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| For Information | |
| Public/Non-public | Public |
| Report to: | Strategic Resources and Performance Meeting |
| Date of Meeting: | |
| Report of: | Chief Constable |
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| Agenda Item: | 7 |

*If Non Public, please state under which category number from the guidance in the space provided.

Equality, Diversity and Inclusion Update September 2021

1. Purpose of the Report

- 1.1 The purpose of this report is to update the Police and Crime Commissioner (PCC) about the Force's Equality Act 2010 duties. This will include positive action, training, workforce profile and engagement and consultation with Black and Minority Ethnic communities.

2. Recommendations

- 2.1 It is recommended that the PCC notes the progress of Nottinghamshire Police in the areas of equality, diversity and Inclusion (EDI).

3. Reasons for Recommendations

- 3.1 To ensure that the PCC is updated on these matters and receives the appropriate assurance regarding Force compliance with the Equality Act 2010.

4. Summary of Key Points

- 4.1 As part of the PCC and Chief Constables' commitment to equality, diversity and inclusion, the Force has four key equality objectives. Although the work for all our objectives is integrated throughout the business, each Chief Officer is designated as a lead. The leads during the reporting period 2020/2021 for these objectives were:

| | |
|-----------------|--|
| Engagement | ACC Steve Cooper |
| Proportionality | T/ACC Robert Griffin |
| Culture | DCC Rachel Barber |
| Representation | Head of People Services, Claire Salter |

- 4.2 Progress against these objectives is discussed at the EDI tactical board, attended by representatives from staff support groups and all areas of the organisation. This in turn is overseen by the EDI strategic board, which meets on a quarterly basis and is chaired by the Chief Constable. The Head of

Strategy and Assurance attends these meetings on behalf of the Office of the Police and Crime Commissioner.

4.3 In addition to leading on Equality and Diversity, each member of the Chief Officer Team also undertakes the role of 'Network Champion' for one or more of the Diversity Support Networks within Nottinghamshire Police. Support Network Champions have been of benefit to all of our diversity support networks, it has helped in promoting and empowering the support network and in recognition that the issues that they raise are important.

4.4 Workforce representation

BME Representation within the organisation.

| Employee Type | BAME | White | Declined to state | Not Known | Grand Total | BME Total% |
|--------------------|------------|-------------|-------------------|-----------|-------------|--------------|
| Police Officer | 164 | 2074 | 8 | 0 | 2246 | 7.30% |
| PCSO | 8 | 150 | 0 | 0 | 158 | 5.06% |
| Staff | 89 | 1289 | 13 | 5 | 1396 | 6.24% |
| Special | 14 | 141 | 1 | 1 | 157 | 8.92% |
| Grand Total | 275 | 3654 | 22 | 6 | 3957 | 6.95% |

Gender representation within the organisation

| Employee Type | Male | Female | Grand Total | Female Total % |
|--------------------|-------------|-------------|-------------|----------------|
| Police Officer | 1461 | 785 | 2246 | 45.44% |
| PCSO | 72 | 86 | 158 | 54.43% |
| Staff | 519 | 877 | 1396 | 61.97% |
| Special | 107 | 50 | 157 | 31.85% |
| Grand Total | 2159 | 1798 | 3957 | 45.44% |

LGBT Representation within the Organisation

| Role | Identifying as LGBT | Total Workforce | Total Percentage LGBT (Inc Prefer not to say) |
|------------------------|---------------------|-----------------|---|
| Police Officer | 182 | 2246 | 8.1% |
| Police Staff | 98 | 1554 | 6.3% |
| Total Workforce | 253 | 3957 | 7.37% |

Disability within the Organisation

| Self-Declared Disability | Headcount | Disability Force % | total |
|--------------------------|-------------|--------------------|-------|
| Yes | 151 | 3.82% | |
| No | 66 | 1.67% | |
| Prefer not to answer | 2 | 0.05% | |
| Not disclosed | 3738 | 94.47% | |
| Totals | 3949 | 100.00% | |

4.5 Stop and Search

Over the past year significant work has taken place towards the Equality and Diversity objectives. We continue to publish our stop and search figures monthly, and reflect age, gender, ethnicity and outcome.

We review our stop and search activity on a dedicated scrutiny board, and regularly invite comment, review and feedback from the youth crime commission and our independent advisory group.

The highlights of which include:

| | | | | |
|--|---------------------------------------|---------------------------|----------------------|--------------|
| <h1>308</h1> <p>Total number of stop and searches</p> | Positive Outcome (inc. arrest) | 113 | 36.7% | |
| | Arrests | 35 | 11.4% | |
| | No Further Action | 195 | 63.3% | |
| | More Thorough | 1 | 0.3% | |
| | Strip Search | 4 | 1.3% | |
| Positive Outcomes | Outcome Linked | Outcome Not Linked | Nothing Found | Total |
| Arrest | 17 | 3 | 15 | 35 |
| Article Found - Detailed Outcome Unavail | 6 | 0 | 2 | 8 |
| Caution (simple or traditional) | 12 | 0 | 0 | 12 |
| Community resolution | 8 | 0 | 1 | 9 |
| Khat or cannabis warning | 18 | 0 | 5 | 23 |
| NPS - Possession Only | 1 | 0 | 0 | 1 |
| PND (Penalty Notice for Disorder) | 1 | 0 | 0 | 1 |
| Summons/charged by post | 3 | 0 | 0 | 3 |
| Verbal warning | 2 | 0 | 1 | 3 |
| Voluntary attendance | 12 | 1 | 5 | 18 |
| Total | 80 | 4 | 29 | 113 |
| No further action disposal | | | | 195 |

The back drop to the detail of the stop and search activity is that residents, businesses and visitors of and to Nottinghamshire experienced a 20.4% reduction in all crime

during 2020-21 and an 8.1% reduction in knife crime. A causal link between stop and search and crime reduction is suggested. It is suggested that Covid-19 restrictions have also affected this reduction.

2020/21 in numbers

- Stop and search use decreased from 5,415 searches in 2019/20 to 5,085 in 2020/21, a 6.1% decrease. This is primarily attributed to the impact of Covid-19.
- There was a 35.4% arrest and positive outcome rate. In 88.6% of all searches the item recovered was linked to the object of the search. 588 arrests were made, an 11.6% arrest rate; there were additional 1,209 positive outcomes (23.8%).

10% (506) of all searches were undertaken to locate weapons, and 77.1% of searches (3,921 searches of the 5,085) were undertaken looking for drugs, either for possession or supply. This drug focussed activity supported local communities and their setting of policing priorities. The find rate for drugs searches was 37%.

- The Force level data for self-defined ethnicity comparing 2019/20 to 2020/21 shows that Black, Asian and Minority Ethnic disproportionality has dropped from 3.1 to 2.7, Black from 5.8 to 4.7, Dual or Multiple Heritages from 2.6 to 2.2 and Asian or Other from 2.1 to 2.0. The ONS estimates reduce overall disproportionality from 2.7 to 2.3.
- Again, as evidenced in 2019/20, a small number of searches in the County cause a significant increase in the Force level of disproportionality. 55 searches of Black people cause the rate to rise from 1.9 where most searches are conducted in the City (80.5% of searches) to 4.7. Forty-seven searches of those who have a Dual or Multiple heritage, cause the rate to rise from 1.0 (City) to 2.2; and 63 searches of those who are 'Asian or Other', cause the rate to rise from 0.9 (City) to 2.0.
- Officer-defined ethnicity is included to illustrate what disproportionality would look like if self-defined ethnicity data were fully recorded. The rates are higher but still dropping. The Force level data for self-defined ethnicity comparing 2019/20 to 2020/21 shows that Black, Asian and Minority Ethnic overall disproportionality has dropped from 2.9 to 2.4, Black from 7.1 to 5.9, Dual or Multiple Heritages from 3.6 to 3.4, though Asian or Other has risen from 1.8 to 2.6, this indicates disproportionate non-recording of self-defined ethnicity for these communities. Again, the ONS population estimates reduce all these rates, the overall rate from 3.4 to 2.9.

Further detail is provided in a report by Chief Superintendent Mat Healy giving a detailed update and assessment of Stop and Search.

4.6 Hate Crime

Chief Superintendent Mathew Healey is the force lead for this area and his work is supported by a Chief Inspector and two hate crime officers.

Reported hate crime in the force decreased by 4 occurrences (0.2%) when compared to the previous 12 months. The number of reported hate crimes in the City was down by 49 occurrences (3.8%) and up in the County by 35 occurrences (3.2%)

The satisfaction rate from Market Research is 80.1 % (March 2021) and is a fall of 4.2% when compared to March 2021 figures. The weakest area in handling hate crimes is common with most other crimes, which is the failure to keep the IP (injured party) informed.

Ease of contact satisfaction across the yearly period also appears to be dropping month by month.

A new process was introduced at the end of June 2021 to contact the IP 21 days after the incident took place to ensure they are being updated and to allow the Hate Crime Officers to make contact with the OIC (officer in case) to provide one if not.

Guidance to Inspectors for dissemination with their Sgt's for greater intrusive management of Hate Crimes/Incidents especially around pursuing every opportunity, seeking greater victim engagement, VCOP compliance and correct NICL Qualifiers. An Intranet Article to follow up on the above, focussed around VCOP compliance and Victim Satisfaction has been completed.

Training continues within the community (Polish and Jewish this quarter) as well as new officers / staff / PSD mentoring post investigations.

Work has commenced with the University of Nottingham to break down perceived barriers within the South East Asian Community and are working with them to understand their needs.

The Hate Crime Risk Assessment (HC RA) has been a success, with feedback being positive in respect of its user friendliness and enables the officer to complete this at the scene promoting a better service than having to return to the station and call the victim to complete over the phone. We are currently developing this to tackle poor registration rates with Victim Services and Neighbourhood Alert. This will allow (with Victim consent) automatic referrals to these services via the HC RA web form. If this is a success, we will seek to roll out across all risk assessments with force areas.

4.7 Misogyny

We received a number of enquiries from forces nationally seeking to mirror or use our policy as a framework for their own. This has been received positively by all.

We are looking to work with the Universities in preparation of the new term to raise awareness of reporting misogyny as well as crime prevention advice to female students to manage their perception of fear. This will also be a feature conducted during Foreign National Registration with the overseas students, seeking to reassure this community which is predominantly from the Chinese and South East Asian community.

4.8 Mental Health

Mental Health MASH referrals continue to be sent to the Street Triage Team. The team triage then share information with health professionals including GP services and mental health teams so they are aware and can act appropriately. 1200 referrals have been sent to the Street Triage Team since 25th January 2021. Over 50% of these referrals have been shared into the NHS and will have provided additional support in many cases.

The Street Triage Team continue to remain fully operational and have not lost any service to cover resourcing of frontline officers. When the team are not available officers can contact crisis teams and the S.136 suites for advice and information sharing. Current resource within the team includes a Sgt with a focus on maintaining the Street Triage Team frontline offer and MASH referrals.

4.9 Positive Action

The Force has continued to work closely with the College of Policing. Positive Action representatives attend the Positive Action Practitioner Alliance (PAPA) quarterly meetings sharing best practice with fellow positive action colleagues from across the 43 Forces in England and Wales, Police Scotland and the British Transport Police.

The National Police Chief Council's (NPCC) Attraction, Recruitment, Retention and Progression toolkit and the College's BME action and evaluation plans for recruitment and progression form the foundation of the Force's positive action plans. The completion against this toolkit is monitored and reviewed during the EDI board on a quarterly basis.

A new positive action course designed to give candidates from under-represented groups, focusing on BAME, a two week experience of the organisation and the careers available, has been held with great success. Ten candidates, five female and five male, took part in the course written in collaboration with the University of Derby.

We are continuing our extensive support for recruitment processes, to include on-line assessment training, interview support and mentoring. We have adapted our local

processes following analysis of attrition of under-represented groups during assessment processes. There is a library of bespoke support literature and on-line videos so candidates can access support to suit themselves.

We continue to work with communities to support and educate in terms of careers and the pathways into our organisation. We seek feedback and insight into how best to engage and support.

We are creating employability and work experience schemes to support persons with different abilities to have worthwhile work exposure. We are expanding our support for Pulp Friction, our catering supplier, who work with persons with learning difficulties.

4.10 Equality, Diversity and Inclusion Training

In collaboration with community groups and representatives we have designed an unconscious bias course. This is delivered virtually to all frontline staff. This informs and educates staff on bias, but also features feedback from the public who have had encounters with Police who tell their story. This has been received very positively both internally and externally.

4.11 Engagement

During the last quarter May – August 2021, it has been very busy in terms of engagement and events. We have built on existing relationships and contacts, as well as joining new collaborations.

Majority Black Led Churches (MBLC), Gods Vineyard Ministries have continued to welcome us into services and engagement events. MBLC are also working with us to establish a cadet base.

Karimia mosque held a community and careers event where we engaged with around 300 community members.

People Plus recruitment held two Police specific events helping us engage with 50 people on a one to one level and give specific careers advice in all areas of the organisation.

4.12 Special Constabulary

We are the first force in the country to run a new entry route into policing fast-tracking Specials through to 'regular' PC. This flagship initiative attracted applications from all over the country. The cohort of 12 successful officers are currently at training school and are due to become operational in September.

We are also continuing our work to change our Special Police Constable structure to add governance and welfare support. We will be adapting the training to mirror the PEQF framework, seeking to professionalise the role further.

4.13 Cadet Scheme

The cadet scheme positively targets young people, especially those from Black and Minority Ethnic as well as other under-represented sections of the community with the aim of creating greater engagement between the force and young people.

The cadets learn about a range of topics; police history, first aid, conflict management skills and campaigns including those to reduce road traffic accidents, anti-social behaviour, hate crime and alcohol related crime. As part of the programme, cadets will volunteer four hours a month to assist the Police in attending public events, delivering crime prevention initiatives, conducting crime surveys and public engagement activities. A cadet training syllabus has been developed to enable cadets to transition to the BA Policing degree course run by the University of Derby.

In terms of engagement -

- We hosted a cadet engagement day on 10th July which was a great success. This brought all the cadet bases together for team building activities with partners such as the navy. This event will be hosted annually and utilised as a means of promoting the programme and recruiting cadets and cadet leaders.
- All cadet bases from 2022 will provide both junior and senior provisions to aid retention.
- Some senior cadet bases will offer an alternative to the FiP (Foundation in Policing) programme. This will encourage a more diverse representation, aid engagement and facilitate greater flexibility around recruitment.

5 Financial Implications and Budget Provision

5.1 None

6 Human Resources Implications

6.1 The work outlined in this report directly links to our People Strategy and our strategic priorities.

7 Equality Implications

7.1 Please see the main body of this report, which outlines the action the force is taking against each of the four key equality objectives.

8 Risk Management

8.1 The strategic governance of EDI matters are designed to reassure the community and organisation that any issues arising will be resolved promptly and at an appropriate level. The various support networks and organisational development practitioners are constantly horizon scanning for likely risks and looking how to mitigate and prevent.

9 Policy Implications and links to the Police and Crime Plan Priorities

9.1 The work discussed and proposed in this report is linked to the priority, 'Transforming Services and Delivering Quality Policing.'

10 Changes in Legislation or other Legal Considerations

10.1 There are no changes in legislation or other legal considerations to make in relation to this report.

11 Details of outcome of consultation

11.1 There has been no other consultation in relation to this report, which is intended as an update report for the PCC.

12. Appendices

12.1 None