

## Nottinghamshire Police is 'good' at legitimately keeping people safe and reducing crime - HMIC

Her Majesty's Inspectorate of Constabulary (HMIC) has assessed how legitimate Nottinghamshire Police is at keeping people safe and reducing crime. This is the second year running HMIC has carried out inspections of this kind, which makes up part of HMIC's annual PEEL inspections.

HMIC considers a police force to be legitimate if it has the consent of the public, and if those working in the force consistently behave in a way that is fair, ethical, and within the law.

To assess this, HMIC has inspected how well forces treat the people they serve; ensure their workforce acts ethically and lawfully; and treat their workforces with fairness and respect. The findings of this inspection are included in a report, published today.

This inspection also included, for the first time, an assessment of how well forces tackle the problem of abuse of authority for sexual gain by members of its workforce. This serious form of corruption betrays the trust of the public and, while we identified some examples of good practice, there remain significant areas where forces must improve. The service needs to be more proactive in seeking out and preventing this form of corruption, and referring cases of abuse of authority to the IPCC.

HMIC found that Nottinghamshire Police:

- understands the importance of treating people fairly and with respect and the force seeks feedback on people's perceptions of fair and respectful treatment;
- continues to ensure that its workforce behaves ethically and lawfully. There is an ethical culture and the workforce understands what serious corruption is and how to report it; and
- should ensure that it provides both feedback to staff after consultation events and surveys, and an effective appraisal system.

**HM Inspector of Constabulary Zoë Billingham said:**

“Overall, Nottinghamshire Police has performed well in our legitimacy inspection, following on from the force's good performance last year. We found that the workforce understands the importance of treating people with fairness and respect.

"I was impressed with the force's approach to responding to complaints. It encourages people who have grievances with how it has operated to complain. It recognises this presents an opportunity to help identify and address issues it might have with the service it offers.

"The force generally has an effective approach to dealing with corruption. The workforce is clear that this behaviour is unacceptable and the force prosecutes police officers or staff charged with corruption offences in court. The force also recognises the abuse of authority for sexual gain (taking advantage of a position of power to exploit vulnerable victims of crime) as serious corruption. It has good systems in place to prevent corruption in the first place, which is not always the case in other forces.

"An area I would like to see the force improve is in the treatment of its workforce. Although it has a good understanding of wellbeing and offers support to staff, it needs to address the concerns from some officers and staff that it doesn't operate fairly. It also needs to improve its performance assessment process, which it cannot demonstrate is fair or effective. All officers and staff should have effective supervision and regular assessments - this is currently not the case.

"Given the good performance of the force in other areas, I expect it will improve in the areas I have identified. I will monitor the progress closely."

HMIC has also published individual assessments of the leadership within each police force in England and Wales. These, along with individual reports on the legitimacy of all forces in England and Wales, are available on HMIC's website.