



Nottinghamshire Police’s approach to efficiency judged to ‘require improvement’ by HMIC

In the second year of assessing police against the annual PEEL Efficiency inspection, Her Majesty’s Inspectorate of Constabulary examined how police forces use their resources now and how they plan to do so in the future in order to keep people safe and reduce crime.

Forces were inspected on how well they are able to predict demand for their services now and in the longer term, and how they manage their resources, especially their officers and staff.

HMIC inspects all police forces in England and Wales on an annual basis against the themes of effectiveness, efficiency and legitimacy.

This year HMIC found that Nottinghamshire Police:

- **is good at understanding the demand it currently faces;**
- **needs to improve how it is organised if it is to make best use of its existing resources; and**
- **is inadequate in terms of its plans for the future, and at the time of the inspection, faced serious financial risk.**

HM Inspector of Constabulary Zoë Billingham said:

“Overall Nottinghamshire Police requires improvement in terms of the efficiency with which it keeps people safe and reduces crime. We found a very mixed picture during our inspection. In some areas the force is doing well: it has a good understanding of the broad spectrum of demand it currently needs to meet in order to prevent and fight crime, and protect the diverse communities of Nottinghamshire. The force also works well with its neighbouring forces in the East Midlands, reducing its costs through working in collaboration with others and achieving some impressive economies of scale.

“Despite some positives, the force has significant hurdles to overcome. At the time of our inspection the way the force was organised - its so-called operating model - was neither sustainable nor affordable in the longer term. The force recognised this and was making a number of changes as a result. But the force could not show HMIC how the changes would enable it to continue to keep the communities of Nottinghamshire safe. I was concerned that the force did not demonstrate a sound understanding of the capabilities and gaps in its own workforce, as this was hampering its ability to plan for the future.

“The way in which some of the changes to the force’s operating model were playing out was also a concern. Although the force told local partners about the changes it was making, some city council partners felt they were not properly involved. This led to a public disagreement between the force and the city council, which does little to bolster public confidence in policing.

“I also had significant concerns about Nottinghamshire Police’s plans for the future. Last year the force failed to spot a significant hole in its budget due to inadequate financial controls. To plug that gap the force has had to rely on £9.4m from its reserves and take urgent steps to reduce its workforce in order to balance the budget for future years. I am concerned that these unplanned and rapid reductions in the workforce, especially the reductions in frontline officers and staff, could adversely affect the service the force is able to provide to the public. Therefore I concluded that at the time of the inspection last summer, the force was at serious financial risk.

“Since our inspection the force has provided me with its updated financial plans. These are ambitious and the force recognises that achieving the efficiencies required will be challenging. However, the new plans provide me with reassurance that the force is taking active steps to grip the issue and to put in place measures that will achieve efficiencies while protecting the service the force is able to provide to the public. I will continue to monitor closely the progress the force makes over the coming months.”

HMIC will report on its findings of police forces’ legitimacy, or the way that forces are fair and ethical, at the end of this year, and on the effectiveness of police forces in managing all aspects of crime in spring 2017.

Notes to editors

1. Her Majesty’s Inspectorate of Constabulary (HMIC) is an independent inspectorate, inspecting policing in the public interest, and assesses and reports on the effectiveness, efficiency and legitimacy of police forces in tackling crime and terrorism, improve criminal justice and raise confidence. HMIC inspects all 43 police forces in England and Wales together with other major policing and law enforcement bodies.
2. As part of its annual inspections of police effectiveness, efficiency and legitimacy (PEEL), HMIC’s Efficiency programme assessed and graded all 43 forces in England and Wales on how efficient they are at keeping people safe and reducing crime.
3. To answer this question we looked at three areas:
 1. How well does the force use its resources to meet demand?
 2. How sustainable and affordable is the workforce model?
 3. How sustainable is the force’s financial position for the short and long term?
4. Two of the 43 forces in England and Wales received an ‘outstanding’ grade in HMIC’s efficiency inspection (Durham and West Midlands).
5. Eight forces received a ‘requires improvement’ grade (Bedfordshire, Cambridgeshire, City of London, Devon and Cornwall, Dyfed Powys, Humberside, Nottinghamshire and South Yorkshire Police).
6. The remaining 33 forces were judged as ‘good’.
7. No forces were judged to be ‘inadequate’.

8. In addition to an inspection report for each force, a national report, PEEL: Police Efficiency 2016 gives an overview of findings across England and Wales.
9. Last year (2015), five forces were 'outstanding' (Cheshire; Durham; Lancashire; Norfolk; and West Midlands). Eight forces received a 'requires improvement' grade (Bedfordshire; Cleveland; Dorset; Dyfed Powys; Lincolnshire; Northamptonshire; South Yorkshire; and Surrey). One force received an 'inadequate' grade (Humberside) and the remaining 29 forces were judged as 'good'. These reports are available [on our website](#).
10. For further information, HMIC's press office can be contacted during office hours from 8:30am – 5:00pm (GMT) Monday – Friday on 020 3513 0600.
11. HMIC's out-of-hours press office line for urgent media enquiries is 07836 217 729.