



# Nottinghamshire Youth Commission:

## Final Report

April 2016

**LEADERS  
UNLOCKED**

**YC:UK**  
YOUTH COMMISSION



## Introduction

Nottinghamshire Youth Commission was established on a pilot basis in September 2015 with funding from the Police & Crime Commissioner, Paddy Tipping.

The project aimed to enable young people aged 14-25 to inform decisions about policing and crime prevention in Nottinghamshire, working in partnership with the Police & Crime Commissioner (PCC).

The key objectives of the project were to:

- Recruit a diverse group of 20-25 young people from across Nottinghamshire to join the Youth Commission.
- Work with Youth Commission members to identify the key priority topics they want to tackle during the project.
- Provide Youth Commission members with the practical skills training they need for their role.
- Plan and deliver a 'Big Conversation' to enable the Youth Commission to gather meaningful views from 1,000 young people across Nottinghamshire, with a particular focus on hard-to-reach groups.
- Support the Youth Commission to turn these views into key findings and recommendations, to be disseminated at a final conference with the PCC, police and partner agencies.

Through this project, a diverse group of 25 young people from across Nottinghamshire have been working in partnership with the PCC to address urgent issues in their areas. Their priorities for this first year have been: Drugs, Alcohol and Sexual Harassment; Stop and Search; Relationships with the Police; Crime Prevention and Education; the Link between Crime and Poverty; Re-offending and Rehabilitation.

The Youth Commission was delivered by Leaders Unlocked, a social enterprise that aims to enable young people to have a stronger say on the decisions that affect their lives. Leaders Unlocked has established Youth Commissions working with PCCs in 5 other regions, and is planning to further expand the model in 2016. For more information about Leaders Unlocked please see [www.leaders-unlocked.org](http://www.leaders-unlocked.org)

## About this report

This report is grounded in an evidence base of **over 1,000** conversations with young people, which have been recorded using a range of methods including Youth Commission postcards, the Youth Commission website, and through detailed notes from interviews and workshops.

The report is structured into 6 key sections that outline what the Youth Commission has found about each of its priority issues. Each section features comprehensive analysis of young people's responses, verbatim quotes from individual respondents and the key recommendations that have been put forward by the Youth Commission as a result of their findings.

This report is intended to act as an honest, independent record of what young people have told us through this 'Big Conversation' process. It is also intended to be a basis for further action on the part of the Police & Crime Commissioner, Nottinghamshire Police and relevant partner agencies.

## About the Youth Commission

The Nottinghamshire Youth Commission aimed to give young people across Nottinghamshire a real partnership role in shaping the future of policing and crime reduction.

The Youth Commission model is based on recruiting a diverse group of approximately 25 young people aged 14-25 years to work with the Police & Crime Commissioner. The role of this group is to support, challenge and inform the work of the Commissioner and the police.

The Youth Commission goes beyond traditional models of consultation; it is driven by young people and allows them to put forward solutions to the problems they identify in their own communities.

A key part of the Youth Commission's role was to run a 'Big Conversation' to gather the views of at least 1,000 other young people. This process creates a safe environment for young people to talk to their peers about the issues they face. The views gathered from young people were then used by the Youth Commission to create a set of recommendations to present back to the PCC, the police and partner agencies.



*Nottinghamshire Youth Commission members: Kaiser Khan, Dylan Booth, Rosie Hippisley-Cox, Emily Rebecca Herbertson, Kathrine Tremayne, Melissa Rowton, Temi Adetomiwa, Cody Newbold-Graham, Rebecca Ironmonger, Bethany Roche, Lauren Millichip, Mayss Akasheh, Josh Kaye, Nathanael Moore, Edward Vickers, Simon Kidane-Fessehatye, Gabrielle Jones, Chelsea McCarthy, Chanice-Leigh Winson, Ebenezer Amoh, India Welsh, Zion Morgan, Brendan Belk, Maigan Frecknall.*

## What we did

### Recruiting the members:

Leaders Unlocked carried out a rigorous recruitment process, including an accessible application form and a second-stage telephone interview, to select a group of 25 motivated young people to join the Nottinghamshire Youth Commission. We worked proactively with local organisations from the education, youth and voluntary sectors to ensure that we recruited a diverse group from a range of different local areas. As a result, we were successful in recruiting young people from Black, Asian and Minority Ethnic (BAME) backgrounds, ex-offenders, young Muslims, care-leavers, and young people with learning difficulties.





### Identifying priority issues:

At their inaugural meeting, the Youth Commission identified 6 priority issues that affected their peer groups and communities. The issues they chose to focus on were:

1. Drugs, Alcohol and Sexual Harassment
2. Relationship with the Police
3. Stop and Search
4. Crime Prevention and Education
5. The Link between Crime and Poverty
6. Re-offending and Rehabilitation

### Skills training:

Leaders Unlocked provided Youth Commission members with training in the key skills needed for their role – including communication, interviewing, workshop skills and public speaking. These skills were further developed through practical experience throughout the project.

### Creating the tools for the Youth Commission:

We developed a Nottinghamshire Youth Commission postcard depicting the 6 priorities and providing young people with a space to record their views and suggested solutions. We also added a Nottinghamshire page to the Youth Commission website at [www.youthcommission.co.uk](http://www.youthcommission.co.uk) to enable young people to post comments online via mobile, tablet or PC.

### Running the 'Big Conversation':

Reaching out to a wide variety of local community organisations and education institutions, the Youth Commission were able to talk to over 1,000 other young people about their priority topics. A particular effort was made to engage with harder to reach groups, including young offenders, young homeless people and those from ethnic minority and faith groups.

### Meeting with Chief Constable of Nottinghamshire Police:

In early March, members of the Youth Commission conducted a meeting with the Chief Constable of Nottinghamshire Police, Chris Eyre. The purpose of this meeting was to present their draft findings and recommendations from the Big Conversation. The group was pleased to get feedback and guidance from the Chief Constable in order to strengthen their final conclusions and recommendations.

### Recommendations for change:

On 21st March, the Youth Commission hosted their own conference at the University of Nottingham, at which they presented their final conclusions and recommendations for change. The Police & Crime Commissioner, Chief Constable, Key Officers of Nottinghamshire Police, and a range of partner agencies and community organisations attended the conference.

## Who we reached

Between November 2015 and March 2016, the Nottinghamshire Youth Commission spoke to over 1,000 young people across Nottinghamshire. This was done by carrying out a wide range of different events and outreach activity – including workshops, larger consultation events with students, and stands on school and college campuses.

The Nottinghamshire Youth Commission put particular effort and energy into engaging with harder-to-reach groups of young people. The Youth Commission carried out workshops and interviews with young offenders, young homeless people, young people in alternative education settings, and young people with disabilities and learning difficulties. The Commission also conducted workshops with young people from African-Caribbean backgrounds and young Muslim people.

The table below gives a breakdown of the sample reached:

Under-represented and minority groups including: young offenders, young homeless people, young people in alternative education, young Muslim people, young people with disabilities, and young people from African-Caribbean backgrounds.	150
Students at Further Education Colleges including Central College, New College	380
University students at the University of Nottingham	55
Students at schools including Brunts Academy, Joseph Whittaker School, Trinity Academy	350
Young people in youth clubs including the Garrage, Rainworth Youth Centre, Selston Base	75
Peer outreach carried out by Youth Commission members	55
<b>TOTAL</b>	<b>1,065</b>

## Our partners

We are grateful for the support of a wide range of local partners who have allowed the Youth Commission to consult with the young people in their organisations. Thanks go to:

- Central College
- Chat'Bout
- Joseph Whittaker School
- Futures (formerly Third Star)
- My Place Folkhouse
- Muslim Community Organisation
- Nacro
- Newark Emmaus Trust
- New College Nottingham
- Nottingham Youth Offending Team
- Nottinghamshire Youth Offending Team
- Portland College
- Rainworth and Blidworth Detached Youth Project
- REAL Education Ltd
- Selston Base 16 Centre
- The Garrage Young People's Centre
- University of Nottingham

We would also like to give a special mention to Nacro, the social justice charity, for all their support of the Nottinghamshire Youth Commission. Not only did they help us to arrange a number of workshops with their service users, but they also arranged for their staff to gather in-depth survey responses from a wider group on the topics of Stop and Search and Re-offending and Rehabilitation.

# Priority 1: Drugs, Alcohol and Sexual Harassment



## What we did

The Youth Commission set out to understand young people's experiences of drugs, alcohol and sexual harassment. In addition, the Youth Commission aimed to understand how to encourage young people to report issues and seek support.

To address these issues, the Youth Commission carried out workshops and outreach events with young people from a range of organisations including: Joseph Whittaker School, Newark Emmaus Trust, Rainworth and Blidworth Detached Youth Project, New College Nottingham, Central College, REAL Education, University of Nottingham, and through the Youth Commission website.

The Youth Commission spoke to **over 150 young people** about this topic.

## What we found

During the Big Conversation, we found many young people wanted to talk to us about the topic of drugs, alcohol and sexual harassment – including those at school, college, university and those outside of mainstream education. This is a topic that many young people are concerned about, which they also see as being overlooked or ignored to a large extent. Some highlighted the urgency of the problem, commenting on the links between drug and alcohol abuse and other issues such as poverty and exploitation.

*"Drugs and alcohol are so easy to get nowadays, like it seems there is no focus on this issue at all, I think something needs to be done as it affects other things such as trafficking. This also affects poverty."*

Across different sections of the youth population, we heard that alcohol and drugs are far too accessible to children and young people from a young age. Many young people told us that drugs and alcohol are easy for them to get hold of – whether on the streets, in their neighbourhoods, peer groups, or even at their places of study. We heard that younger teens can obtain alcohol through fake IDs and can access more than they should. Within schools, we found that some young people are using drugs due to peer pressure and personal problems. Within universities, students commented that alcohol is too easy to access in large quantities and students are consuming too much alcohol.

*"I know most young people these days misuse substances and have tried at least one drug and it's so easy to get hold of them in and around Mansfield."*

*"Kids at school doing drugs - needs to be awareness on this issue, peer pressure, personal problems."*

A key message from our research is that young people feel drugs and alcohol have become too normalised as a part of everyday life in certain areas. Some commented that drugs 'are all around them' in their areas and explained that alcohol is a 'normal part of life'. For instance, young people in Mansfield commented that drugs are easy for them to get hold of locally. In those areas where this behaviour is the norm, young people described the negative atmosphere that has been created as a result.

*"Many people are doped up and drunk around where we live and people can feel insecure around that, and it's a bad atmosphere."*

In a range of different local areas, young people told us they feel vulnerable and unsafe at night. In some areas, young people feel there is a risk of sexual attack, and some are scared to go out at night because they get followed. Some don't feel safe when going to the shops. In parks and on the streets, the presence of people taking drugs and drinking is intimidating for young people. This makes young people feel they are in an unsafe environment.

*"When I go to the park with my friends there's always people with drugs and alcohol, this makes me scared when I go to the park."*

We also found a big concern about the way younger people are being targeted and exploited by drug dealers. Older people and dealers are targeting younger people with substances in order to get them hooked or to get them involved in dealing themselves. We found that these 'younger' are exploited by 'olders' to take the risk of selling drugs to their friends. We also heard that, in some cases, dealers come at the end of the school day to wait outside schools for pupils.

*"My issue is that younger are used by older to sell drugs to their friends. I'm telling you this is WRONG. They are exploiting young people and making money for themselves. The young people have all the risk. It's bad."*

*"There are drug dealers who come to school, at the end of school, that wait on corners for students. When I walk to my bus stop or walk home, there are people who look suspicious, or who are actually giving students' drugs, and I've heard people talk about it in school, and they think it's cool to do it."*

During the Big Conversation many respondents told us that they wanted to see more happening to tackle drugs on the streets, and a more visible crackdown on dealers and production in their areas. These young people perceive that the police aren't doing enough to prevent obvious drug dealing in their communities and protect people. Some people expressed that, since 'everyone knows who the dealers are'; it was difficult to understand why something is not being done. Some also felt the police response was problematic, both because the police don't talk to young people much and because people are criminalised for using drugs when they are young. We found that some young people from BAME backgrounds feel stereotyped as drug users.

*"More happening to tackle drugs on the streets. I think it's the cause of a lot of problems in my area. Why don't they arrest them when everyone on the street knows who the dealer is."*



On university campuses, many students commented that they feel unsafe on nights out, both in nightclubs and on the streets. Students expressed the view that there is a lack of support outside nightclubs and some felt the bouncers had 'too much power'. Drugs, alcohol and sexual harassment are all prominent in the student way of life, and it is common to see students on drugs or drunk. Crimes against women are a key concern, as we found that female students get a lot of unwanted attention and feel vulnerable. Some said that 'men think they can do what they want' when they are drinking. As a result, many students want to see more police presence around clubs in the early hours of the morning.

*"Feel unsafe on a night out, lack of support outside clubs."*

*"Men think they can say and do as they want and use alcohol as an excuse."*

*"In nightclubs and on the streets in the early hours of the morning drunk boys make comments and make women feel unsafe."*

In addition to concerns about harassment against females, we also found there were concerns about males being the victims of sexual harassment. Several people commented that there is a lack of understanding that men are also victims of sexual harassment and a lack of support available for men. These respondents highlighted that it's predominantly females who report these crimes, as men don't feel comfortable to do so.

*"Sexual harassment - predominantly females report the crime - men don't feel comfortable to report it."*

Overall, we found that young people are unsure how to access support for drugs, alcohol and sexual harassment. In general, they are not confident reporting situations to the police. Young people are not sure how to report issues and they are scared they won't be believed. Some people think reporting is 'snitching'. In relation to sexual harassment, there is a feeling that women are more likely to be believed than men. Young people want to see more encouragement around reporting, e.g. through hotlines and online mechanisms. They also called for more mandatory support, more encouragement and signposting, and more help for friends and family of users.

*"I know some young people who regularly take drugs who have no support because they aren't sure about who to go to."*

*"People are scared to report it because they're scared they won't be believed."*

*"People think that 'reporting' is snitching."*

## The Youth Commission's key recommendations:

1. **Policing of nights out:** Visible police presence on nights out, especially in and around clubs. More information for students about how to stay safe on nights out.
2. **Raise the profile of drugs operations:** Raise the profile of police drug operations with the public and promote the message that production will not be tolerated.
3. **Improve youth engagement on drug issues:** Improvement of youth engagement on issue of drug use and dealing by police and partners. Make young people aware of how to report and give them easier ways to do so.
4. **Education on effects and consequences:** In-depth education for young people from an early age, with a focus on both health and mental health effects of drugs and alcohol. Better education on how to support friends and family.
5. **Support for users and victims:** Providing more accessible support at school, at home, and at festivals/clubs. More effective signposting young people to support service for drugs, alcohol and sexual harassment.

## Priority 2: Relationship with the Police



### What we did

The Youth Commission set out to understand young people's experiences of the relationship with the police across different groups and local areas. The Commission aimed to build trust and a better understanding between young people and the police. The Commission also wanted to challenge police attitudes to young people and help Nottinghamshire Police to become more approachable.

To address this issue, the Youth Commission carried out workshops and outreach events with young people from a range of organisations including: Joseph Whittaker School, Stevenson's College, Newark Emmaus Trust, the Garrage Young People's Centre, Third Star, REAL Education, Portland College, Central College, the University of Nottingham, Muslim Community Organisation, Selston Base 16 Centre, Brunts Academy, Trinity School, My Place Folkhouse, and the Youth Commission website.

The Youth Commission spoke to **over 350 young people** about this topic.

### What we found

During the Big Conversation, we received a significant amount of positive feedback about Nottinghamshire Police from young people. Several respondents in schools and colleges commented that the police were doing a good job in difficult circumstances, particularly in the light of funding cuts.

*"I think that the police are doing a great job keeping the crime rate low."*

*"They do ok with the funding cuts - depends on the officer you run in to."*

*"Doing a good job but need more patrols around Rainworth and Blidworth."*

Furthermore, numerous young people told us about their own positive experiences of interactions with the police – when they were in vulnerable situations, as victims, when stopped or when arrested. The positive experiences we have heard from individuals include: getting a lift home from the police when you are stranded; experiencing polite questioning during stop and account; the police being helpful when asking directions; and the police responding quickly to a mugging and arranging a mental health worker for the victim. We also heard from two different young people who felt they were treated fairly and respectfully during arrest.

*“When arrested- well treated and respected.”*

*“I was attacked on my street and I had my phone nicked. The police came to my house straight away. I was scared for ages after but I got a mental health worker and she was good. I think the police do a good job.”*

*“Positive experiences when stopped and asked questions. Police were polite.”*

*“I got into a fight and got arrested. The police were nice but I was scared.”*

However, despite the significant positive feedback received, many respondents in different areas expressed the view that police officers assume they are ‘up to no good’, especially when they are hanging around in groups with their friends. These young people commented that the police jump to negative conclusions without giving them a chance to explain. In these situations, young people told us that officers and PCSOs hassle them and move them on. This seems particularly unfair to young people who feel they have nowhere to go and nothing to do except for hanging around with their friends outside. The key message is that young people don’t want to feel demonised for simply spending time with their friends.

*“ “[The police} always think teenagers are doing something ... don’t give us a chance to explain.”*

*“They think the worst of you if you’re in a group.”*

*“I don’t have any trust in the police. The police don’t trust me. It’s prejudice. I’m fed up with feeling like I’ve done something wrong when I’m just hanging about with my mates.”*

We also found the wider stereotypes of young people are a key concern. These can be perceived stereotypes based on clothing, e.g. hoodies and tracksuits. They can also be stereotypes of individuals based on personal and family reputation, which make some young people feel negatively labelled by the police.

*“Police do not speak to me in a nice way. They know my brother and I have a reputation.”*

It is important to state here that negative stereotypes exist on both sides, rather than being one-way. Indeed, some respondents acknowledged that many young people show disrespect to the police, for instance by giving verbal abuse or even throwing stones at officers. In this way, the disrespect and distrust is seen as mutually reinforcing. We have found there is a need for work to be done to challenge the two-way stereotypes on both sides of the divide.

*“There is a lack of trust between the police and young people. Police have stereotypes of young people that should be challenged.”*

*“Within my area, youths are disrespectful towards the police, (verbal abuse, throwing stones). Police are also treating youths unfairly which may cause young people to react in an abusive way.”*

During the Big Conversation, we received various personal accounts about negative interactions between the police and young people. These comments came from youth centres, universities, colleges and schools. For instance, a number of young people at a certain youth centre stated that the police were aggressive and heavy-handed when moving them along from outside the local shops. At a Further Education College, one student told us about their experience when the police arrested them at college, and the unnecessary humiliation they felt they were subjected to in front of other students. Within a community organisation, a young Muslim commented that they had experienced police intimidation and believed it was because of their faith. On a university campus, some

students commented that the police could be too heavy-handed on a night out.

*"Too heavy handed on a night out."*

*"When we're sat doing nothing and get told to move and start pushing us."*

*"The police arrested me in college and escorted me through the canteen and around the whole college when there was a back door they could've taken me out of instead. They treated me with no respect as if I was a murderer when I was arrested for suspicion of something I hadn't done. It has affected the way I see police & now get anxious."*

*"Physical force - grabbing by shoulders."*

*"Police intimidation. I think it's because I'm Muslim."*

One of the biggest challenges raised by young people is that there are not enough positive reasons to interact with the police. Young people only tend to know the local police for negative reasons, and many do want to see this change in the future. Across different local areas, young people have repeatedly told us they don't know their local police officers and have no relationship with the police at all. As a result, they often feel uncomfortable and intimidated around the police. A small number of respondents also commented that efforts by the police to engage them aren't always successful.

*"I don't know the police men/women in my area, therefore I would feel awkward when talking to them."*

*"They never talk to you and they just nod."*

*"The police came to my school and talked about being a police officer. It wasn't very helpful."*

Throughout the Big Conversation, we found that most young people are not confident to approach the police when they have a problem. A key barrier is that many young people perceive that the police will not listen or take them seriously. Some commented that the police don't understand young people and don't interact with them enough. Others told us that they feel police 'rush the interviews' with young people. Others felt it was a part of a wider problem that the police do not have enough time for the views of the public in general.

Several respondents said that the police don't take small crimes seriously and therefore they would not approach them about smaller crimes.

*"Don't think they take young people's issues seriously and rush the interviews. Only listen to what they want."*

*"I do not feel like I can speak to the police about my problems."*

*"I think that the police don't respect young people and don't listen to what you have to say."*

Finally, we found that young people in some areas are worried about the lack of visible police presence in their neighbourhoods, the closure of police stations and slow response times. Several have commented that it takes the police ages to get to a scene. There are concerns about closed police stations in some areas, e.g. in Ravenshead, and young people feeling less safe as a result. Many have raised the lack of visible police presence and commented they never see police in their local areas. University students told us there is enough police presence on campuses.

*"There is no police station in Ravenshead. I don't feel safe going out to my friends if I am in trouble then the police won't be able to respond as quickly."*



## The Youth Commission's key recommendations

1. **A human face to local policing:** Help people to get to know their local police teams, for instance through social networking, surgeries, posters and leaflets.
2. **Positive reasons to interact:** More positive police involvement in schools and colleges, such as assemblies. More foot patrols where possible, to promote everyday interaction, smiling and 'banter' with officers.
3. **Young people and police working together:** More opportunities like the Youth Commission for young people to have a voice on policing matters. More efforts to listen to each other's viewpoints.
4. **More 'youth-friendly' ways to contact the police:** More youth-friendly mechanisms for reporting, e.g. online platforms and helplines where young people can report anonymously.



## Priority 3: Stop and Search



### What we did

Through the Big Conversation, the Youth Commission set out to understand young people's experiences of Stop and Search, and raise their awareness of Stop and Search rights. In addition, the Youth Commission aimed to inform the Police and Crime Commissioner and Nottinghamshire Police about how young people feel Stop and Search could be improved in the future. The Commission was particularly keen to address the targeting of ethnic groups and young people.

To tackle this issue, the Youth Commission carried out workshops and outreach events with young people from a range of organisations including: Joseph Whittaker School, Newark Emmaus Trust, the Garrage Young People's Centre, Third Star, Muslim Community Organisation, Portland College, New College Nottingham, Central College, the University of Nottingham, Chat' Bout, Nacro, and the Youth Commission website.

The Youth Commission spoke to over **130 young people** about this topic.

### What we found

The Youth Commission acknowledges that there has been progress in the way Stop and Search is approached by Nottinghamshire police, with improved outcomes and greater proportionality in the statistics for ethnic minority communities. During the Big Conversation, we found that a small number of young people did acknowledge these improvements, commenting that there are fewer searches conducted with better reasons given. For instance, one young adult from a homeless group commented:

*"I used to get stopped every time the police went past me but now they don't. It's a good rule that they can't stop me without reason."*

However, despite obvious improvements in the statistics and figures for Stop and Search in Nottinghamshire, we found that the majority of young people are not conscious of these improvements and still feel that there are big

issues to be addressed. The key concerns for many young people are stereotyping, racial bias, emotional impact, a lack of respect, and issues with the process.

Many young people told us that they felt targeted unfairly for Stop and Search on the basis of illegitimate or spurious factors. There were many factors mentioned by respondents, including age, dress, appearance, local area, family history and reputation. Many respondents felt that appearance and clothing was a key factor, saying that you were more likely to be searched if you identified with a sub-culture through your appearance, such as by having tattoos or wearing bandanas. Some young people talked about the stereotypes associated with people from their particular neighbourhoods, including St Ann's and Radford.

*"Young people more likely to be stopped if: black or mixed race (maybe white if wearing similar clothes), beanie hat/ hoody/ bandana (gang colours), gold tooth, facial tattoos, low trousers, known offender, speaking loud, from St Ann's, Meadows, Radford."*

Some young people commented that they had been targeted for Stop and Search because of their family connections and reputation, or because they are known to the police due to their own offending background. Some of these individuals recounted being repeatedly stopped and searched. They concluded that the police were doing this in the hope of being able to 'trip them up' or 'catch them out.'

*"Treated differently because of family connections."*

We found that a big area of concern for young people is racial bias in Stop and Search, with a fairly widespread perception that ethnic minorities are disproportionately targeted. Many young people felt they were searched because of assumptions about their race, and commented that the police do not stop and search white people as much as other races. Some expressed the view that the police assume that people from black and ethnic minority communities are involved with knife crime and carrying weapons. Some respondents linked this to the global injustices in policing, being a part of an international problem of injustice towards minorities.

*"I have been stopped by the police. I believe this was down to the fact of my skin colour. They said they believed I was carrying a weapon. I had no weapons on me I was walking to my friends house to play on the Xbox."*

During the Big Conversation, numerous young people have raised issues with the way police approach Stop and Search on an interpersonal level. Many respondents said there was a lack of respect and sensitivity from the police. Many young people told us about experiences of being stopped and searched where they felt they received bad treatment or a lack of respect. Even young teens told us they had experienced unnecessarily heavy-handed treatment during searches. Some commented that the police showed a lack of respect and sensitivity when conducting searches in the presence of families and young children.

*"When being with my boyfriend walking down the road then stopping us and searching us and being dead rude about it."*

*"I was wrongly stopped and searched after my mum's house was burgled. The police were rude and aggressive. I was just 14."*

A key message from the Big Conversation is around the emotional impact of Stop and Search on young people. We heard the experience of being stopped and searched can be humiliating and intrusive for a young person. It can make them upset, as they wonder why they have been singled out. We also found that, when police officers appear rude or disrespectful during a Stop and Search, this can make young people angry and even cause them to retaliate, which can make the situation escalate. In this way, the way young people react to being stopped and search can be a reflection or a 'mirror' to the way they feel they have been treated.

*"It's horrible, embarrassing, intrusive. I have been stopped 6 times for no reason. I have found each officer too rude and abuse their authority."*

*"Police officers can be rude when searching you which can make you retaliate."*

Through our research, we found young people do not generally reject the need for stop and search altogether. However, many do object to the way it is targeted and the way it is carried out. In particular, many respondents commented that they were not given clear or valid reasons for a search. In their view, they had been stopped and searched for no reason. Simply stating that an individual 'matches the description' often does not feel like legitimate rationale to the young person being subjected to the process. Furthermore, some young people have commented that officers 'jumped straight' to a search without proper explanation or reasoned discussion. We also found that some young people with disabilities and learning difficulties felt they were stopped without evidence.

*"Stopped – the police said I matched the description but when I asked what it was I clearly didn't."*

*"Police straight away wanted to search without reason or proper discussion."*

*"I think that the police should have explained things to me so I understood what was happening. There was a 'guilty until proven innocent' attitude that was adopted and this is what made the experience so scary."*

Some young people went further, suggesting that the police had failed to follow the proper procedure and had violated their individual rights. For instance, one young person said the police had refused to give their name and police number when asked. Two other young people commented that the police had prevented them from filming a Stop and Search by taking away their phones. As a result, some young people highlighted the need for a more transparent and clearly advertised complaints procedure. Furthermore, several young people in colleges and universities highlighted the need for greater education and information about their Stop and Search rights.

*"Attitudes of police officers during stop and search. They gave me attitude at a stop and search incident. They wouldn't give me their police number or name."*

*"I didn't really know I had any rights."*

## The Youth Commission's key recommendations

1. **Know your rights:** More sustained education about Stop and Search rights for young people, especially in deprived and high crime areas. This education should be delivered by peers and community organisations, with the support of the police. It should include tips on how to handle yourself during a search, and what to do if you need to make a complaint.
2. **Respect and reasons:** The police should consistently show respect and sensitivity when searching (as should young people). Young people should understand the reasons they are being searched, and to be able to query the reasons if necessary.
3. **More diversity in the police:** More work with young people to encourage more new officers from BAME backgrounds to ensure the police is reflective of the community.
4. **Community surgeries:** Hold surgeries for young people to discuss their experiences, questions and concerns with local officers and the Youth Commission.



## Priority 4: Education and Crime Prevention



### What we did

The Youth Commission set out to explore how crime could be prevented through better education in the future. The Commission aimed to raise awareness of laws and rights, and to explore the best education and extra-curricular activities to prevent offending.

To address this issue, the Youth Commission carried out workshops and outreach events with young people from a range of organisations including: Joseph Whittaker School, Stevenson's College, Third Star, New College Nottingham, REAL Education, Portland College, University of Nottingham, Central College, Chat'Bout, MyPlace Folkhouse, Central College, Brunts Academy, Trinity School, and the Youth Commission website.

The Youth Commission spoke to **100 young people** about this topic.

### What we found

During the Big Conversation, we found that most young people don't understand the law, their rights and the consequences for them. This is seen as an urgent issue for young people, and a part of the wider problem in our society that young people are not educated on issues that affect their lives including law, tax, money, government and politics.

*"Young people are not educated on law, tax, government, EU, Human Rights – just anything that affects them!"*

Critically, young people told us they don't understand the consequences of committing crime and the huge impact it can have on your life and your future. This means they do not have a full grasp of the long-term effects of a criminal record. Young people have told us they want to know about the consequences of getting arrested at a young age and how it can affect your future – including the detrimental effects on your career, your reputation or what people think of you, and your freedom to travel.

*"I feel as though young people don't understand the full consequences of crime, such as it has a huge impact on your future."*

*"What happens if you get arrested at an early age - affect future jobs."*

Related to this, we also found that young people do not always know what they are doing is illegal. They don't realise that some of their actions can be classed as criminal, which means they can be criminalised at a young age for small crimes and without intent. Several young people raised a concern about the criminalisation of young people at an early age for small or petty crimes. Some examples of petty crimes which young people may not see as illegal acts include: trespassing and climbing trees in forbidden areas, riding a vehicle that was stolen by someone else, joint enterprise, carrying an imitation weapon.

*"Most people don't understand the law and don't know if what they're doing is illegal or what the consequences are."*

Additionally, we found that most young people lack knowledge about their rights with the police. This was found to be the case across different backgrounds and local areas. Some people think they know their rights but the information can be misconstrued. Overall, young people want more information about the role of the police and PCSOs, the limits of police powers and citizen powers, and their rights and responsibilities in relation to their interactions with the police.

*"We don't know anything about basic law or our rights."*

*"Little to no knowledge of their rights regardless of class, ethnic, backgrounds."*

*"Also little to no knowledge of their correct rights. People think they know their rights but information is misconstrued, e.g. from websites and hearsay."*

Sadly, we found that the main way for young people to gain knowledge of the criminal justice system is through personal experience of going through the system. Simply put, most young people who do have this knowledge only have it because they've been through the criminal justice system and learnt first-hand (i.e. the hard way). One of the suggestions that has been raised through the Big Conversation is that there should be a better exchange of knowledge between those who have this experience (e.g. ex-offenders and off duty police officers) and those who do not.

*"A lot of people who do have knowledge only have knowledge because they've been through criminal justice themselves."*

*"Shouldn't have to be arrested to know their rights."*

During our research, we found there is a particular challenge for non-English speaking students from newer communities with no prior knowledge of the English system. When we consulted with ESOL students (students studying English as a second language), they said they knew nothing about basic English laws and rights, and they were very keen to learn.. These young adults from newer communities felt that learning about the law could link to their language skills and would also aid their integration into the wider community.

*"We want to learn about the law and teach other ESOL students."*

*"We would like course for ESOL students about the law and rights."*

In terms of future solutions, respondents particularly welcomed the peer-to-peer approach to learning about the law and rights. Many young people wanted to see workshops delivered by role models they could relate to, rather than teachers and authority figures, in order to demystify the topic of crime. This could include getting students or young facilitators to teach others, getting ex-offenders involved, or having the Youth Commission deliver peer workshops.

*"It doesn't work when it comes from teachers."*

*"I think we should have students trained to teach other students."*

*"Hear from ex-offenders to show us the consequences."*

*"Increase programmes like the Youth Commission."*

*"Definitely from peer to peers. Need to prioritise the demystification of stop and search rights."*

Young people called for these sessions to show that there are 'two paths in life' (i.e. criminal and non-criminal) and give them a clearer view of the future consequences of these paths. They also wanted to see embedded and practical ways of teaching the skills, e.g. mock arrests, mock trials, mock searches and role plays.

Many respondents also wanted to see the police being more involved in education in order to prevent crime. They felt that the lack of engagement and understanding between young people and the police is a barrier to crime prevention. Several young people suggested that it would be valuable to spend time face-to-face with off-duty police officers. This would build rapport and could also help educate young people about how to report a crime and what to expect when they do.

*"Youth clubs - police come in and talk, learn the law. Question and answer."*

*"Spending face-to-face time with off duty officers."*

*"Bring the police to interact on a human level. Removing a hat, baton, or authoritative demeanour when speaking to young people."*

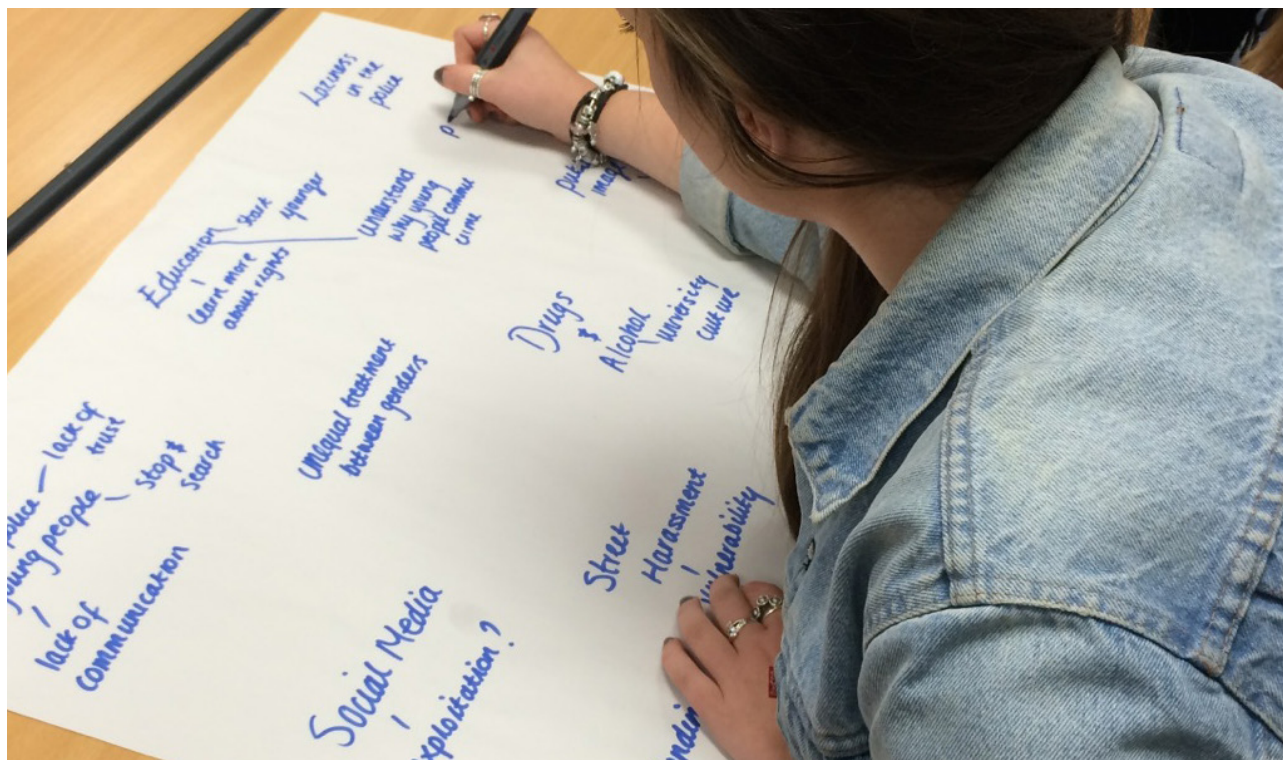
On university campuses, we found that students wanted to see more done in terms of raising awareness about crime prevention on campus. They highlighted the need for more information about staying safe on nights out and keeping their houses and belongings safe. Students called for more police involvement on campus to deliver information. Some also suggested that a formation of a 'Student Neighbourhood Watch' would be a helpful development to prevent crime and keep students safe.

## The Youth Commission's key recommendations

1. **Education on law and consequences:** Review existing resources for education about law and implications of crime, e.g. handouts, session plans and films. Deliver sessions to young people in schools, colleges and youth clubs about the law and consequences of crime. Sessions should be delivered by peers and community groups, with support from the police. They should target higher crime areas.
3. **Peer educators:** Give incentives and training for young people to provide education to other young people. E.g. upper school students teach lower school students or past offenders teach current offenders for a reward (part of rehab/ court order).
4. **Student Neighbourhood Watch:** Consider establishing student-led Neighbourhood Watch scheme to engage university/ college students in preventing crime.



## Priority 5: The Link Between Crime and Poverty



### What we did

The Youth Commission set out to explore how young people saw the link between crime and poverty, and to look at what can be done to break that link in the future. The Commission also aimed to identify what support would help young people from deprived backgrounds.

To address this issue, the Youth Commission carried out workshops and outreach events with young people from a range of organisations including: Joseph Whittaker School, Third Star, New College Nottingham, REAL Education, University of Nottingham, Central College, Chat'Bout, Central College and the Youth Commission website.

The Youth Commission spoke to **over 40 young people** about this topic.

### What we found

Although we didn't receive a large number of responses on this topic specifically, we found that the issue of poverty and deprivation cut across many of the other topics addressed in the Big Conversation. Young people have told us that poverty is closely linked to other issues such as drug and alcohol abuse, offending and re-offending, and relationships with the police.

During the Big Conversation, young people commented that there is more 'desperation' in poorer areas, which leads people into crime. Many have expressed the view that lack of money is one of the key root causes of crime, especially petty crime. These respondents told us that people living in poorer circumstances are more likely to turn to crime, as it seems much easier to make the money they need through illegal activity than through other means. This is closely linked to the issue of drug abuse, as some young people in poorer areas see selling drugs as a quick and easy way to make money.

*"(Poverty causes) petty crime rather than the big issues."*

*"The more in poverty and desperate the person is, the more tempted they are to turn to crime."*



*"People in poverty can see selling drugs as a quick and easy way to make money."*

*'Poverty linked to drugs caused by immigration, unemployment.'*

Related to this, young people told us the lack of realistic opportunities for employment in poorer communities makes crime an easier option for many. The lack of opportunities creates lower aspiration and an acceptance of criminality being the only option. Young people have highlighted that access to education, work experience and employment is limited for poorer people, both because of their class and wealth. It's also hard for young people in poorer areas to access work experience and voluntary work, both because they lack the contacts and because they lack the funds to work for free. As a result, many young people have highlighted the need to work with poorer communities to increase aspirations, support and opportunities for employment.

*"Encourage people into work, better ambitions."*

*"Chain shops/supermarkets should be advised on where to set up so that low income areas could gain jobs."*

*"Increase aspirations and support so crime isn't an easy option."*

*"Factors can be public and private schools. Education is different. Class? How much money populated in your household."*

During the Big Conversation, many respondents have also pointed to the impact of growing up with negative influences and in a negative environment. They have talked about the negative influences that can come from the people around them such as peers, 'olders' or family members, who influence young people with learnt attitudes and behaviour. They also talked about the impact of living in 'run-down areas', which makes young people feel vulnerable and under-valued, exposed to intimidating people on the streets, and a lot of drug and alcohol abuse around them.

*"Some places look run down and makes me feel uncomfortable. People dress up with hoods and stuff and look like shady people and you don't know who they are."*

*"A lot happens in certain areas, very dangerous."*

*"Young people get influenced by what's around them."*

We also found that young people in deprived situations often don't feel very involved in the community. There is a lack of spaces and opportunities for these young people to participate in their community, and develop a sense of stake in the wider society. Several young people told us that if they were more involved and active in society they would be less likely to commit crime.

*"Poor people commit crimes because they are less involved."*

*"More community service to involve everyone."*

Furthermore, young people have pointed to the lack of youth clubs and positive activities in poorer areas, especially with recent cuts to services. Respondents have told us that local youth clubs have been closed down and local charities are not getting the funding needed to engage the people who need it. Many have told us that they are more likely to commit crime and get in trouble because they have nothing to do and nowhere to go, except hanging out on the streets or in the parks. This is a particular problem for older teenagers, who feel they have outgrown services for children and are in need of more adult environments and activities. It has a knock-on effect for anti-social behaviour and negative relations with the police.

*"I think local organisations need government funding / support to offer positive activities to young people."*

*"To change this you could put youth centres around to give the youths somewhere to go instead of being involved in crime and hanging around on the streets."*

*"Gaming facilities, pool tables or a gym. Free for kids my age to go in Kirkby."*

*"Youth Clubs have been closed down due to lack of funding and local charities are already overstretched and do not get the funding needed to engage with young people in the area."*

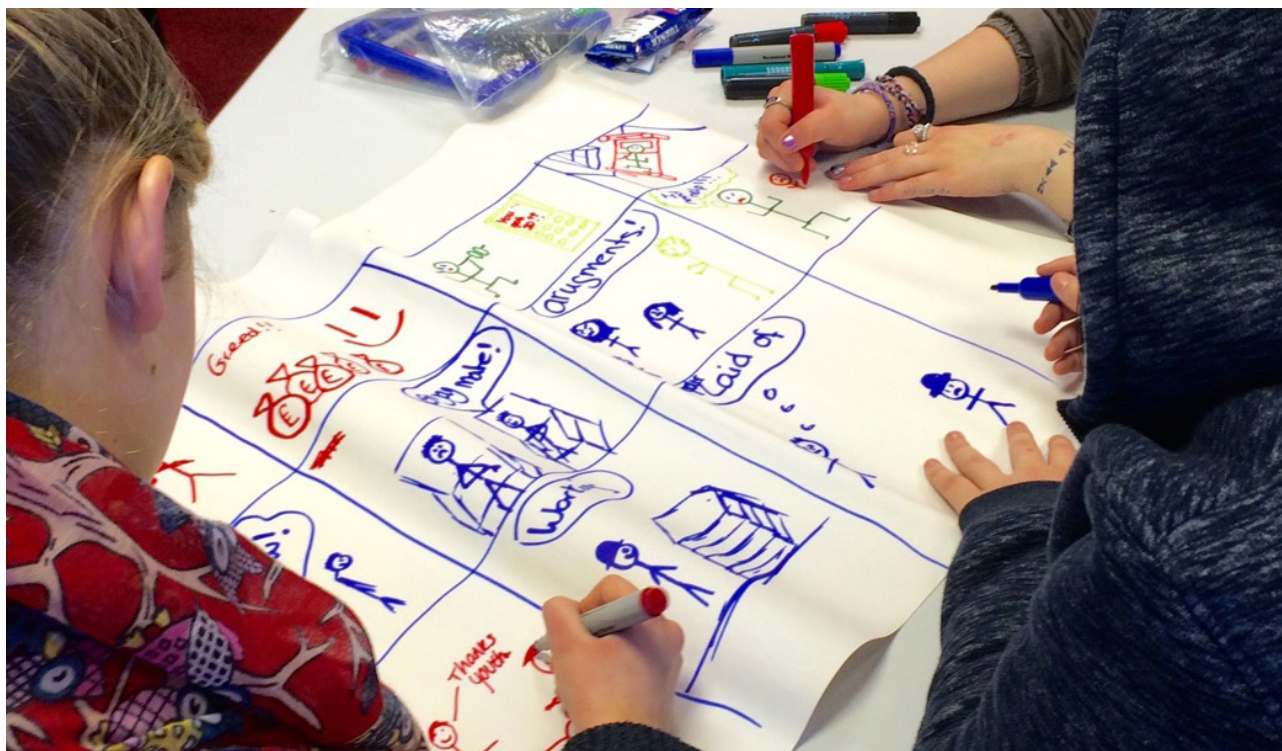
*"The only thing in worksop is a skate park which I'm not interested in. Being accused of things I haven't done so I no longer go out."*

## The Youth Commission's key recommendations

1. **Put resources into disadvantaged areas:** Target youth services in areas of most need, fund youth clubs and invest in regeneration.
2. **Greater involvement:** Promote volunteering and leadership opportunities for young people in deprived areas. This could link to regeneration projects.



## Priority 6: Re-offending and Rehabilitation



### What we did

The Youth Commission set out to explore how to reduce re-offending and make re-integration easier for young offenders. The Commission aimed to consult with young offenders themselves, and to explore how to improve the support they receive.

To address this issue, the Youth Commission carried out consultation activities with young people from a range of organisations including: Joseph Whittaker School, Stevenson's College, Central College, REAL Education, Chat'Bout, and the Youth Commission website.

Additionally, the Youth Commission also conducted in-depth interviews with young offenders through Nacro, and the city and county Youth Offending Teams. We are very grateful to these organisations for helping the Youth Commission to access these important voices.

The Youth Commission spoke to **over 60 young people** about this topic.

### What we found

When we talked to young offenders about the root causes of re-offending, and they told us about a wide range of factors including a lack of money, addiction, anger, upbringing, gangs, and comfort zone.

Young offenders told us that some of the most influential root causes come from the people around you. Numerous respondents mentioned the powerful influence of peer pressure, gangs, and wanting to fit in. Others mentioned the influence of family, and what you see growing up, which creates 'learnt behaviour'. Some also highlighted the impact of anti-police attitudes in their family or community, which means that they feel they cannot approach the police and are forced to find alternative means of resolving issues.

*"Learnt behaviour, poor education, upbringing."*

*"Anger peer pressure and wanting to fit in and so join in."*

*"What you see growing up, i.e. family in prison."*

*"Can't talk to the police because of social pressure."*

*"Background – it's all they know being rebellious to the police, could be generations of behaviour and anti-police."*

As a result of these influences, offenders explained that you can feel 'stuck' in the system and a cycle of behaviour that is defined by your upbringing, your peers or your environment. Young offenders find it very hard to break away from these influences, which are all around them. If an offender wants to break the cycle, they often have to isolate themselves from their peers, and then cope with feelings of loneliness and exclusion.

*"Feel stuck in the system – lifestyle and upbringing can define it."*

*"I use to go to Youth Club but I don't any more as there are young lads causing trouble and they wanted me to get in trouble too."*

Throughout the Big Conversation we have heard that money and financial pressures are critical factors in re-offending. Several young offenders told us they could make money more easily and quickly through offending than through other means. Selling drugs is seen to be a particularly easy way to make money quickly. These young people see a lack of realistic alternatives available to them – either because they have no educational qualifications or because they have a criminal record and therefore find it difficult to get a job. The need to make money is often driven by financial pressures, such as debt to pay off or bills to pay.

*"Money - debt to pay off, can't afford what you want."*

*"Have a previous criminal record or conviction so can't get a job."*

*"Make money, easy/fast – Can't get that money elsewhere."*

We also found that many young offenders do not think about the consequences of their actions. Some told us they offended due to boredom and they were not thinking about the consequences. Others told us they had no fear of being arrested. Some commented that, if you don't care about yourself anyway, then you wouldn't care about the consequences of your actions for your future.

*"No fear of being arrested - no deterrence."*

*"Don't care about yourself anyway/don't care about the consequences."*

*"Bored and don't think about actions."*

Furthermore, they felt prison was not working as a deterrent. In fact, some commented that it's easier to go back to prison than to live in the outside world. These respondents said that prison gives you things you do not have on the outside, such as friends, respect and a way of life. They expressed the view that, if you are in prison for longer periods of time, you even are more likely to want to go back. Others commented that they found it easier to go back to re-offending because it is intimidating to live in 'real life'.

*"Easier option going to prison rather than struggle in real life – sometimes feel I'd be better off in prison rather than struggling to get by."*

*"Easier to go back to offending – intimidating to live in real life."*

*"Prison – a way of life, friends, respect."*

We asked young offenders to tell us about the support they received from different agencies and organisations, with a view to understanding what was working for them and what the gaps were. We found that some offenders receive good support from the YOT and other organisations such as the charity, Nacro. Some said that their YOT workers were very effective and helpful for them. Some said they valued the opportunity to take part in community service, such as working at a food bank. Some also told us being on a court order had helped them to stay out of trouble.



*"I have a YOT worker and I have to do 100 hours community service in a food bank on Saturdays. I like my YOT worker and she helps me a lot."*

*"Being on court order has helped me stay out of trouble."*

*"YOT teaches you the right things but not influential, not a deterrent."*

However, despite this positive feedback, many respondents told us there is not enough support to stop re-offending. Some felt their YOT workers were not helpful for them individually. Others felt that there was not enough initial support or deterrent to influence them away from offending after their first offence. Some argued that the YOT was too 'weak' and rewarded offenders too much for their offending early on.

*"I have had a YOT worker for the last year. It's boring and they don't help me. I have to do it or I will be in more trouble."*

*"People are more likely to re-offend because they don't get the help and support they need for what they did and they don't know what will happen if they re-offend."*

*"Not enough support to prevent initial offending/ prevention of re-offending - lack of communication."*

When we asked young offenders how the support could be improved in the future, they had a number of solutions to suggest. Many respondents felt that it should be a priority to provide offenders with more support to access education or training and employment, with a specific focus on personal interests and aspirations. Others called for more one-to-one mentoring, to work with an individual over an extended period of time to set personal goals and go through the steps needed to pursue them. Others called for more mental health support, especially at an early stage, to help offenders cope with anger and other issues. Finally, some commented that they did not know what support was available, and felt there should be more promotion of support services.

*"There are good services such as Nacro but I don't know what's available."*

*"Education in prisons and schools."*

*"More encouragement to get a job – same amount of money from selling drugs."*

## The Youth Commission's key recommendations

1. **Encourage employers to hire offenders:** Offer incentives and support for businesses and the private sector to offer employment and training opportunities to ex-offenders.
2. **More personalised support for offenders:** One-to-one mentoring schemes, understanding their interests, looking at their transferable skills, and matching them with relevant opportunities for work, training or enterprise.
3. **Explore Youth Courts:** Consider establishing a Youth Court for Nottinghamshire, to get young people more involved in the consequences of offending using a restorative justice approach.
4. **Greater involvement of young offenders:** More involvement of young offenders in decision-making and more opportunities for them to be actively involved in the community, e.g. through talks in schools.

# Conclusion



We are very grateful to the members of the Youth Commission, and all the various local partners, who have been involved in making this piece of work such a success. Through the insights, messages and recommendations contained in this report, the Nottinghamshire Youth Commission has made a significant contribution to the work of the Police & Crime Commissioner and Nottinghamshire Police.

Through their 'Big Conversation' with over 1,000 young people, the Youth Commission has managed to reach and engage a hugely diverse cross-section of the youth population. They have made particular efforts to hear from those whose views are often overlooked. This peer-to-peer process is of enormous value, both as a piece of innovative research and as an engagement exercise.

Subject to final decisions about the future of the project, our hope is that the Nottinghamshire Youth Commission will be further developed as a means for young people to inform both the Police & Crime Commissioner and Nottinghamshire Police. The Youth Commission can help bring the gap between young people and policing, through ongoing engagement with the youth population. They can provide youth-centred advice on a range of policing and crime matters affecting young people. They also have an important role to play in the development and evaluation of the recommendations they have set out in this report.

## Testimonials

### **Paddy Tipping, Police & Crime Commissioner**

*Firstly, I would like to say a big 'thank you' to the members of the Commission. I know that they have put a huge amount of time and effort into our 'Big Conversation' and I would like to reassure the members that this report will not gather dust on a bookshelf. It will be the launch-pad for change in the future.*

*Between the members and the 1000 plus young people who have given their views we have been able to identify ways in which we can really improve the relationship between young people and the police. And we will. We will seek to improve communications, learn from their experiences with the police and understand their priorities.*

*Over the coming months I am looking forward to seeing some of the Youth Commission's recommendations being taken forward, not only by the police but also by our partners and other organisations whose work with young people is closely linked to the force and my own office.*

### **Chris Eyre, Chief Constable, Nottinghamshire Police**

*Nottinghamshire Police takes pride in the fact that we serve such a diverse range of communities who offer many different perspectives on life in our city and county. Being open to the ideas, concerns and observations of young people from all backgrounds are crucial if the police service is to remain as effective and relevant as possible.*

*The Nottinghamshire Youth Commission is a means of collating the views of young people and channelling them as constructively as possible. When the youth of Nottinghamshire speaks with one clear voice over the clamour of many, we have to take notice. I commend the role of Commission in helping to shape a better and safer future for all of us.*

### **Superintendent Ted Antill, Nottinghamshire Police**

*When I attended the Youth Commission event on 21st March, I was struck by the enthusiasm and commitment of the young people there, for tackling the issues they had identified. The presentations were delivered in a mature way and with an honesty that was at times uncomfortable for me and police colleagues. However, it is exactly this honesty that will develop the trust that will be so essential to the success of this work. There was also a refreshing acknowledgement that the responsibility for providing solutions does not rest solely with the police, but that all present had a part to play.*

*I have no doubt that real and sustainable change can be brought about as a result of this work.*

**Kathrine Tremayne, Youth Commission member**

*My experience as a Youth Commission member has changed the way I see police. Before joining the Commission, I saw the police as scary and I thought they were trying but nothing was being done. But being on the team, I learnt that Nottinghamshire has come a long way in terms of policing. I also learnt that the police come across differently to some people than they do to others - some see them as helpful, while others see them as intimidating. Most of these negative views were from those around the age of 14 upwards. I saw that by having the Youth Commission, we can help those negative views become more positive. I enjoyed talking to new people from all backgrounds and people who were passionate about changing the way the police treat this generation. It has helped me understand that everything can change and nothing is perfect and there is always room for improvement for the better.*

**Gabrielle Jones, Youth Commission member**

*"My name is Gabrielle Jones. I am just one of the members of the Nottinghamshire Youth Commission on crime and policing. So for me the Commission has been one of the best opportunities for me to develop as a person, to really find out what my strengths and my weaknesses are. The Commission has also allowed me to visit organisations I have never heard of before in Nottinghamshire and it really makes you realise just how important these organisations are for young people and I am privileged to have visited many of them to see in person the hard work and dedication people have in younger members of society. The Commission has gathered over 1000 responses from the younger members of society. In particular we wanted to gain opinions from those individuals who are sometimes not given the same amount of opportunities. From personal experience, while collecting the responses, I became very aware of just how important it is to move away from the mainstream colleges and schools but also to travel around Nottinghamshire to find organisations who may not be so aware of them to be heard, which has also made me more open-minded. From talking to everyday students and the struggles they have to communicate their opinions and the strands we have done and workshops I think we have made some good progress in allowing those communication barriers to be taken down so that these young people can express their concerns and opinions they have on local matters.*

*The journey for me has been fantastic from gaining new skills including confidence which I was lacking at the beginning, to also making new friends who all have a passion about issues in their local community which makes the Commission invaluable, I think we can all take away something from this experience, for me it's the better understanding of young people's voices and not to judge anyone."*



**Edward Vickers, Youth Commission member**

*My name is Edward and I am 15 years old. I wanted to get involved with the Nottinghamshire Youth Commission as I thought that it sounded like a good chance to get my views across about policing in Nottinghamshire, and also a good way to make new friends.*

*To begin with, I found working with other young people from Nottinghamshire a challenging and difficult task, however I believe that I have gained confidence through this interaction, and that has helped me when I've had to collect other people's views and opinions about policing.*

*To gather the views of other young people, I handed out a selection of the 'postcards' to my friends around school, some of which have had involvements with the police (both positive and negative) and asked them to write down what they believe to be the key issue to policing and crime across Nottinghamshire, and to give some details about what the issue is, and then their ways of preventing the issue from further occurring. A view which I have seen is that "Police see young people around street corners, and automatically assume that they are up to no good, or they may be wearing tracksuits, and suddenly think that they are going to be doing drugs or something. This needs to stop."*

*For the future, I hope that we can finally put an end to issues around Nottinghamshire, and to make Nottinghamshire a better place for young people, whether they are ex-offenders, victims of crime, witnesses to crime or otherwise. I have really enjoyed the Youth Commission and am looking forward to more opportunities in the future, to make Nottinghamshire a calmer and relaxed county for policing and crime. Many thanks for the opportunity to be part of such a valued group, with amazing young people."*

**India Welsh, Youth Commission member**

*For the past six months my experiences as being apart of the Youth commission team has been amazing. It has allowed me to explore and appreciate organisations that are willing to make changes within society and also meet other individuals that are passionate about identifying ways to tackling crime. I have gained so much understanding through the workshops, meetings and also interviews with young offenders that has allowed me to improve my perspectives on the issues happening daily and also expand my knowledge to build my confidence, communication and public speaking skills. I thank the PCC and the Leaders Unlocked team for giving me this life changing opportunity and I am looking forward to working with you in the future.*

#### **Nacro Nottingham Young Person's Team**

*We were delighted to work with the Nottinghamshire Youth Commission in partnership with the Nottinghamshire Police & Crime Commissioner to gain the views of our service users on policing, youth offending and rehabilitation in Nottingham. The focus groups we have held at Nacro have given our service users a platform to have their say on these very important subjects. Our service users are at the heart of what we do and we are very proud to have become involved in such an important and influential local consultation. One of our service users, Nathaniel Moore, was selected as a member of the Youth Commission. This is what he said about his experience:*

*"Being on the youth commission has really meant a lot to me over these past few months. I have learnt a lot about my rights as an individual and how the Police force operate. The subjects we have researched were the subjects that really needed addressing especially 'Stop & Search' which is often a cause for debate among young people."*

#### **Get in touch**



**@NottsPCC**



**@leadersunlocked**



**info@leaders-unlocked.org**