

## Nottinghamshire Police and Crime Commissioner

### Notice of Decision



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<b>Date Received*:</b>	<b>14 February 2018</b>
<b>Ref*:</b>	<b>2018.010</b>

\*to be inserted by Office of PCC

**TITLE: £10K NTU RESEARCH STUDY - HATE CRIME EXPERIENCES OF POLICE OFFICERS**

#### **EXECUTIVE SUMMARY:**

£10k funding is sought by the Nottingham Trent University to undertake a research study to examine the experiences of Nottinghamshire Police officers as victims of hate crime. This research aims to gain an understanding of the issues experienced by Police officers as victims of hate crime, both 'externally' (from members of the public, suspects and offenders) and 'internally' within the Force (from work colleagues and supervisors).

#### **INFORMATION IN SUPPORT OF DECISION:**

Using 30 individual interviews and 5 focus group interviews, research data on Police officers' experiences of hate crime will be collected and analysed. The results obtained will be used to provide Nottinghamshire Police and Commissioner with a list of recommendations for addressing, managing and reducing the problem.

This decision form summarises previous discussions and agreements with the Commissioner and Deputy Chief Constable. Tackling hate crime is a priority for the Commissioner and the Chief Constable has an internal organisational objective to be an employer of choice and so the findings of this research may identify areas of action to help support these objectives. The research plan is shown below.

<b>Date</b>	<b>Research Item</b>
February 2018	<ul style="list-style-type: none"> <li>• NTU ethics approval</li> <li>• Review of literature</li> <li>• Methodology designed and written up</li> </ul>
March-May 2018	<ul style="list-style-type: none"> <li>• Data Collection</li> </ul>
June-September 2018	<ul style="list-style-type: none"> <li>• Data Analysis</li> </ul>
October 2018	<ul style="list-style-type: none"> <li>• Report to PCC/CC</li> </ul>

#### **Contact Details:**

Dr Irene Zempi, Lecturer in Criminology, Nottingham Trent University (email: [Irene.zempi@ntu.ac.uk](mailto:Irene.zempi@ntu.ac.uk))



IZ research proposal  
for PCC -January 201

**FINANCIAL INFORMATION** (please include if is it capital or revenue or both. What the split is and the totals being requested. Is this a virement/ something already budgeted for or something that requires additional funding. Are there any savings that can be offered up/or achieved)

**Nottinghamshire Police and Crime Commissioner**  
**Notice of Decision**

This funding is exclusively revenue.

Signature:   
**Chief Finance Officer**

Date: 14<sup>th</sup> February 2018

**Is any of the supporting information classified as non-public or confidential information\*\*?**

No

X

Yes

**DECISION:**

To approve funding £10k

**OFFICER APPROVAL**

I have been consulted about the proposal and confirm that the appropriate advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signature:  
**Chief Executive**



Date: 15/2/18

**DECLARATION:**

I confirm that I do not have any disclosable pecuniary interests in this decision and I take the decision in compliance with the Code of Conduct for the Nottinghamshire Office of the Police and Crime Commissioner. Any interests are indicated below:

The above request has my approval.

Signature:  
**Nottinghamshire Police and Crime Commissioner**



Date: 16/2/18

\*\* See guidance on non public information and confidential information.

## **Nottinghamshire Police: Proposed study of the Hate Crime experiences of police officers**

By Dr Irene Zempi, Lecturer in Criminology, Nottingham Trent University (email: [irene.zempi@ntu.ac.uk](mailto:irene.zempi@ntu.ac.uk))

### **1. Brief Summary**

The proposed study will examine the experiences of Nottinghamshire police officers as victims of hate crime. This research aims to gain an understanding of the issues experienced by police officers as victims of hate crime, both 'externally' (from members of the public, suspects and offenders) and 'internally' within the force (from work colleagues and supervisors). Using 30 individual interviews and 5 focus group interviews, research data on police officers' experiences of hate crime will be collected and analysed. The results obtained will be used to provide Nottinghamshire Police with a list of recommendations for addressing, managing and reducing the problem.

### **2. Background and case for the project**

The research literature shows that the police are a somewhat stigmatised group (Loftus, 2009). Police officers might experience 'hate crime' on duty when dealing with members of the public, suspects and offenders because of the stigma associated with their professional identity. In this regard, the stigma stems from the work done by the group, not from the personal characteristics of its workers. However, this becomes more complicated when police officers' occupational identity intersects with their personal identity. This means that police officers might be further stigmatised because of their individual identities, in addition to their occupational status.

Whilst traditional police recruitment patterns have overwhelmingly enlisted white, heterosexual, male officers, in recent years there has been a gradual rise in those from minority ethnic, female, and gay and lesbian groups. Minority police officers might be perceived as 'other' in a predominantly white, heterosexual, male organisation. This means that being a minority police officer might trigger intolerance, prejudice, hostility or 'hate' externally (e.g. from members of the public who have prejudiced views towards minority groups and/or the police) but also internally from colleagues and supervisors.

With the exception of Mawby and Zempi (2016), there are no published studies on police officers who experience hate crime because of their police identity and/or their personal identity. This is concerning, especially given the increasing diversity of the police force. The project will provide vital evidence of the nature and extent of the problem, and offer recommendations for tackling the problem. By understanding the nature and extent of the problem it will be possible to identify ways in which to support individuals who have experienced hate crime on duty whilst also take measure to address, manage and reduce the problem. The project is significant because it represents the opportunity to understand the ways in which hate crime against police officers can be prevented at a time when diversity in the force is increasing. This study addresses a gap in knowledge, which is central to the future design of policing. The findings will be specific to Nottinghamshire Police but there will be scope to apply them beyond the scope of this police force to other forces nationally.

## Schedule 1: Specification

### The research aims/objectives of the study are:

1. To identify the nature and extent of hate crime victimisation directed towards police officers, both on duty and off duty
2. To understand how police identity and individual identity intersect to 'trigger' hate crime victimisation, both externally and internally
3. To examine officers' coping mechanisms for dealing with this abuse
4. To offer recommendations for tackling the problem

### 3. Methodology

To address the research aims, the study will collect qualitative data through 30 individual interviews and 5 focus groups with police officers based in Nottinghamshire Police. The questions for the qualitative interviews will be designed after consultation with a number of Nottinghamshire Police support networks including: the Black Police Association; Nottinghamshire Encouraging Women to Succeed (NEWS); The Network (lesbian, gay, bisexual and trans); Enable, promoting wellbeing in the workplace; the Christian Police Association and the Gypsy Roma Traveller Police Association.

#### Procedure

A message will be placed on the Nottinghamshire Police intranet inviting police officers who have experienced hate crime either internally or externally to take part in an individual or focus group interview. The force's communications channels (such as email and noticeboards) will also be used to invite police officers to take part in the study. Additional assistance in securing access to participants will come from the aforementioned support networks in Nottinghamshire Police (eg Black Police Association; Nottinghamshire Encouraging Women to Succeed (NEWS); The Network (lesbian, gay, bisexual and trans); Enable, promoting wellbeing in the workplace; Christian Police Association and Gypsy Roma Traveller Police Association). Participation in the study will be voluntary. Interviews will take place at Nottinghamshire Police premises or at Nottingham Trent University.

#### Research Methods

Two complementary qualitative methods have been chosen to increase the reliability of the results (ie individual interviews and focus groups). These methods in particular have been chosen to gain a full and rich understanding of the problem, and to generate recommendations to address it. Thirty individual interviews and 5 focus groups will provide a sufficiently wide evidence base from which sound conclusions can be drawn. The qualitative data will be thematically analysed (Braun & Clarke 2006) to identify broad patterns and detailed events in the data. Findings from thematic analysis provide meaningful overviews of data and are particularly useful for disseminating findings to a range of stakeholder groups.

#### Ethics

There are a number of ethical considerations to address in this study:

- **Informed Consent**

Informed consent will be obtained from every participant before they take part in the study. Participants will be provided with details of the research, what the data will be used for, how long the individual/focus group interview will last, and how the information supplied will be made confidential and anonymous. They will also be given the researcher's contact

## Schedule 1: Specification

details and appropriate contact information should they require support following the survey/interview. It will be emphasised that participation is voluntary and that there will be no negative repercussions should they wish to terminate the individual/focus group interview or do not wish to answer a specific question.

- **Data Protection**

Data protection and research practices will be in accordance with the Nottingham Trent University research policies and code of practice and will be scrutinised by the university research ethics committee. All responses will be anonymised and stored in a password protected encrypted form. All data will be stored in password protected files upon the university hard drive and any hard copy documents will be retained in locked drawers.

- **Ensuring Confidentiality / Anonymity**

The data will be anonymised to ensure participants' anonymity. Participants' names will be replaced by numbers in the data files. It is imperative that participants cannot be identified in the results and study outputs.

### Research outcomes

The findings of this study and recommended actions will be disseminated via a report. Dr Irene Zempi will present the report to Paddy Tipping, Police and Crime Commissioner for Nottinghamshire, and Craig Guildford, Chief Constable for Nottinghamshire Police. In addition, it is recommended that a group is established through this project with responsibility for post-study implementation. Dr Irene Zempi would like to be part of that group. It is also recommended that the findings of this study be distributed through the force's communications channels – email/intranet/noticeboards to Nottinghamshire police officers in order to notify them of the results. Further dissemination of the findings in the public domain must be agreed with the commissioner of the study, Paddy Tipping, Police and Crime Commissioner for Nottinghamshire. However, the anonymised data will be used by Dr Irene Zempi to publish articles in peer-reviewed journals and relevant academic conferences.

### **4. Budget: £10,000**

The funding requested will cover the following:

- Design of interview questions, recruiting participants, undertaking the interviews, transcription, data analysis and report writing

### **5. Timetable**

The anticipated schedule that the research is planned to follow is below:

<b>Date</b>	<b>Research Item</b>
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