

## Professional Standards Directorate Publication Scheme

### Summary of Complaints Recorded

Current Period between 01 Jan 2015 and 31 Dec 2015 / Previous Period between 01 Jan 2014 and 31 Dec 2014

	Current	Previous
Complaints recorded	1,008	1,000
Allegations recorded	1,597	1,768
Subjects recorded	1,584	1,669
Complaints recorded in 10 days	93%	94%

The table shows the number of public complaints that were recorded by Nottinghamshire Police in the twelve months to 31 Dec 2015 and the comparative figure for the same period last year. Corresponding figures are shown for the number of allegations recorded from members of the public and the number of subjects (officers and staff that were the subject of a public complaint). One complaint may relate to several allegations. Similarly there may be more than one employee that is the subject of a complaint.

Police forces are expected to record complaints within ten working days. The percentage recorded within this time is shown for both the current and previous period.

### Most Frequent Types of Allegations

Allegation Type	Allegations	Proportion
Other neglect or failure in duty	714	44.7%
Incivility, impoliteness and intolerance	197	12.3%
Other assault	160	10.0%
Breach Code B PACE	78	4.9%
Lack of fairness and impartiality	63	3.9%

An allegation describes the type of behaviour being complained about and there may be more than one allegation attached to a complaint case. The table highlights the most common types of allegations relating to public complaints that were recorded by Nottinghamshire Police in the twelve months to 31 Dec 2015.

For some categories of complaints, such as rudeness or incivility, a local resolution may be appropriate. Usually, this involves a local police supervisor handling the complaint and agreeing with the complainant a way of dealing with it. This might be: an explanation or information to clear up a misunderstanding; an apology on behalf of the force; and/or an outline of what actions will be taken to prevent similar complaints in the future.

The above 1,212 allegations make up 75.9% of all those recorded in the period.

### Complainant Profile

Gender	Number	Proportion	Disability	Number	Proportion	Ethnicity	Number	Proportion
Female	414	39.4%	Disabled	135	12.9%	BME	109	10.4%
Male	622	59.2%	Non disabled	332	31.6%	White	514	49.0%
Other	1	0.1%	Prefer not to say	29	2.8%	Not Stated	390	37.1%
Unknown	13	1.2%	Unknown	554	52.8%	Unknown	37	3.5%
<b>Total</b>	<b>1,050</b>	<b>100.0%</b>	<b>Total</b>	<b>1,050</b>	<b>100.0%</b>	<b>Total</b>	<b>1,050</b>	<b>100.0%</b>

Age Group	Number	Proportion	Sexual Orientation	Number	Proportion
16 to 24	56	5.3%	Bisexual	5	0.5%
25 to 34	164	15.6%	Gay/Lesbian	7	0.7%
35 to 44	144	13.7%	Heterosexual	437	41.6%
45 to 54	146	13.9%	Prefer not to say	70	6.7%
55 to 64	66	6.3%	Unknown	531	50.6%
65 to 74	14	1.3%	<b>Total</b>	<b>1,050</b>	<b>100.0%</b>
Unknown	460	43.8%			
<b>Total</b>	<b>1,050</b>	<b>100.0%</b>			

The tables above provide a breakdown by the protected characteristics of: gender; ethnicity; age; and disability, for complainants recorded by Nottinghamshire Police in the twelve months to 31 Dec 2015. The number of complainants recorded in a twelve month period will not match the number of complaints recorded in the same period. This is because: there may be more than one complainant per public complaint; and additional complainants may be recorded against a complaint at some future date after the initial recording of the complaint. BME represents those whose self declared ethnic group is categorised as Black or Minority Ethnic (Asian, Black, Chinese, Mixed or Other).

### Profile of Officers and Staff who are the Subject of a Complaint

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Gender	Number	Proportion	Age	Number	Proportion
Female	361	22.8%	16 to 24	17	1.1%
Male	999	63.1%	25 to 34	376	23.7%
Unknown	224	14.1%	35 to 44	462	29.2%
<b>Total</b>	<b>1,584</b>	<b>100.0%</b>	45 to 54	348	22.0%
			55 to 64	47	3.0%
<b>Ethnicity</b>	<b>Number</b>	<b>Proportion</b>	65 to 74	3	0.2%
BME	40	2.5%	Unknown	331	20.9%
White	1,049	66.2%	<b>Total</b>	<b>1,584</b>	<b>100.0%</b>
Not Stated	9	0.6%			
Unknown	486	30.7%			
<b>Total</b>	<b>1,584</b>	<b>100.0%</b>			

The tables above provide a breakdown by the protected characteristics of: gender; ethnicity; and age, for subjects (officers and staff) recorded by Nottinghamshire Police in the twelve months to 31 Dec 2015. The number of subjects recorded in a twelve month period will not match the number of complaints recorded in the same period. This is because: there may be more than one subject per public complaint; and additional subjects may be recorded against a complaint at some future date after the initial recording of the complaint. BME represents those whose self declared ethnic group is categorised as Black or Minority Ethnic (Asian, Black, Chinese, Mixed or Other).

### Resolution of Complaint Allegations

Mode of Resolution	Number	Proportion
Local Resolution	1,160	69.5%
Investigation	222	13.3%
Disapplication/Dispensation	119	7.1%
Discontinued	20	1.2%
Withdrawn	149	8.9%

The table shows how complaint allegations have been resolved. A complaint allegation can be dealt with in a number of ways. It may be dealt with through local resolution, investigated, withdrawn, discontinued, or the Force may disapply or apply to disapply the complaint (see Additional Notes).

The local resolution process is the preferred mode of resolution for complaints which the appropriate authority is satisfied that the conduct which is being complained about (even if proved) would not justify bringing criminal or disciplinary proceedings. It is recognised by the IPCC as an appropriate alternative to formal investigation and is a way of solving, explaining, clearing up or settling the matter directly with the complainant in a timely manner.

Of the 222 allegations investigated, 19% (42) were UPHELD by Nottinghamshire Police in favour of the complainant.

### Summary of Current Suspensions

		New	Total
Officer	Suspended	4	5
Staff	Suspended	1	3
<b>Total</b>		<b>5</b>	<b>8</b>

The table shows the number of employees that were suspended, both new in the three months from 01 Oct 2015 to 31 Dec 2015 and the total number as at 31 Dec 2015. It should be noted that these figures relate to suspensions resulting from both public complaints and internally raised conduct matters.

Officer includes employees classed as: Police Officer; Senior Officer; and Special Constable. Staff includes employees classed as Cadet; Community Support Officer; Contracted Detention Staff; Contracted Escort Staff; Other Police Staff; or Volunteer.

#### Additional Notes:

Figures are derived from a snapshot of live data as at 25 January 2016. As such the underlying data is subject to change, and figures are not directly comparable with information published by the Independent Police Complaints Commission (IPCC).

Following introduction of the Police Reform and Social Responsibility Act 2011 (PRRSRA) in November 2012 all expressions of dissatisfaction by members of the public about the conduct of a person serving with Nottinghamshire Police are now recorded as complaints. In particular, this includes direction and control matters, which are conduct issues relating to policy and strategy of the force rather than the personal conduct of officers or staff.

In some cases there may be reasons not to take a complaint forward. Examples may include where: there is insufficient information; complaints which are repetitious, vexatious, oppressive; or an abuse of the complaint procedures. In such cases a police force can either disapply the complaint or apply to the IPCC to disapply the complaint. If this is granted, it means that no action needs to be taken with regard to the complaint. In some instances police forces may find it impractical to conclude an investigation. This could occur if a complainant refuses to co-operate, if the complaint is repetitious or refers to an abuse of procedure, or if the complainant agrees to local resolution. In such cases the police force can apply to the IPCC to discontinue the investigation.