



Nottinghamshire

POLICE & CRIME COMMISSIONER

The Nottinghamshire Police and Crime Commissioner's response to the publication of Her Majesty's Inspectorate of Constabulary and Fire and Rescue Service (HMICFRS) – Police Legitimacy (including leadership) report (2017)

[The report can be found here](#)

On Tuesday 12 December 2017, HMICFRS published its PEEL: Police Legitimacy (including leadership) report (2017) following its inspection in September this year. HMICFRS examined how legitimate the Force is at keeping people safe and reducing crime. I am pleased to learn that HMICFRS graded Nottinghamshire Police 'Good' overall. There were three specific questions underpinning the inspection, two of which were grade good and one area requiring improvement as shown below.

Overall summary

To what extent does the force treat all of the people it serves with fairness and respect?



Good

How well does the force ensure that its workforce behaves ethically and lawfully?



Good

To what extent does the force treat its workforce with fairness and respect?



Requires improvement

I am pleased to hear that Nottinghamshire Police ensures that all members of its workforce have the understanding they need to treat people fairly and with respect. Furthermore, that Ethics and values are well established in the Force and guide leaders in the decisions they take; that officers and staff receive regular training on the use of coercive powers, such as stop and search and the use of force. In addition to the Force's internal scrutiny of its activities, the Force seeks external scrutiny from independent advisory groups, which provide effective challenge and advice.

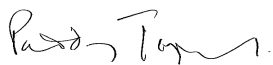
It is assuring that leaders in the Force are good role models and ensure that members of the workforce behave ethically and lawfully. The Force is taking steps to ensure that the whole workforce has appropriate vetting clearance and I will be

working closely with the Chief Constable to ensure that the backlog in vetting is cleared.

It is disappointing that HMICFRS found that the Force requires improvement in some aspects of the way in which it treats its workforce fairly and with respect and that staff do not always feel able to challenge and offer feedback to senior managers. Again, I will be working with the Chief Constable to ensure that these issues are addressed.

The Force will continue to use its dedicated 4ACTION database for tracking and responding to all HMICFRS recommendations and areas for improvement. The Force provides regular HMICFRS update reports to my Joint Audit and Scrutiny Panel (JASP) who provide additional scrutiny in these important areas.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Paddy Tipping', with a stylized flourish at the end.

Paddy Tipping
Police and Crime Commissioner