the role of Independent Advisory Groups (IAGs). A number of general principles for the operation of IAGs were identified and included:

- Encourage the active involvement of people from diverse groups.
- There should be a genuine partnership between the police and IAGs with Chief Officers engaging with individual numbers in open dialogue.
- To receive a range of individual points of view from IAG members.
- Feedback to IAG numbers on how their advice has been used or not taken.

5. Conclusion and Recommendations

Conclusions

The major focus of this project has been to explore the views of BME population in Nottinghamshire with respect to their experiences of policing and crime.

The research therefore paid particular attention to the BME experience of crime, the reporting of crime to the police, the level of satisfaction of how the police dealt with reported crime and stop and search. The research further explored BME representation in the police force and BME community /IAG engagement and its effectiveness.

The time constraints of the project meant that there was an inevitable concentration on the city of Nottingham. The city's population is composed of 35.4% BME and the majority of the BME population of the county reside in Nottingham. 7.4% of the BME population resides in the county. BME residents in the nearby towns of Beeston and Mansfield were also included in the research.

The research surveyed an appropriate cross section of the BME community in terms of age, gender, BME group, employment status and social class (by educational qualification). Hence, a key feature of the research is the representativeness of BME views across BME groups.

For the BME's, being a victim of crime was a relatively common experience with just over a half of BME residents involved. Most of these crime victims had been a victim in the recent past, i.e. the last 3 years. The likelihood of being a victim of crime varied relatively little by ethnic group, age, nature of employment or level of education. It can be concluded that the experience of crime as a victim was not exclusive to any particular section of the BME community.

"Hate crime" with its particular BME dimension was the most common crime experienced. Being a victim of hate crime was not confined to any age group and was spread amongst all age groups with the exception of the most elderly(over 65). It was also experienced across all the major BME groups by ethnicity but males were twice as likely as females to be a victim of "hate crime".

Almost two thirds of BME crime victims did not report the crime to the police. This was particularly the case with the younger age groups(under 35) and much less so with the elderly. BME male crime victims were far more likely not to report the crime to the police than females. There was no particularly strong variation in non-reporting of crime by BME ethnic groups. Respondents narrated a variety of reasons for non-reporting of crime and these were broadly similar to the 2010/11 British Crime Survey with perceptions that little would be achieved by reporting and a certain reticence that this could lead to problems for the reportee.

The high level of non-reporting by victims of crime may be linked to the almost 50%(47.5%) of crime victims rating the police as either 'poor' or 'very poor' in how they dealt with the reported crime. However, almost 30% of victims were satisfied with how the police dealt with the reported crime. This figure relates closely to the overall level of service satisfaction with 26.5% being satisfied with the level of service from the police. However, 30% rated the level of service as either 'poor' or 'very poor'.

Stop and Search has been a long standing issue for the BME community in Nottinghamshire. Being stopped and searched was experienced by almost 30% of the residents, overwhelmingly male but across social classes and across the variety of ethnic groups. One in seven of those stopped and searched had been arrested. Of those (40.7%) who stated that they were not given reasons for being stopped and searched, 95% did not complain to the police. Concerns over possible repercussions and the perception that there was little point in complaining were reasons raised in the narratives. The research team also experienced numerous narratives relating to the perception of stop and search being used in a discriminatory manner with concerns expressed over the manner in which it was implemented.

Only a minority of respondents stated their willingness to consider joining the police (18.55%). Of the 48.5% who would not consider joining the police the reasoning given in their narratives frequently referred to their negative views of the police force. In addition, almost two thirds of respondents did not know how to apply for a job in the police and almost 60% (58.5%) of respondents who did not think there were enough Minority Ethnic Police Officers in Nottinghamshire.

The overwhelming majority of respondents (76.5%) thought that the police should have a knowledge and understanding of their community. However, only a minority of respondents knew of how to engage with the police, particularly lacking was knowledge of the IAG.

Given the research team's findings of the BME experience of crime and its level of being reported to the police along with levels of satisfaction with the police, issues relating to stop and search, BME representation and engagement, the research team conclude that the recommendations which follow could be effective in addressing areas and improving the quality of the police service to the BME communities in Nottinghamshire.

Recommendations

This report highlights a range of issues that are critical to the on-going developing relationships with the range of communities in Nottinghamshire. Although punctuated with examples of excellent police work the consistent message is that the situation needs to improve with regard to how the public and police engage with and relate to each other.

5.1 Leadership

- a) There is a need for a consistent strategic lead on professional and ethical standards in order to improve the Force's credibility with the BME communities
- b) Establish effective and appropriate management and supervision structures to regularly monitor the performance of police officers with respect to compliance with the law and the recognition of residents' rights when executing their duties.
- c) The recruitment and utilisation of powers and behaviours of PCSOs should be closely monitored and managed in line with police service professional standards.
- d) Ensure that appropriate and effective equality and diversity training is delivered to all employees across the Force and is translated into practice in the community in such a way that it has a positive impact. (This training is to have an ongoing provision for updating as necessary).
- e) In partnership with stakeholders - Conduct a comprehensive review of Nottinghamshire Police training plans that underpin all aspects of community engagement and satisfaction in order to identify clear gaps which appear in the service delivery.
- f) The Commissioner to consider asking the BME Project Advisory Group to continue as a Steering Group to oversee the effective and appropriate implementation of the recommendations with appropriate resources attached.
- g) The Commissioner or his office to review the content of this report and consider addressing other issues identified not subject to recommendations but in his view considered helpful to the BME Project objectives.
- h) The Commissioner to consider working collaboratively with both local Universities either to undertake further streamed research work arising from this project or similar.

5.2 Perception of the police (Crime and satisfaction)

- a) Develop a process which encourages BME residents to have increased trust and confidence in the police and to report crimes.
- b) The Commissioner should provide resources for the establishment of an independent community monitoring unit to health check the outcomes of police activity.
- c) Formulate strategies and action plans, drawing on models of best practice, to specifically address "hate crime", including information sharing protocols to link reporting from other locations such as health service, education and housing.

- d) The absence of complaints does not mean satisfaction, as this research shows, the Force should review the system by which complaint and feedback are received in order to increase its accessibility and use. This includes the satisfaction process which should include a range of source data. E.g. electronic/hard copy survey, telephone, focus groups, one to one.
- e) The Commissioner should as part of the victim and witness review ensure that the unique needs of BME victims are considered.

5.3 Representation

- a) There is a need for a dual strategy of improving the image/appeal of the police in order to make it an attractive organisation to work for. This should be coupled with improved police/community contact and targeted recruitment campaigns co-ordinated through community groups/organisation.
- b) Design an internal support structure in readiness to support all officers entering the service via the multi-point entry to the police.
- c) Invest in streamlining the channel from PCSO to police constable so that suitable candidates can be fast tracked.
- d) In order to access the rich BME policing talent latent within the city and county the police should experiment with civic institution (multi agency) based recruitment strategies. E.g. Council, fire service, prison service, education faith groups.
- e) The force should involve and equip existing BME support networks to assist candidates through stages of the application process. E.g. Respect (prisons) BEAM (fire) BPA (police). Should this prove effective in pilots the police should consider effectively resourcing civic institutions to create a BME talent pool for the police.
- f) To conduct independent research into ethnic minority employees progression up the ranks and experiences of current and recently retired police officers and police staff.
- g) The findings of the Nottinghamshire Police Force's internal research report on 'BME Voices' should be made available to the Steering Group.

5.4 Stop and Search

- a) To reintroduce the recording of stops in order to determine the extent of contact between the police and BME communities.
- b) All officers and staff are to comply with PACE Act. Staff to be trained in legislation, procedure and policy. A copy of the search record shall be given in line with PACE.
- c) The practice of conducting "voluntary" searches must cease immediately. (This may be complemented by training and information sessions for community members so that they are aware of their rights during police interactions. This training can be in line with the Embrace programme or further developed in partnership with stakeholders, the police and local councils).
- d) Search records should be monitored and analysed by Police Services and PCCS. The information and analysis should be published. Where necessary, corrective action to be taken.
- e) The Force should consider the effectiveness of the Stop and Search strategy, as a crime detection/reduction measure, and as value for money.
- f) Given the disquiet and antipathy, expressed by participants, regardless of age, gender, area and socio-economic background towards the application of this tactic, there needs to be an overhaul of Stop and Search. The cost and benefit of Stop and Search needs to strike a balance between deterrence and the poor relations it is perceived to create.

- g) Procedures and guidelines for body search to be implemented to ensure sensitivity with respect the cultural matters (e.g. Headdress) and Transgendered citizens, and same- sex and searches be extended to account for issue of sexuality.
- h) Consideration should be given to the introduction of a “mystery shopper” approach to identifying good and poor practice.

5.5 Community Engagement

- a) The IAG should be reviewed in terms of its role, responsibilities, effectiveness, especially the interface between the police and local BME communities.
- b) Consideration should be given to the adequate representation of young people, including those from BME communities, in terms of all policing issues affecting youth and policing.

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**Appendix 1: Nottinghamshire Police and Crime Commissioner- Consultancy
Tendering Brief ,Exploring and Improving BME Policing Experiences,
6th December 2012.**

NOTTINGHAMSHIRE

POLICE AND CRIME COMMISSIONER

Consultancy Tendering Brief

Exploring and Improving BME Policing Experiences

7th December 2012

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Tendering Brief

This document is intended to give potential Consultancy Advisors enough information to enable them to tender for the work identified.

Following the selection process, based on the Consultants' tenders, the Police and Crime Commissioner, Deputy Police and Crime Commissioner, Chief Executive and the chosen Consultant will jointly produce the final brief and contract.

Purpose of project

The Office of the Police and Crime Commissioner is seeking an individual or organisation that would assist the Commissioner with making recommendations which will lead to improved BME trust and confidence in policing, better BME representation within Nottinghamshire Police Service workforce and embed effective BME community engagement into mainstream activity. As part of the project you will need to establish and support a stakeholder advisory group of appropriate individuals who have an interest or knowledge of BME experiences of policing. This group should have an active role in shaping any recommendations.

Subsequently, a Scrutiny Committee will be established to take the findings forward.

Objectives of the project

To produce and implement a detailed Project Plan inline with the final Project brief which explores BME Policing experiences, a review of appropriate data and national best practice and to report findings and make recommendations for improvement and a focus for a subsequent Scrutiny Committee.

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

Background Information

Policing in Nottinghamshire started in 1840, although separate town-based Forces in Nottingham, Newark-on-Trent and Retford had existed since 1836.

The size of the County Constabulary upon its creation in 1840 was just 42 – one Chief Constable, eight Superintendents and 33 Constables. In 1841, after five years as an independent Force, Retford Borough Police became part of the County Force. In 1854, with an increasing amount of detective work to be done, Nottingham Borough Police set up the County's first CID section.

In January 2012 the Force establishment consisted of 4,016 employees i.e. 2,255 Police Officers, 1,761 Police staff and 353 Special Constables.

Nottinghamshire Police plays an important role in fighting crime, protecting people and promoting law and order in Nottinghamshire. It does so 24 hours a day, every day.

Officers police an area of more than 800 square miles and serve a diverse population of more than one million people living in Nottinghamshire's towns and villages and the cosmopolitan City and conurbation of Nottingham, the regional capital of the East Midlands.

Our business is to help make Nottinghamshire a safer, better place to live, work and visit, and we do this in partnership with other organisations and local communities across the county.

Statutory Responsibility

The Police Reform and Social Responsibility Act 2011 (PRSRA) established new arrangements for policing governance in England and Wales, effective from 22 November 2012.

By law, in carrying out all these functions, Police and Crime Commissioners need to have due regard to:

elimination of discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010;

advancement of equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and to

fostering good relations between such groups.

As public bodies, the offices of Police and Crime Commissioner and Chief Constable are subject to the public sector equality duty. The broad purpose of this duty is to integrate consideration of equality and good relations into day-to-day business and for consideration to be given to how public bodies can positively contribute to the advancement of equality and good community relations¹.

Section 95 of the Criminal Justice Act 1991 requires the Government to publish statistical data to assess whether any discrimination exists in how the Criminal Justice System (CJS) treats people based on their race. The Act states:

‘The Secretary of State shall in each year publish such information as he considers expedient for the purpose ... of facilitating the performance of those engaged in the administration of justice to avoid discriminating against any persons on the ground of race ...’

Section 95 data brings together statistical information on the representation of Black, Asian and Minority Ethnic (BME) groups such as:

Victims, suspects, defendants and offenders within the Criminal Justice System.

Details of employees within the criminal justice agencies.

Documents fulfilling this requirement have been published since 1992.

LOCAL PERSPECTIVE

Nottinghamshire Police recognises the importance of providing a professional policing service that respects the diversity of everyone we serve and employ.

As an employer, we know that by reflecting Nottinghamshire's many different communities within the make-up of our workforce we are more likely to ensure our services are fair and accessible to all. The UK model of policing relies upon policing by consent.

Only by embracing diversity can we deliver truly effective policing, promote community confidence and reassurance and continue to reduce crime and anti-social behaviour in Nottinghamshire.

We recognise that embracing diversity has a number of benefits to Nottinghamshire Police and the people we serve. These include:

Higher levels of recruitment and retention of officers and staff from under-represented groups

Minority communities having a stake in policing and community safety in their area

Greater information and intelligence from the public

Increased community confidence

Improved performance in equality and diversity practice and processes

Compliance with relevant equality legislation

Community Engagement

1. ⁱ More detailed information on all these areas can be found in the document *Police and Crime Commissioners: Equality, Diversity and Human Rights (2012)*.

Nottinghamshire Police works with a range of Independent Advisory Groups (IAGs) that represent the interests of minority groups and communities across Nottinghamshire. Each policing division has developed an IAG representing a range of backgrounds and interests.

The current IAG structure is:

City IAG

County IAG

The above are across multiple protected characteristics and currently meet as a joint IAG:

Lesbian Gay and Bisexual IAG

Police Disability Advisory Group

The IAGs act as 'critical friends' of the Force, offering ideas and advice on aspects of policing policy, strategy, practice and service delivery that affect or are important to minority groups and communities in particular.

The IAGs represent a wide range of backgrounds, beliefs experiences and interests. Each IAG is made up of people who have volunteered to help Nottinghamshire Police understand and meet the diverse needs of the communities it serves.

Nottinghamshire Police values the contribution of the IAGs in:

Helping the force to deliver an inclusive, responsive, customer-focused policing service

Supporting open and effective communication with minority groups and communities

Helping the force to meet its statutory equality duties to provide a fair service to all and challenge discrimination

Building increased community trust and confidence in the police

The Force has a dedicated Equality & Diversity Advisor who provides specialist advice to colleagues. Furthermore, in January 2012, the Force produced an Equality and Diversity Information Reportⁱⁱ. In April 2012 the Force published its equality objectives for 2012 -2016ⁱⁱⁱ. There are four equality objectives each owned by a Chief Officer:

Culture

Representation

Engagement, and

Disproportionality

Within in each of these headings the Force focuses on specific areas of operational policing and processes where it is felt that locally or nationally there have been difficulties in delivering positive equality outcomes in the past.

Staff Representation

APPENDIX A includes extracts from this report as they relate to BME victims, stop searches and BME representation within the service.

Ethnicity of a Nottinghamshire Police employee is recorded using the Home Office's Self Defined Ethnicity (SDE). The codes are also called "16 + 1" codes, as there are 16 of them, plus one code (NS) for "Not Stated". There is also a requirement to report on employees ethnicity using the "5 + 1" Code (White, Black, Asian, Other & Not Stated) and also the "2 + 1" code (White, Ethnic Minority and Not Stated). This information is either obtained through the Self Service Portal or on an individual's recruitment.

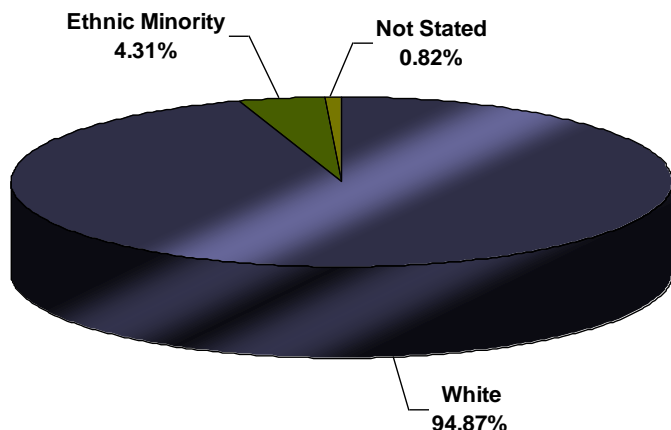
2. ⁱⁱ <http://www.nottinghamshire.police.uk/uploads/library/865/EI%20report%20v1-1.pdf>

3.

4. ⁱⁱⁱ <http://www.nottinghamshire.police.uk/uploads/library/892/Equality%20Objectives%202012%20final.pdf>

5.

Overall ethnic minority representation within the Force is 4.31%.



In the most recent Home Office statistical bulletin “Police Service Strength, England and Wales, 31st March 2012” data was produced on the ethnic breakdown of each Police Force within England and Wales. When compared against our most similar Forces we achieved a ranking of joint 2nd with Northamptonshire Police. The overall figures can be seen in the table below:

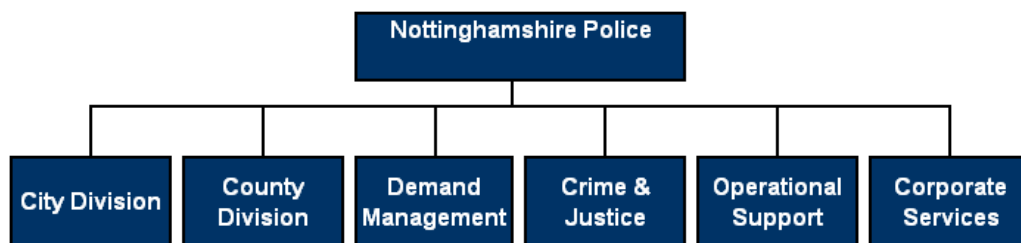
Ethnic Breakdown	% of Minority Ethnic Employees
Leicestershire Police	6.7%
Nottinghamshire Police	3.7%
Northamptonshire Police	3.7%
Lancashire Police	3.3%
South Yorkshire Police	3.1%
South Wales Police	2.2%
Staffordshire Police	2.2%
Northumbria Police	1.5%

There is a BME gap of 2.9% for Police Officers and 2.4% for Police Staff. This gap is wider if you just focus on the population of Nottingham.

Local policing in Nottinghamshire is divided into two geographical areas – known as City Division and County Division – between them these cover all of the local authority areas. Each of the two divisions is then, in turn, divided into a number of Policing Areas (NPAs).

In addition to City Division and County Division Nottinghamshire Police also has 4 additional departments which support our policing at all levels. These are Demand Management, Crime & Justice, Operational Support and Corporate Services.

The overall Divisional structure is shown below:



The table below shows the current ethnic breakdown for Police Officers, Police Staff, Special Constables and Volunteers.

	Police Officers		Police Staff		PCSO		Specials		Volunteers		Total	
	Actual	%	Actual	%	Actual	%	Actual	%	Actual	%	Actual	%
White - British	2046	45.8%	1383	30.9%	250	5.6%	333	7.4%	138	3.1%	4150	92.8%
White - Irish	10	0.2%	2	0.0%	1	0.0%	3	0.1%	1	0.0%	17	0.4%
White - Any Other White Background	41	0.9%	18	0.4%	4	0.1%	8	0.2%	5	0.1%	76	1.7%
Black Or Black British - African	2	0.0%	4	0.1%					1	0.0%	7	0.2%
Black Or Black British - Caribbean	14	0.3%	11	0.2%	2	0.0%	3	0.1%	2	0.0%	32	0.7%
Black Or Black British - Any Other Black Background	5	0.1%	2	0.0%	1	0.0%	1	0.0%			9	0.2%
Asian Or Asian British - Indian	19	0.4%	15	0.3%	1	0.0%	10	0.2%	1	0.0%	46	1.0%
Asian Or Asian British - Pakistani	15	0.3%	19	0.4%	1	0.0%	4	0.1%	3	0.1%	42	0.9%
Asian Or Asian British - Any Other Asian Background	3	0.1%	1	0.0%					2	0.0%	6	0.1%
Mixed - White And Asian	8	0.2%	3	0.1%			2	0.0%			13	0.3%
Mixed - White And Black African	2	0.0%									2	0.0%
Mixed - White And Black Caribbean	9	0.2%	5	0.1%	2	0.0%	4	0.1%			20	0.4%
Mixed - Any Other Mixed Background	5	0.1%	2	0.0%			1	0.0%	1	0.0%	9	0.2%
Chinese Or Other Ethnic Group - Chinese	2	0.0%					1	0.0%		0.0%	3	0.1%
Chinese Or Other Ethnic Group - Any Other Ethnic Group			1	0.0%			1	0.0%			2	0.0%
Not Stated	9	0.2%	20	0.4%	1	0.0%	4	0.1%	2	0.0%	36	0.8%
	2190		1486		263		375		156		4470	100%

The Force has recently developed an Action Plan^{iv} with the following Strategic Aims for Recruitment:

To work towards recruiting a more diverse workforce that reflects more closely the communities we serve.

To encourage more of the under represented groups to request application packs.

To provide guidance and support for all formal and informal enquiries from the under represented groups interested in joining our organisation.

To increase the submission of successful applications from the under represented groups through guidance and support when filling in application forms.

To organise familiarisation days for minority applicants who require assistance with understanding the police service

BME Victims – (Crime and Satisfaction)

The table below identifies the proportion of BME victims by different crime types ranked by proportion. It can be seen that although BME represent 6.7% of the population, that in all categories, BME feature higher as victims of crime.

All Crime Victims - Jan 2012	White	BME	Total	BME%
Fraud & Forgery	320	103	423	24.35%
Robbery	952	196	1148	17.07%
Violence Against the Person	11354	1632	12986	12.57%
Burglary Dwelling	3823	536	4359	12.30%
Criminal Damage	9942	1199	11141	10.76%
Theft & Handling	11868	1333	13201	10.10%
Vehicle Crime	5886	654	6540	10.00%
Sexual Offences	780	71	851	8.34%
Other Offences	3448	287	3735	7.68%

Satisfaction for BME victims is 83% and White victims 87% identifying a gap of 4%. This is possibly not surprising given the disproportionate levels of crime committed against the BME community.

Stop and Search

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. The table below produced by the Force^v shows that the BME community in Nottinghamshire is disproportionately subject to more stop search procedures.

6. ^{iv} http://www.nottspa.org/documents/meetings/Police-Authority/14th-November-2012_Item-13-Postive-Action-PCSO-&-Police-Officer-Appendix-3.pdf

7.

8. ^v This is an updated table produced by the Force in December 2012

	Police Officers		Police Staff		PCSO		Specials	
	Actual	%	Actual	%	Actual	%	Actual	%
White - British	2046	45.8%	1383	30.9%	250	5.6%	333	7.4%
White - Irish	10	0.2%	2	0.0%	1	0.0%	3	0.1%
White - Any Other White Background	41	0.9%	18	0.4%	4	0.1%	8	0.2%
Black Or Black British - African	2	0.0%	4	0.1%				
Black Or Black British - Caribbean	14	0.3%	11	0.2%	2	0.0%	3	0.1%
Black Or Black British - Any Other Black Background	5	0.1%	2	0.0%	1	0.0%	1	0.0%
Asian Or Asian British - Indian	19	0.4%	15	0.3%	1	0.0%	10	0.2%
Asian Or Asian British - Pakistani	15	0.3%	19	0.4%	1	0.0%	4	0.1%
Asian Or Asian British - Any Other Asian Background	3	0.1%	1	0.0%				
Mixed - White And Asian	8	0.2%	3	0.1%			2	0.0%
Mixed - White And Black African	2	0.0%						

Police powers to stop and search individuals can have a significant impact – positive where it is effective and negative where it is not – on public confidence in policing. The use of stop and search powers are a legitimate tactic for the police to tackle crime and to prevent more serious crimes occurring. In general, stop and search occurs in public places - in neighbourhoods that have been experiencing problems with crime. The police have the legal power to stop members of the public and search them for a variety of reasons and using a number of powers, including Section 60 Criminal Justice and Public Order Act 1994. This gives police the power to search people in a defined area at a specific time when they believe, with good reason, that: there is the possibility of serious violence; or that a person is carrying a dangerous object or offensive weapon; or that an incident involving serious violence has taken place and a dangerous instrument or offensive weapon used in the incident is being carried in the locality. This power has to be authorised by a senior officer and is used mainly to tackle public disorder.

A report 'Force Update on Stop and Search' submitted to the Former Police Authority's Community Engagement Committee on 31st October 2012^{vi} shows that Nottinghamshire Police is one of a number of Forces nationally where stop and search data indicates that disproportionately is a cause for concern. Much work has been done to understand the drivers for disproportionality. This has been reinforced by discussions with young people in Nottinghamshire following the disorder of the summer of 2011 which indicated that the police's use of stop and search and officer interaction with those individuals being stopped is a cause of concern amongst young people.

The Force being determined to address concerns raised, invited the National Police Improvement Agency (NPIA) to conduct a review, known as 'Next Steps' (August 2012), into the use of stop and search within Nottinghamshire. The Next Steps review was commissioned by the Chief Officer Team to understand the Force's position on stop and search and draw upon best practice nationally.

The NPIA report contained significant positive feedback on the Force's approach and use of stop and search, and made the following recommendations:

Publish a clear statement to emphasise that Nottinghamshire Police fully supports and encourages its officers to use stop and search when appropriate grounds exist

Take action to ensure that officers understand that every Stop and Search encounter should be recorded in accordance with PACE guidelines

Take immediate action to ensure that all officers cease to record stop and account

To use NPIA team to establish contact with other forces using Blackberries to record stop and searches to ensure they follow good practice

9. ^{vi} http://www.nottspa.org/documents/meetings/Community-Engagement-and-Partnerships-Committee/31st-October-2012_Item-07-Stop-and-Search-update.pdf

10.

Urgently review training programme for new recruits to ensure that officers are trained to use stop and search both appropriately and effectively

Review the effectiveness of the briefing process in assisting officers to deploy stop and search

To invite a representative from Dorset police to demonstrate the use of "Searchlight" software.

In summary, these statistics are based on current census figures and although BME communities appear to have higher levels of victimisation, are less satisfied, are subject to higher levels of stop and search and have less representation within the Force, it should be emphasised that the demographics can skew the figures.

For example, rates of crime are higher for residents in the City and a far higher proportion of the BME population lives in the City than the County. When these adjustments are made the disproportionality is reduced. For example, for Stop and Search when adjustments are made ratios reduce from 9 to 1 to 3 to 1. There is a similar movement for Satisfaction rates. The proportion of BME will be far higher than 6.7% in the City.

Also, Satisfaction rates for BME victims have also improved faster than for the white population.

Additional information is available but this brief overview should be sufficient to help prospective Consultants better understand the key issues relevant to this project.

Precise nature of the project

It is expected that the Advisor will review all relevant documentation and test any major assumptions and:

Undertake a review of similar national Projects to identify possible best practice or effective working by meeting key people or undertaking visits and meetings as appropriate.

Establish an Advisory Group and take soundings and advice on findings, possible proposals in formulating the report and recommendations which take into account legal requirements.

Consult with key stakeholders within Nottinghamshire on the draft report and proposals to help finalise the project.

Make proposals which will lead to improved:

BME victim satisfaction

Increased BME representation within the Force

Improved BME proportionality with stop searches

Effective BME community and IAG engagement

Resources Available

The Performance and Policing Officer will provide the necessary officer support to the project as agreed by the Police and Crime Commissioner.

Access to the Force computer system and relevant information will be granted subject to current vetting procedures.

Administrative or other staffing resource will be discussed following the Tender approval.

The Consultant will work within the allocated budget.

Results

It is expected that the following products will be produced:

A budget plan setting out a breakdown of estimated costs associated with this project for selection purposes.

A brief Project Plan with clear milestones showing number of days (and hours) to be worked for selection purposes.

A detailed Project Plan with clear milestones and updates to be developed following selection and final brief with PCC.

A written report (electronic PDF version) which details findings, the analysis with proposals and an explanation justifying any recommendations and proposed changes.

Timescale

The Project will start on Wednesday 1st February 2013 and the final report (consulted on) will be presented by 30th April 2013.

Budget

A budget of £10k has been allocated to this project to fund Consultancy salary, mileage and other project support costs.

Stage payments will be made and agreed following selection and in accordance with financial regulations.

The number of days (and hours) envisaged to be worked should be included in the brief Project Plan (see 7.1b above) identifying the hourly rate for comparative selection purposes.

The Selection Process

Written signed tenders should be submitted to the Chief Executive Kevin Dennis at the Nottinghamshire Office of the Police and Crime Commissioner by Friday 4th January 2013.

County Hall

West Bridgford

Nottingham

NG2 7QP

0115 9670999 Ext. 801 2000

Due to the short time frame of this project you **MUST** also submit an electronic copy of your tender to the following email address by 9am Friday 4th January 2013:

kevin.dennis@nottinghamshire.pnn.police.uk

Tenders received after this time and date will not be considered. The email receipt time and date will be used for this purpose.

Short listing will take place on or shortly after **Friday 4th January 2013** and shortlisted Consultants will be invited to an interview and provide the Chief Executive, Deputy Crime Commissioner, Independent Assessor and Police and Crime Commissioner with a presentation on your proposals at a time to be fixed between 10am and 4pm on **Thursday 17th January 2013**.

If you are successful you will be informed following the conclusion of the interviews or as soon as possible afterwards by telephone.

If you wish to discuss this project prior to your tender submission, please contact Philip Gilbert (Performance and Policing Policy Officer) on 0115 9670999 Ext 801 2007

philip.gilbert11028@nottinghamshire.pnn.police.uk

The Selection Criteria

The Police and Crime Commissioner is looking for a Consultant who has relevant experience in managing projects, analysing data both qualitative and quantitative, interviewing people, running/chairing meetings, report writing and most importantly able to demonstrate credible experience and understanding within the BME communities of Nottinghamshire.

You should submit/attach:

A short letter with your application summarising your suitability

An up-to-date copy of your CV

A budget Plan (see 7.1a)

A brief Project Plan (see 7.1b)

Confirm your availability for interview between 10am and 4pm on 17th January 2013 and availability to undertake this three month project between 1st February and April 2013.

State your hourly rate and estimated hours to be devoted to the project
Selection will be based on the closest fit to the selection criteria. However, if you are unable to meet the criteria in its entirety in respect of time frame or budget your submission will still be considered. You should however, explain your reasons.
BME and other Consortiums are also invited to tender where the project may be undertaken utilising different Consultants with different skill sets thus providing a wide range of relevant experience.

APPENDIX A – BME Extracts from Force Equality & Diversity Information Report – January 2012

Demographic Data

The information below, in relation to the people of Nottinghamshire, is included to help put into context other data contained in this report.

	Number	% of population
Female	549,200	50.5%
BME	70,800	6.7%
Age	1,086,700	Under 19 - 22.9%; 20-29 - 16%; 30-39 - 12.5%; 40-49 -14.6%; 50-59 – 11.8%; 60+ 22.1%
Disability	n/a	18.6% of working age population have a disability
Sexual Orientation (LGB)	n/a	6.0%
Gender Re-assignment	n/a	0.043% (16+ population)

All crime victims by ethnicity

	White				BME			
	Current Period	Previous Period	Change	% Change	Current Period	Previous Period	Change	% Change
Burglary Dwelling	3823	5272	-1449	-27.5%	536	696	-160	-23.0%
Robbery	952	1135	-183	-16.1%	196	207	-11	-5.3%
Vehicle Crime	5886	6665	-779	-11.7%	654	716	-62	-8.7%
Criminal Damage	9942	11179	-1237	-11.1%	1199	1316	-117	-8.9%
Theft & Handling	11868	11756	112	1.0%	1333	1312	21	1.6%
Violence Against the Person	11354	11442	-88	-0.8%	1632	1531	101	6.6%
Sexual Offences	780	823	-43	-5.2%	71	59	12	20.3%
Fraud & Forgery	320	407	-87	-21.4%	103	90	13	14.4%
Other Offences	3448	3596	-148	-4.1%	287	277	10	3.6%

All crime victims by area and ethnicity

	White				BME			
	Current Period	Previous Period	Change	% Change	Current Period	Previous Period	Change	% Change
Ashfield/Mansfield	10757	12023	-1266	-10.5%	363	422	-59	-14.0%
Bassetlaw/Newark & Sherwood	9016	9783	-767	-7.8%	241	276	-35	-12.7%
City Division	18488	19484	-996	-5.1%	4642	4674	-32	-0.7%
South Nottinghamshire	10117	10989	-872	-7.9%	766	834	-68	-8.2%

Victim Satisfaction

By ethnicity

	Sample size	Number satisfied	% satisfied
BME	782	649	83.0%
White	6411	5575	87.0%
Do not wish to say	57	40	70.2%
Total	7250	6264	86.4%

Victims of racist incidents

	Sample size	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied
Victims of racist incidents surveyed	433	367	24	42
Percentage	100%	84.8%	5.5%	9.7%

Overall workforce breakdown

Gender	Headcount							
	All	% of total	Police Officers	% of all Officers	Police Staff	% of all Police Staff	Specials	% of all Specials
Female	1835	42%	618	27.4%	1095	62.2%	122	34.6%
Male	2534	58%	1637	72.6%	666	37.8%	231	65.4%
Total	4369		2255		1761		353	

Ethnic Origin	Headcount							
	All	% of total	Police Officers	% of all Officers	Police Staff	% of all Police Staff	Specials	% of all Specials
White	4161	95.2%	2160	95.8%	1679	95.3%	322	91.2%
Black or Black British	53	1.2%	23	1%	24	1.4%	6	1.7%
Asian or Asian British	89	2%	37	1.6%	38	2.2%	14	4%
Other VME	47	1.1%	26	1.2%	13	0.7%	8	2.3%
Not Stated	19	0.4%	9	0.4%	7	0.4%	3	0.8%
Total	4369		2255		1761		353	

Police officer rank breakdown by Ethnicity - Includes acting and temporary grades

Rank / Grade	Ethnicity					
	White	Black or Black British	Asian or Asian British	Multiple Heritage	Chinese Other Ethnic Group	Not Stated
Superintendent and above	28	0	1	0	0	0
Chief Inspector / Detective Chief Inspector	35	0	0	0	0	0
Inspector / Detective Inspector	124	1	1	1	0	0
Sergeant / Detective Sergeant	365	5	8	3	0	2
Constable / Detective Constable	1608	17	27	20	2	7
Totals	2160	23	37	24	2	9

Specials officer rank breakdown by ethnicity

Rank / Grade	Ethnicity					
	White	Black or Black British	Asian or Asian British	Multiple Heritage	Chinese Other Ethnic Group	Not Stated
Special Superintendent and above	5	0	0	0	0	0
Special Inspector	8	0	0	0	0	0
Special Sergeant	25	0	1	0	0	0
Special Constable	284	6	13	7	1	3
Total	322	6	14	7	1	3

RECRUITMENT – (1st Jan 2011 to 31st Dec 2011)

By ethnicity

Ethnicity	Number of Applicants						
	White	Black	Asian	Multiple Heritage	Chinese	Not Stated	Sum
Application Form Received	785	10	43	11	2	91	942
Application Pack Sent	102	4	9	0	1	290	406
Accepted	120	2	6	3	0	17	148

Ethnicity	Number of Applicants						
	White	Black	Asian	Multiple Heritage	Chinese	Not Stated	Sum
Invited for Interview	76	2	3	0	0	8	89
Passed Interview	22	0	1	0	0	1	24
First Interview	7	0	0	0	0	1	8
Initial Offer	20	0	1	0	0	0	21
Declined Offer	1	0	0	0	0	0	1
Contract Sent	1	0	1	0	0	0	2

Leavers by ethnicity

Leaving Reason	Ethnicity	Headcount		
		Police	Support	Special
A19 Retirement	White	68	0	0
	BME	1	0	0
	Not Stated	1	0	0
Retirement	White	22	13	2
	BME	2	0	0

Leaving Reason	Ethnicity	Headcount		
		Police	Support	Special
Medical Retirement	White	7	2	0
	BME	1	0	0
Early Retirement	White	0	1	0
Normal Age Retirement (Pol)	White	1	0	0
Normal Age Retirement (SS)	White	0	1	0
Retirement 30 Years Service	White	41	0	0
	BME	1	0	0
Retirement 30 Years Service 30+ Scheme	White	2	0	0
Died in Service	White	1	0	0
Dismissed	White	3	5	1
	BME	1	2	0
Dismissed UPP	White	1	0	0
End of Contract	White	0	4	0
	BME	0	2	0
Resignation	White	7	61	34
	BME	1	8	0
	Not Stated	0	0	1
Resigned to Join Police	White	0	0	1
Transferred to Other Force	White	0	5	0
Redundancy	White	0	22	0
	BME	0	1	0
Voluntary Redundancy	White	0	124	0
	BME	0	6	0
	Not Stated	0	1	0
Voluntary Severance	White	0	69	0
	BME	0	2	0
	Not Stated	0	1	0
Grand Total		161	330	39

Complainant by ethnicity

	Complainants	
	Count	%
BME	66	13.8%
White	322	67.4%
Not Stated	90	18.8%
Total	478	100.0%

Appendix 2: Stop and Search public consultation

http://www.nottinghamshire.police.uk/support/stop_and_search/why_do_police_use_stop_and_search/

Appendix 3: Project Questionnaire Survey

EXPLORING AND IMPROVING BME POLICING EXPERIENCES **YOUR VIEWS ON POLICING IN NOTTINGHAMSHIRE**

We want to know what you think about policing in Nottinghamshire

This survey should take between 10-15 minutes to complete. Your details will be kept anonymous. However, there is an opportunity for you to provide your contact details should you wish to participate further in the research.

ABOUT YOU

1. Are you?

Male	
Female	

2. Age?

Under 16	
16-24	
25-34	
35-54	
55-64	
Over 65	

What is your Ethnic group?

Asian/Asian British	
Indian	
Pakistani	
Bangladeshi	
Chinese	
Any other Asian background	
Black/African Caribbean/Black British	
African	
Caribbean	
Any other	
Black/African/Caribbean background	
Mixed/multiple ethnic groups	
White and Black Caribbean	
White and Black African	
White and Asian	
Any other mixed/multiple ethnic background	
Other ethnic group	
Arab	
Any other ethnic group	

Which area of Nottinghamshire do you live in?

Arnold		Broxtowe		Gedling		Radford	
Ashfield		Bulwell		Hyson Green		Rushcliffe	
Aspley		Carlton		Lenton		Sherwood	
Basford		Canning Circus		Mansfield		Sneinton	
Bassetlaw		City Centre		Mapperley		St. Ann's	

Beeston		Clifton		Meadows		West Bridgford	
Bestwood		Forest Fields		Newark		Wollaton	
Any other area (please write here)							

5. How long have you lived at your current address?

0 and under 1 years	
1 and under 3 years	
3 and under 5 years	
5+ years	

6. What is the highest educational qualification you have?

Higher Degree	
BA/BSc	
A Level	
O Level/GSCE	
BTEC	
Any other educational qualification (please write here):	

7. What is your current employment status?

Professional	
Clerical/Administration	
Manual Labour	
In Education	
Unemployed	

EXPERIENCES OF CRIME

8. Please tick if you have been a victim of the following crimes

Violence		Burglary	
Hate crime (e.g. Racial abuse)		Domestic abuse	
Theft		Harassment	
Vandalism		None	
Other crime (please write)			

If you have never been a victim of crime, please proceed to question 19

9. Did you report any of the crime(s) to the Nottinghamshire Police?

Yes	
No	

10. If you **did not** report the crime(s), why not? (please write)

--

11. How recently have you been a victim of crime?

Within the last year	
1-3 years ago	
Over 3 years ago	

12. If you **did** report the crime(s), please rate overall how the incident(s) was/were dealt with?

Very Poor	
Poor	
Satisfactory	
Good	
Very Good	
Excellent	

13. If any of the incident(s) was/were not dealt with to your satisfaction, did you complain to Nottinghamshire Police?

Yes	
No	

14. Did you complain to any other organisation?

Yes	
No	

15. If "yes", please say which

--

16. If you complained to the police. How did you think your complaint(s) were dealt with overall?

Very Poor	
Poor	
Satisfactory	
Good	
Very Good	
Excellent	

17. If you have rated "Very Poor" or "Poor" for how your complaint(s) were dealt with by the police. How do you believe Nottinghamshire Police could improve their response in dealing with your complaint(s)?

--

18. If you complained to another organisation. How did you think your complaint(s) were dealt with overall?

Very Poor	
Poor	
Satisfactory	
Good	
Very Good	
Excellent	

VIEWS AND PERCEPTIONS OF THE NOTTINGHAMSHIRE POLICE

19. How would you rate the level of service from your police in the area where you live?

Very Poor	
Poor	
Satisfactory	
Good	
Very Good	
Excellent	
Unsure	

20. How do you think the quality of service from the police in your area could be improved?

--

STOP AND SEARCH

21. Have you ever been stopped by the police?

Yes	
No	
Not sure	

22. Have you ever been stopped **and** searched by the police?

Yes	
No	
Not sure	

23. If you have been stopped, what action was taken?

Arrested	
Caution	
Advised	
No further action taken	

24. If you have been stopped **and** searched, what action was taken?

Arrest	
Caution	

Advised	
No further action taken	

25. If you were stopped by the police, were you given a reason?

Yes	
No	
Not sure	

26. If you were searched by the police, were you given a reason?

Yes	
No	
Not sure	

27. If on the occasion(s) you were stopped and/or searched and not given a reason, did you complain to Nottinghamshire Police?

Yes	
No	

28. If you did not complain, why not?

--

29. How many times have you been stopped and/or searched by the police?

Never	
Once	
2-3 times	
4-5 times	
More than 5 times	

REPRESENTATION AND THE NOTTINGHAMSHIRE POLICE FORCE

30. Do you currently work for Nottinghamshire Police?

Yes	
No	

If "yes", go to question 33

31. Would you ever consider working for Nottinghamshire Police?

Yes	
No	
Not sure	

32. If no, why not?

--

33. Have you ever applied to work for Nottinghamshire Police?

Yes	
No	

34. If "yes" were you successful in your application?

Yes	
No	

35. If "no", what reasons were given?

--

36. Do you know how to apply to work in the police in Nottinghamshire?

Yes	
No	

37. Do you think Nottinghamshire Police have enough Minority Ethnic police officers and staff?

Yes	
No	
Not sure	

38. Do you feel it is important that the Nottinghamshire Police force staffing reflects the community it serves?

Yes	
No	
Not sure	

ENGAGEMENT

39. Do you think that it is important that the Nottinghamshire Police have a knowledge and understanding of your local community?

Yes	
No	
Not sure	

40. Have you heard of the Independent Advisory Group?

Yes	
No	

41. If yes, does it work with your local community?

Yes	
No	
Not sure	

42. Do you know how to engage with your local Neighbourhood Police? (tick all that you are aware of)

Safer Neighbourhoods	
Beat Surgeries	
Force Media	
Priority Surveys	

43. Please suggest any changes you would like to see in the policing of the area where you live

FURTHER PARTICIPATION

--

If you would like to take part in our focus groups or one-to-one interviews on the issues presented above, please could you be kind enough to leave your contact details below.

Name:

Address:

Email:

Phone:

Please return your completed questionnaire to Professor Cecile Wright at Room B08, Highfield House, School of Sociology and Social Policy, University Park, University of Nottingham, Nottingham, NG7 2RD by 31st March 2013. If you wish to know more about this survey please contact Professor Cecile Wright on cecile.wright@nottingham.ac.uk and 01158468710/07504510710

Thank you for completing this questionnaire

Appendix 4: FOCUS GROUPS AND INTERVIEWS – PARTICIPANT PROFORMA

Please take a few moments to provide us with the requested information
ABOUT YOU

Are you?

Male	
Female	

Age

Under 16	
16-24	
25-34	
35-54	
55-64	
Over 65	

What is your Ethnic group?

White non-British		Black/Black British – Bangladeshi	
Black/Black British – African		Black/Black British – Caribbean	
Asian/Asian British – Indian		Of Mixed Background	
Asian/Asian British – Pakistani		Other Black/Black British	
Asian/Asian British – Chinese		Other Asian/Asian British	
Any other ethnic group (please write here):			

Which area of Nottinghamshire do you live in?

Arnold		Broxtowe		Gedling		Radford	
Ashfield		Bulwell		Hyson Green		Rushcliffe	
Aspley		Carlton		Lenton		Sherwood	
Basford		Canning Circus		Mansfield		Sneinton	
Bassetlaw		City Centre		Mapperley		St. Ann's	
Beeston		Clifton		Meadows		West Bridgford	
Bestwood		Forest Fields		Newark		Wollaton	
Any other area (please write here)							

5. How long have you lived at your current address?

0-1 years	
1-3 years	
3-5 years	
5+ years	

6. What is your occupational profession?

Professional		Administration		Manual Labour		In Education	
Unemployed							

7. What is the highest educational qualification you have?

Higher Degree	
BA/BSc	
A Level	
O Level/GSCE	
BTEC	
Any other educational qualification (please write here):	

Thank You

FOCUS GROUP INTERVIEW THEMES AND QUESTIONS

Experience of crime

Have you been a victim of crime over the last year?

Could you describe the type of crime you have experienced?

Did you report the incident(s)?

How was the incident/incidents dealt with?

Views and Perceptions about the Police

Are you happy with the service received from your local police?

How could the service be improved?

Stop and Search

Have you ever been stopped and searched by the police?

How many times have you been stopped and searched by the police?

Were you told why you were stopped and searched?

What was the outcome(s) of the encounter?

Where were you stopped and searched?

Representation and the Police

Have you considered a career in the police?

Have you applied? As officer or staff?

What would stop you doing so?

Are there enough BME officers?

Would you like to see more?

Involvement and Engagement

Do you think the police have a sufficient knowledge and understanding of your local community?

Do you think the police have a sufficient knowledge and understanding of BME communities?

Are you aware of the Independent Advisory Group?

Any other issues

Thank you for your time. Your contribution is of great value.

Appendix 5: Profile of participants

Focus Group 1 Profile of Participants

Respondents: (7) Male , Asian British/ Pakistani, Age: (16-24,25-34,35-54); Professional, In education and Retail; Bobblesmills, Sherwood, Sneinton, Hyson Green,

Focus Group 2: Profile of Participants

Respondents: 3 Females,(Age- 18- Over 65) British/ Black Caribbean, British /Black Caribbean/white, Sherwood, Sneinton, Hyson Green, Professional, In education, retired

Focus Group 3: Profile of the participants (18)

Gender :6 Females; 12 Males.

Age(16-25)

Employment Status(10 in Education; 3 employed[graduates];5unemployed)

Ethnicity: British Asian- Pakistani; British / Black African; Other Asian / Asian ; British Asian/ Chinese/British Asian/ Asian British- Filipino ; British/White:

Locality: St. Ann's, Rushcliffe, Sneinton, Hyson Green, Mapperley Park, Bulwell, Lenton, Arboretum, City Centre; Radford

One-to-one Interviews: Profile of participants

British Black /Caribbean , female 23, Hucknall, Administrator

British Black /Caribbean, Female, 17, St Ann's, in Education

British Black/ Caribbean, Male, over 65, Mansfield Retired Professional

British Black/ Caribbean, Male, 25, Sherwood, working in Retail

Appendix 6: Locations/ Organisations used for conducting the Survey Questionnaire Interviews

New Testament Church
God Vineyard Church
Calvary Church
Miracle New Testament Church
Pilgrim Church
Bobbersmill Community Centre
Islamic Centre Nottingham
Jamia Islamia
Green Academy
Masjid Umar
Jamia Huda School
Taxi Federation
Vernon Community College
KQZ Institute
Nottingham Private hire
Asian Youth Development Agency
Muslim Hands
Inspiring Greatness
learn 2 learn
Mary Potter Centre;
T Cutts, Radford
Jamaica Ways
Caribbean Flavour
Victoria Centre
The University of Nottingham
Cultural events
Sycamore Centre
ACNA
Marcus Garvey Centre
ACETS, Meadows
Chase Neighbourhood Centre, St Ann's
Renewal Trust
Hyson Green Boys Club
Rushcliffe School

Appendix 7 : Procedure and guidelines for body search

B Strip search

10. A strip search is a search involving the removal of more than outer clothing. In this Code, outer clothing includes shoes and socks.
 - (a) Action
11. A strip search may take place only if it is considered necessary to remove an article which a detainee would not be allowed to keep, and the officer reasonably considers the detainee might have concealed such an article. Strip searches shall not be routinely carried out if there is no reason to consider that articles are concealed.

The conduct of strip searches

12. When strip searches are conducted:
 - (a) a police officer carrying out a strip search must be the same sex as the detainee;
 - (b) the search shall take place in an area where the detainee cannot be seen by anyone who does not need to be present, nor by a member of the opposite sex except an appropriate adult who has been specifically requested by the detainee;
 - (c) except in cases of urgency, where there is risk of serious harm to the detainee or to others, whenever a strip search involves exposure of intimate body parts, there must be at least two people present other than the detainee, and if the search is of a juvenile or mentally disordered or otherwise mentally vulnerable person, one of the people must be the appropriate adult. Except in urgent cases as above, a search of a juvenile may take place in the absence of the appropriate adult only if the juvenile signifies in the presence of the appropriate adult that they do not want the adult to be present during the search and the adult agrees. A record shall be made of the juvenile's decision and signed by the appropriate adult. The presence of more than two people, other than an appropriate adult, shall be permitted only in the most exceptional circumstances;
 - (d) the search shall be conducted with proper regard to the sensitivity and vulnerability of the detainee in these circumstances and every reasonable effort shall be made to secure the detainee's co-operation and minimise embarrassment. Detainees who are searched shall not normally be required to remove all their clothes at the same time, e.g. a person should be allowed to remove clothing above the waist and redress before removing further clothing;
 - (e) if necessary to assist the search, the detainee may be required to hold their arms in the air or to stand with their legs apart and bend forward so a visual examination may be made of the genital and anal areas provided no physical contact is made with anybody orifice;
 - (f) if articles are found, the detainee shall be asked to hand them over. If articles are found within any body orifice other than the mouth, and the

- detainee refuses to hand them over, their removal would constitute an intimate search, which must be carried out as in Part A;
- (g) a strip search shall be conducted as quickly as possible, and the detainee allowed to dress as soon as the procedure is complete.

Intimate Search

Police and Criminal Evidence Act 1984, s.55

Intimate searches

55. - (1) Subject to the following provisions of this section, if an officer of at least the rank of superintendent has reasonable grounds for believing.

- (a) that a person who has been arrested and is in police detention may have concealed on him anything which:
- (i) he could use to cause physical injury to himself or others; and
 - (ii) he might so use while he is in police detention or in the custody of a court;

or

- (b) that such a person:
- (i) may have a Class A drug concealed on him; and
 - (ii) was in possession of it with the appropriate criminal intent before his arrest, he may authorise an intimate search of that person.

(2) An officer may not authorise an intimate search of a person for anything unless he has reasonable grounds for believing that it cannot be found without his being intimately searched.

(3) An officer may give an authorisation under subsection (1) above orally or in writing but, if he gives it orally, he shall confirm it in writing as soon as is practicable.

(4) An intimate search which is only a drug offence search shall be by way of examination by a suitably qualified person.

(5) Except as provided by subsection (4) above, an intimate search shall be by way of examination by a suitably qualified person unless an officer of at least the rank of superintendent considers that this is not practicable.

(6) An intimate search which is not carried out as mentioned in subsection (5) above shall be carried out by a constable.

(7) A constable may not carry out an intimate search of a person of the opposite sex.

- (8) No intimate search may be carried out except:
- (a) at a police station;
 - (b) at a hospital;
 - (c) at a registered medical practitioner's surgery; or

- (d) at some other place used for medical purposes.
- (9) An intimate search which is only a drug offence search may not be carried out at a police station.
- (10) If an intimate search of a person is carried out, the custody record relating to him shall state :
- (a) which parts of his body were searched; and
 - (b) why they were searched.
- (11) The information required to be recorded by subsection (10) above shall be recorded as soon as practicable after the completion of the search.
- (12) The custody officer at a police station may seize and retain anything which is found on an intimate search of a person, or cause any such thing to be seized and retained:
- (a) if he believes that the person from whom it is seized may use it -
 - (i) to cause physical injury to himself or any other person;
 - (ii) to damage property;
 - (iii) to interfere with evidence; or
 - (iv) to assist him to escape; or
 - (b) if he has reasonable grounds for believing that it may be evidence relating to an offence.
- (13) Where anything is seized under this section, the person from whom it is seized shall be told the reason for the seizure unless he is:
- (a) violent or likely to become violent; or
 - (b) incapable of understanding what is said to him.
- (17) In this section "the appropriate criminal intent" means an intent to commit an offence under:
- (a) section 5(3) of the Misuse of Drugs Act 1971 (possession of controlled drug with intent to supply to another); or
 - (b) section 68(2) of the Customs and Excise Management Act 1979 (exportation etc. with intent to evade a prohibition or restriction);

"Class A drug" has the meaning assigned to it by section 2(1)(b) of the Misuse of Drugs Act 1971;

"drug offence search" means an intimate search for a Class A drug which an officer has authorised by virtue of subsection (1)(b) above; and

"suitably qualified person" means:

- (a) a registered medical practitioner; or
- (b) a registered nurse.

Appendix 8: Best practice across forces

1. Experience of Crime;

- a. The Crime Survey (formerly the British Crime Survey)
Data on crimes not reported to the police
<http://www.crimesurvey.co.uk/>
- b. Nottinghamshire PCC research (Professor Cecile Wright)
<http://www.thisisnottingham.co.uk/New-study-police-use-stop-search-powers-Notts/story-18265562-detail/story.html#axzz2SmNrD0Lv>

2. Views and Perception of the Police;

- a. Nottinghamshire PCC research (Professor Cecile Wright)
<http://www.thisisnottingham.co.uk/New-study-police-use-stop-search-powers-Notts/story-18265562-detail/story.html#axzz2SmNrD0Lv>
- b. Home Office research paper 136
Paper on the attitudes of people from minority ethnic communities towards a career in the police service
<http://library.npia.police.uk/docs/hopolicers/prs136bn.pdf>

3. BME representation within the Police Service;

- a. Releasing potential – Police College Bramshill
This is a one-year programme for chief inspectors from under-represented groups. It builds upon the successful pilot programmes run in 2011 and 2012.
<http://www.college.police.uk/cps/rde/xchg/cop/root.xsl/20266.htm>
- b. Realising potential – Police College Bramshill
The Realising Potential Programme is the senior element of our positive action work and is designed for Superintendents and Chief Superintendents who have the desire and potential for promotion
<http://www.college.police.uk/cps/rde/xchg/cop/root.xsl/19735.htm>
- c. Met Police initiative – Promoting difference team
The team with responsibility from diversity development within the Met Police
http://www.met.police.uk/foi/pdfs/priorities_and_how_we_are_doing/corporate/duty_in_employment_report_v2_1_2_.pdf
- d. Fairer Britain progress report
An overview of the equality strategy update
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/85307/progress-report.pdf

- e. Police service strength data 2012
Data of all police services based on ethnicity and gender, includes police officers and police staff
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/115783/hosb0912.pdf
- f. National police support networks
Support networks available within the police service
 - British Association for Women in Policing www.bawp.org
 - British Sikh Police Association www.britishsikhpolice.com
 - Christian Police Association www.cpauk.net
 - National Disabled Police Association www.ndpa.info
 - Gay Police Association www.gay.police.uk
 - National Association of Muslim Police www.namp-uk.com
 - National Black Police Association www.nbpa.co.uk
 - National Trans Police Association www.ntpa.co.uk
- g. Why are there so few top black British police officers?
<http://m.guardian.co.uk/uk/2013/jan/30/why-top-black-police-officers>

4. Stop and Search;

- a. Equality and Human Rights Commission
Review of the use of stop and search powers
http://www.equalityhumanrights.com/uploaded_files/raceinbritain/ehrc_stop_and_search_report.pdf
- b. Nottinghamshire PCC research – Prof Cecile Wright
<http://www.thisisnottingham.co.uk/New-study-police-use-stop-search-powers-Notts/story-18265562-detail/story.html#axzz2SmNrDOLv>
- c. Report Scotland
Police stop and search among white and minority ethnic young people in Scotland
<http://www.scotland.gov.uk/Resource/Doc/156644/0042088.pdf>
- d. Stop and Search powers - Code A PACE
Legislation detailing police powers to conduct searches based on reasonable grounds
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/117594/pace-code-a-2011.pdf

For the use of stop and search to be lawful and rights-respecting, it must be in accordance with both human rights and equality law.

The police have issued the following criteria, known as 'PLAN B' in guidance produced by the Metropolitan Police;

Proportionality:

it must be fair and achieve a balance between the needs of society and the rights of the individual.

Legality:

it must be conducted correctly according to the relevant legislation.

Accountability:

it must be recorded.

Necessity:

any infringement of rights must be justifiable 'in a democratic society'.

Best:

the decision to stop and search must be made against the best information reasonably available at the time.

The evidence in this report suggests that police practice often falls short of meeting these criteria.

'Code of Practice' called PACE Code A.14 This states that:

'There must be an objective basis for that suspicion based on facts, information and/or intelligence which are relevant to the likelihood of finding an article of ascertain kind, or in the case of searches under section 43 of the Terrorism Act 2000, to the likelihood that the person is a terrorist. Reasonable suspicion can never be supported on the basis of personal factors alone without reliable or supporting intelligence or information or some specific behaviour by the person concerned.

For example, a person's age, race, appearance or the fact that the person is known to have a previous conviction, cannot be used alone or in combination with each other as the reason for searching that person.

Reasonable suspicion cannot be based on generalisations or stereotypical images of certain groups or categories of people as more likely to be involved in criminal activity.

Stopping someone solely on racial grounds has always been prohibited. In January 2009, PACE Code A was amended after pressure from the Commission to remove the word 'alone' and make it clear that a person's race or colour can never be a reason for stopping someone, either on its own or in combination (other than where it is part of a witness description of a suspect).

'According to the PACE Codes of Practice, the decision to stop and search must be based on objective information relating to a specific individual suspected of involvement in a specific offence at a specific time. In other words, that decision cannot be based on a generalised belief that a particular group of people are more likely to be involved in crime.'

Next steps - The Next Steps initiative

In 2007, responsibility for developing practice in stop and search passed from the Home Office to the National Policing Improvement Agency (NPIA). The NPIA Next Steps initiative, launched in late 2009, provides some helpful principles and policies which, if effectively implemented, may help to bring down rates of disproportionality in stop and search.

e. **Stop and Search guidance – IPCC**

Independent Police Complaints Commission policy guidance on stop and search

<http://www.ipcc.gov.uk/.../16%20StopSearch%2006%2004%2011.pdf>

5. **Community Engagement**

a. Independent Advisory Groups (IAG)

The role of the IAG, guidance on function and role

[http://www.acpo.police.uk/documents/edhr/2011/20110915%20EDHRBA%20Independent%20Advisory%20Groups%20IAG%20Guidance Revised September%202011 Website.pdf](http://www.acpo.police.uk/documents/edhr/2011/20110915%20EDHRBA%20Independent%20Advisory%20Groups%20IAG%20Guidance%20Revised%20September%202011%20Website.pdf)

6. **Policing Standards**

a. 'Leadership and standards in the police'. Third Report, 2013-14, HC 67-1), Published on 1 July 2013, House of Commons London: The Stationery Office Limited.

<http://www.parliament.uk/business/committee-a-z/commons-select/home-affairs-committee/news/news/130701-leadership-report/>