



Promoting improvements  
in policing to make  
everyone safer

## HMI Zoë Billingham's assessment of Nottinghamshire Police – Transcript

While I am satisfied with parts of Nottinghamshire Police's overall performance, I have are several areas of concern.

Starting with the good news, I am pleased that Nottinghamshire Police is good at investigating crime and reducing re-offending. The force is also working well to protect the public from serious and organised crime.

I am disappointed, however, that Nottinghamshire Police's approach to preventing crime and tackling anti-social behaviour has deteriorated since last year. We have seen in Nottinghamshire signs of erosion in neighbourhood policing, the cornerstone of the British policing model, and this is concerning. Despite these problems I have seen how, day in, day out, hardworking police officers, PCSOs and staff are doing their best, often under pressure, to keep the public safe. I am encouraged that the new chief constable acknowledges the problems and is determined to oversee improvement.

Nottinghamshire Police has a good understanding of the broad spectrum of demand it currently needs to meet in order to prevent and fight crime, although I am concerned that it does not fully understand the impact on the public of reducing the number of police officers and staff.

I am also concerned about the force's financial management. However, its new plans have reassured me that the force is adopting measures that will achieve efficiencies while protecting the service it is able to provide to the public.

It is troubling that the force is inadequate in the way it protects from harm those who are most vulnerable. When we brought our concerns to the attention of the force during the inspection, it responded immediately, putting into action a practical response to address the large number of high-risk domestic abuse victims waiting to receive a police response.

The force has a culture of ethical and lawful behaviour, and has good systems for preventing corruption in the first place. I would like to see the force improve the treatment of its workforce overall. There has been a great deal of flux in the force's leadership team over the year, with some key posts being filled on a temporary basis for unnecessary long periods. This has caused some uncertainty among the workforce. I anticipate that the new chief constable will bring increased stability, and

will continue to progress, at pace, and put in place measures to improve the service provided to the people of Nottinghamshire.