



Nottinghamshire

POLICE & CRIME COMMISSIONER

From: Philip Gilbert
Tel: 801 2007
Date: 6th December 2012

DMR Ref:	2012/005
	Urgent (it needs to be seen within 3 days)

PART ONE

EXECUTIVE DECISION MAKING REPORT

NOTTINGHAMSHIRE OFFICE OF THE POLICE AND CRIME COMMISSIONER

TITLE OF SCHEME OR SERVICE

Exploring and Improving BME Policing Experiences

CLEARED BY

Kevin Dennis, Chief Executive

DECISION: To commission a major research project aimed at strengthening the Force's relationship with the black and ethnic minority community to start on 1st February 2013.

EXECUTIVE SUMMARY:

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.

Nottinghamshire Police and Crime Commissioner

The above request has my approval.

Signature:

Date:

7/12/12

1. How does the proposal address the Police and Crime Plan priorities?

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

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

2. What local needs are you expecting to meet?

This project is intended to reduce inequalities in BME Communities. It will fulfil a main pledge made by the PCC to the community.

3. What outcomes are expected to be achieved?

The outcomes of this Project 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. It is hoped that implementation of the recommendations will lead to reduce disproportionality in respect of BME victimisation, satisfaction levels and stop search.

**4. What consultations have taken place with those affected by the proposal?
What did they say?**

The PCC made this pledge based on feedback from various stakeholders during his election campaign. In addition, the PCC took soundings and received support from Members of the Independent Advisory Groups (IAG) on 5th December 2012 on the Project proposals and draft report.

5. Have you considered all reasonable courses of action and options?

The Consultant will 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.

The Consultant will review the current performance indicators, other data, stakeholders views and action taken to date by Nottinghamshire Police, which informs:

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

6. What will be the impact be on performance and risk?

The intention is that the inequalities referred to in item 3 will improve. However, this project will address a long standing issue which has not been fully resolved by many other interventions both locally and nationally. There is a risk that the proposals and implementation of recommendations may not achieve the desired outcomes.

7. What are the resource implications and will the proposal achieve greater efficiency and value for money?

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

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

The number of days (and hours) envisaged to be worked will be provided by each applicant and this will enable comparisons to be made for selection purposes.

Best Value will be achieved by ensuring that the best candidate is selected based on the selection criteria explained in the Tender document, short listing and interview process.

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.

8. Provide any supplementary information to support your proposal

A Consultants Tendering Brief has been prepared and can be reviewed by following the link below. This document should provide sufficient information to describe the main issues and help prospective applicants to consider whether they have the relevant skills abilities and experience to take on the project.

<http://www.nottinghamshire.pcc.police.uk/Document-Library/Consultants-Tendering-Brief---Scrutiny-Process-to-Explore-BME-Policing-Experiences---Consulted-version.pdf>

9. Public Access to Information

Information in this form is subject to the Freedom of Information Act 2000 (FOI Act) and other legislation. Part 1 of this form will be made available on the PCC website within 1 working day of approval. Any facts and advice that should not be made automatically available on request should not be included in Part 1, but instead on a separate Part 2 form. Determent is only applicable where release before that date would compromise the

Implementation of the decision being approved.

Is the publication of this approval to be deferred? No

10. Any Further Action Required:

The Consultant Tendering Brief has been uploaded to the PCC web site together with the letter of invitation. The PCC' office will take positive action by advertising this project especially those from or representing BME communities.

ORIGINATING OFFICER'S NAME AND CONTACT DETAILS

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PERFORMANCE AND POLICING POLICY OFFICER

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