



**NOTTINGHAMSHIRE  
YOUTH COMMISSION**

**FINAL REPORT FOR  
THE POLICE AND  
CRIME COMMISSIONER 2023**

**NOVEMBER 2023**



## ABOUT THE NOTTINGHAMSHIRE YOUTH COMMISSION

The Nottinghamshire Youth Commission (Notts YC) gives young people a stronger voice to raise police and crime issues. The Notts YC worked with the Police and Crime Commissioner to hear the opinions, thoughts and feelings of young people which can in turn inform their future working practices.

The Notts YC members engage with young people through peer-led workshops that provides a safe space to comfortably share and speak confidently to peers. All the responses gathered during the Big Conversation are analysed by the Youth Commission members to create the key findings and recommendations outlined in this report. The Notts YC presented the key findings and recommendations to the Police and Crime Commissioner, senior police officers and key delegates from the community.

A key element of the Youth Commissions role is to gather the views of young people through peer-to-peer engagement. This is a strength of the project, as it provides young people with a safe environment to talk to their peers about issues in their communities.

The Youth Commission members have received training for their role and have developed their active listening techniques, facilitation, and leadership skills throughout the project.



## ABOUT THIS REPORT

This report is based on evidence that has been collected through peer-to-peer research.

The Notts YC has reached over 1,500 young people from across Nottinghamshire in the last year. The responses have been gathered in youth-led engagement events and stalls, workshops, and targeted surveys.

The report allocates each priority its own section, which consists of a comprehensive analysis of young people's opinions using exact quotes from individual participants, and the key recommendations based on the findings of the Youth Commission.

This report is intended to be a genuine, independent record of what young people have told us through the Youth Commissions 'Big Conversation'. It is hoped that the work of the Notts YC will be the basis for future actions by the Police and Crime Commissioner.

## WHAT WE DID

### RECRUITMENT

In 2022, Leaders Unlocked carried out a 2-stage recruitment process. This included distributing an easy-to-access recruitment pack which included an application form and information relating to the role. The second stage was to conduct telephone interviews with applicants. This process has been made possible by working proactively with local organisations from education settings, youth organisations and the voluntary sector. Our aim is to ensure that the members are true representatives of their communities by location, background, and life experience.

Our current members:

- 34.35 identify as male, 62.5% female
- 6.25% have experience with the CJS
- 9.37% identify as having a disability
- 3.12% are looked after children
- 46.88% identify as coming from ethnically diverse communities
- 15.62% are under 18 years old
- 78.12 are in education within their local communities

### IDENTIFYING PRIORITY ISSUES

At the Notts YC inaugural meeting members worked together to identify the issues most important to young people. They decided to focus on the following two key priorities:

1. Feeling Safe in the Community
2. Trust and Confidence within the Community



### CREATING TOOLS FOR THE NOTTINGHAMSHIRE YOUTH COMMISSION

During the members meeting, the Notts YC co-designed 2 interactive peer-led workshops and actively demonstrated how these workshops would run. The members also took part in team-building exercises, interactive workshops and presented their plans to the Nottinghamshire Police and Crime Commissioner. These meetings gave the members the opportunity to:

- Design engaging workshops
- Develop resources and materials for the workshops
- Practice presentation skills
- Identify key organisations where the Big Conversation can take place
- Learn new leadership skills
- Become a cohesive team of young leaders

In addition to the interactive peer-led workshops the members also created 2 surveys, one for each priority which would help to further gather young people's voices. The citizen peer-led research included group discussions and opportunities for peer-to-peer conversations with young people and shared their personal views and experiences.

For the purpose of data collection, the Notts YC members created postcards to collate information for their research. The postcard shows each priority that the Notts YC was collecting responses on, allowing young people to provide their opinions on all priorities regardless of the workshop they were attending. The postcards have highlighted real-life opinions and experiences that young people have faced but may feel uncomfortable discussing. The postcards are designed so that participants remain anonymous, with the name of the individual not requested. However, we do ask participants to write their age and postcode on the postcard which helps to collect general demographics and identify which areas may need further work and support in with the issues they experience in their areas.





# ANIMATED FILM (KNOW YOUR RIGHTS)

To support the priority 'Trust and Confidence within the Police', Notts YC members designed and developed the script for an animated film called 'Know Your Rights'. In February 2023 members got together to plan the storyboard for the animation. The aim of the animated film is to educate young people on their rights when being stopped and searched and what a stop and account is.

In March 2023, the Notts YC contacted a local film maker in Nottingham called Sam Morgan from Film 4 to help bring the ideas to life. Sam Morgan worked closely with the Notts YC members throughout this process. Members collaborated with Sam to design the style of the animation including backdrops and how the characters should look.

In April 2023, 5 members met at Nottingham DTR Studios to record the voiceovers for the film, one member said about their experience:

*"It was amazing, I really enjoyed being a part of this process as doing a voice over is something I have never done before but always wanted to do. I was very happy to be a part of this process and I think the film will be great for young people to learn about the rights around stop and search."*

The Notts YC would like to say a huge thank you to Sam Morgan and Nottingham DTR Studios for creating the animated film. We really appreciate your time, effort and hard work in supporting us to bring this to life.

## JOINT WORK WITH NOTTINGHAMSHIRE POLICE

The Notts YC has developed a close relationship with the Nottinghamshire Police, allowing young people's voices to be better heard within the force.

Notts YC members have been invited to police training events, where members were able to see first-hand the intense training policing officers are given. The Notts YC members were able to provide their feedback and share with officers how they believe their training could be improved.

Notts YC members were invited to Police Headquarters to review police presentations which are shared with young people in educational settings. The members provided feedback to the officers on how the presentations could be more relevant and engaging for young people.

While working with the Nottinghamshire police the Notts YC members were given an amazing opportunity to take part in a ride-along scheme. Members got to see first-hand experiences of officers responding to calls and engaging with members of the public. Each member was assigned to an officer where they asked questions about their role and shared how they found the experience.

As part of this year's work, the Notts YC worked with the Office of the Police and Crime Commissioner (OPCC) and Nottinghamshire Police to discuss ways the police social media channels could be more accessible and engaging for young people. Members outlined the challenges the police face when engaging with young people online and how information shared can get a better reach.



# YOUTH INDEPENDENT ADVISORY GROUP (YIAG)

Notts YC members chair the Youth Independent Advisory Group (YIAG) with the OPCC, to discuss various topics related to Notts YC priorities. Each meeting was held over zoom and officers with specific insights into areas including community safety, night time economy and stop search are invited to participate in sharing their knowledge and experiences within these topics.

The YIAGs provide a forum for officers and young people to exchange ideas and opinions. These include key messages going out to young people and discussing ways to improve police relationships with young people.

The Notts YC members shared that they found these meetings to be insightful and engaging, one member said:

*"My experience has been really interesting and insightful. I feel like through the meetings I have been able to gain more knowledge surrounding the police, and have had opportunities to work with other young people to figure out how to share that knowledge with Nottinghamshire."*

## WHO WE'VE REACHED:

The Notts YC has actively engaged with over 1500 young people across Nottinghamshire. In total, the Notts YC ran 26 workshops in a wide range of youth settings across the county. This year the Notts YC focused on delivering targeted workshops to engage with young people from alternative education, young people with experience of the criminal justice system and young people with disabilities.

Priority	Responses
Feeling Safe in the community	1,200
Trust and Confidence within the Police	300
Grand Total	1,500

## OUR PARTNERS

Notts YC members are very grateful to everyone who has supported us by allowing the members into their organisations. **We would like to say a very big thank you to the following organisations:**

Nottingham College  
FRAME 4  
Imara Trust Nottingham  
Nottinghamshire Police  
Rainworth Youth Centre  
High Pavement Sixth Form  
Redhill Leisure Centre  
Billborough Sixth Form College

Beeston Youth and Community Centre  
LGBT+ Service Nottingham  
DTR Studios  
The Fernwood School  
Notts County FC  
Nottinghamshire Young Peoples Club  
Nottinghamshire Youth Service





A special thanks to the individual Youth Commission Members who have offered their time and effort to make this project a success:

- |                         |                                      |
|-------------------------|--------------------------------------|
| Alice Cross             | Kathrine Tremayne                    |
| Amba Sharma             | Lianna Khadoo                        |
| Anamaria Conacel        | Lizzy Gardiner                       |
| Anya Bansal             | Marisa Onarati                       |
| Beckham Ali             | Muhammad Yasir Al-Fateh Abdul-Kareem |
| Caleb Schofield-Linnell | Muskan Goyal                         |
| Callum Parr             | Owen Brindley                        |
| Chardonay Cassidy       | Romilly James                        |
| Claudia Nkomo           | Ronia Iheama                         |
| Frederick Lees          | Joanie Stevens                       |
| Grace Dougall           | Josephine Fordjour                   |
| Jack Bell               |                                      |

A Special thank you also goes to the Office of the Police & Crime Commissioner and Nottinghamshire Police, who have worked closely with the Notts YC throughout this project.

A final thanks to this year's Project Manager Gabrielle Jones and Project Coordinator Kelese Hyacinth who were instrumental in bringing the project to fruition.







# PRIORITY 1: FEELING SAFE IN THE COMMUNITY

The Notts YC have spoken to 1,300 young people across Bilborough, Wollaton, Mansfield, Worksop, Nottingham City and Lenton. Young people have raised concerns about not feeling safe when out in their community as they stated there is not a strong enough positive police presence in Nottinghamshire which makes them feel anxious, scared and unsafe when out in Nottinghamshire.

The Notts YC identified recommendations for feeling safe in the community which can be used to inform decision-makers and support young people to feel safe when out in Nottinghamshire.

## WHAT WE FOUND

The majority of young people we spoke to in Nottinghamshire stated they do not feel safe when out in Nottinghamshire. Some young people expressed that there is little police presence and a lack of knowledge on what they should do if they feel unsafe when out in the community:

**"I feel like I don't have enough info on the laws or what and ow to do things if I feel unsafe or needed to report something or knowing what I should or shouldn't report."**

**"Main organisations in place to keep people safe aren't very effective, like security in town often intimidate people wrongfully which makes it hard to approach them."**

**"There is never any police out, when there is, it's because of something bad that has happened. It would be nice if the police built a relationship with young people and we didn't just see them when something 'bad' has happened."**

**"There is a lack of police presence which can cause more harassment and violent attacks to happen, maybe if they were more present this wouldn't happen."**

When we asked young people why they feel reluctant to report harassment and catcalling crimes they stated that they feel the police don't believe them, stating that when they have reported to the police they have not been taken seriously or given any updates on their case:

**"All girls I know have experienced cat calling or being followed or sexual comments being made to them and majority of the time it is by someone significantly older."**

**"I don't feel safe in Nottingham. A lot of violence and I have also experiences of a lot sexual harassment from men."**

**"I have been followed off a bus and followed around a shopping centre been shouted at and no one interfered or gave a second look."**

As a young woman in Nottingham me and my peers have experienced cat calling and unwanted touching and other forms of harassment."

Young people told us that they thought that those from the LGBTQ+ community, ethnic minority groups and young people with a disability are significantly more likely to be discriminated against and be a victim of harassment or crime when in the community:



*"I am from the ethnic minority community and I don't feel safe around the police. They always seem to harass me and my friends when we are hanging out even though we aren't getting into trouble."*

*"I am very open about my sexuality and have a pride bag, one time I was walking home and a group of year 12's called me a slur"*

*" I worry when walking about by myself for safety as I have a disability. I also worry about my other friends becoming vulnerable when they are out."*

Through our peer-led research, we found more young people are feeling unsafe in Nottinghamshire as result of the increased visibility of drug and alcohol crimes, especially in the city centre:

*"Drunken adults can be very inappropriate and pushy when coming across young people and it can be very frightening"*

*There are drunk people bullying girls and teenage boys they become very aggressive and make us feel uncomfortable and unsafe*

*I don't feel safe at night because there a lot of drunk people and they scream and shout and make me scared"*

## OUR RECOMMENDATIONS

### FOR NOTTINGHAMSHIRE POLICE:

Increase engagement activities within the community to help build positive relationships between young people.

Further specialised training for officers specifically around sensitive cases and increase transparency and accountability around victims of crimes.

Share updates and follow-up of cases and provide evaluation feedback forms to victims.

Raise awareness of how to report crimes anonymously, particularly with young people and highlight where to get support for victims.

### FOR THE POLICE AND CRIME COMMISSIONER AND PARTNERS:

Work with local organisations to increase education and raise awareness on what harassment is, how to report it and where to get support.

Engage with local authorities to increase public safety by having increased 'brighter' streetlights, CCTV and cameras around public transport, bus stop and side streets.

Raise awareness of how the PCC and partners are going to tackle community safety in Nottinghamshire.

### FOR THE YOUTH COMMISSION:

Continue to provide a voice for seldom heard groups particularly those from the LGBTQ+ community, ethnic minority groups and young people with disabilities.

Work with the police and partners on campaigns to promote key messages on how to stay safe and share with young people.

Work with the police and partners to help promote reporting services young people can access.







# PRIORITY 2: TRUST AND CONFIDENCE WITHIN THE POLICE

The Youth Commission spoke to 300 young people from Wollaton, Worksop, Bilborough, Mansfield and Beeston on this topic.

Young people shared their concerns of not being believed if they report a crime and being targeted by the police for the way they dress or who they hang out with.

## WHAT WE FOUND

Young people expressed they don't feel confident to speak to police officers and they felt that officers need broader education on how to approach young people no matter their gender, ethnicity, disability or if they are from the LGBTQ+ community:

*"Have more diversity in the force (on show) so there's more chance that you encounter an officer that you feel safe with"*

*"More diversity in the police force, it would make those from the minority community feel more safe and heard."*

*"More education for the police and the police to be more human"*

*"Generally having police simply understanding that we (young people) should be more understood and given reassurance"*

*"We have a lack of positive relationships in the area, LGBT+ training lack of police trust"*

Young people stated that officers are very intimidating and are usually not approachable or friendly and often don't smile:

*"Police always seem to be unapproachable and make it obvious to others"*

*"Police need to engage in conversations with general public to create bonds and trust, especially with young people"*

*"Police should smile more and to be more approachable"*

*"I find the police too intimidating to reach out for help when in public spaces. Make them seem less intimidating and more approachable."*

*"The police need to have more involvement with youth. Talk to them do events and things to build up familiarity."*

Young people don't feel comfortable reporting crimes and feel the police often don't take them seriously. They said they have little trust and confidence that officers will deal with their incident in an appropriate manner:



**"When things are reported, police don't take it seriously or actually do anything about it"**

**"Long processes to report smaller issues that still need to be dealt with"**

**"Police don't take young people seriously or their reports, the response times take long and there is a lot of discrimination. More training needs to be done and they need to hire more officers from diverse backgrounds they also need to have better communication in communities."**

**"If you report you get called a snitch, there needs to be more awareness on anonymous reporting. There's a lot of police in Aspley so it makes it seem like its really bad."**

Throughout our peer-led research, young people stated they don't trust the police and that they are always judging young people by the clothes they wear and the colour of their skin:

**"Police target black people to paint the community as violent. Police are also violent towards black people unnecessarily"**

**"The police focus on the wrong people, just because they are dressed in a tracksuit, hoodie or wearing a bally doesn't always mean they are doing bad things. They are just comfortable clothes they like to wear. I like to wear tracksuits and hoodies and I am a good person, it's not fair we all get judged and stereotyped"**

**"Police always target young people when they are on the park just because they are dressed in tracksuits and wear hats even though they are not doing anything wrong just hanging out with friends, there is nowhere or nothing else for us to do or go. There needs to be more opportunities for young people."**

**"I am a young black boy from Radford and the police always stop and search me and my friends for no reason and they never give us a reason why, they treat us with little respect and are always very intimidating."**

Further training needs to be done with officers around engaging with the community and in mental health. This can help to support young people who may come into contact with the police:

**"There needs to be more training on mental health for officers so they know how to approach young people who may be dealing with mental health."**

**"Dispatch times are too long, they have poor communication, untrained and inexperienced officers. Stop using outdated practices. Be more mindful of difficult situations"**

**"Very helpful when I was going through a rough time with sexual harrasment. They solved all my problems instantly. Thank you!"**

The Nottinghamshire police force needs to better reflect and represent the community it serves by having greater diversity in its police force. This will help build better relationships with young people and the community:

**"Nottinghamshire police need to employ more young officers and those from ethnic minority community to help build trust between them and young people from the ethnic minority community"**

**"The police force needs to represent Nottinghamshire"**

**"The police force needs to be way more diverse and represent Nottinghamshire, they need to understand young people more"**

## OUR RECOMMENDATIONS

### FOR NOTTINGHAMSHIRE POLICE:

Look at ways that officers can be seen as being more approachable, through engagement with young people in the community and smiling more.

Be less judgemental towards young people and stop stereotyping them due to the way they look or dress.

The police need to share ways that they are taking young people who report more seriously, make it clear the public the commitment to giving them updates.

### FOR THE POLICE AND CRIME COMMISSIONER AND PARTNERS:

Work closely with education and youth organisations to support young people to have greater trust and confidence in the police.

Ensuring officers and professionals have the correct training when approaching young people from ethnic minority groups, LGBT+ community and young people with a disability.

Fund community events to help promote awareness of support services young people can access and focus on building trust and confidence in the police, this can be themed around music, food, and cultural activities.

Encourage more young people from diverse backgrounds to join the police force through community focused campaigns.

### FOR THE YOUTH COMMISSION:

Work with young people on how they want the police to work including who to ensure increased trust and confidence with the police within the community.

Work with the police and share positive stories about the work they do in the community, to build Trust and Confidence.

Invite police and young people with lived criminal justice experience into workshops to share their stories of how they turned their lives around. This will help discourage young people from getting involved in criminal activity.



# CONCLUSION: TAKING THINGS FORWARD

We are extremely grateful to all our Notts YC members who have given their time and dedication to this project, and we look forward to continuing to work with them all.

We would also like to thank all the internal and external stakeholders who have been involved in making this piece of work success.

We are excited to develop upon the recommendations outlined in this report and to explore in more detail feeling safe at night and helping to build relationships between young people and the police.



## TESTIMONIALS

I came from Ethiopia in 20 and I joined Nottinghamshire youth commission in 2021. The youth commission has allowed me to develop my relationship with others. I have been learning a lot about the police and the laws including issues with the police. I used to believe all the police around the world were the same because I had a traumatic experience with them in my country. What I have saw when I spoke especially with foreign people (young) they are not interested with the police and think they don't have good intentions or opinions because they expect all police to treat them wrongly. Now, I currently can speak with confidence with any officer around Nottinghamshire and in my opinion the police are not bad in every situation or make tremendous mistakes especially when they speak with young people.

Beckham Ali, 2023

There are many things I've enjoyed in the youth commission. Firstly, being able to raise concerns to the police that the youth have expressed to us and to be able to help them with their concerns and facilitate them. I have done this through being part of big projects, such as the stop and account animated video I voiced in. This is a prime example of giving the police resources to use, which was one of my key reasons to join the youth commission. Overall, it's been really fun and I've had some lovely experiences with the commission and they have supported me and helped me to keep an open mind about the police.

Lianna Khadoo, 2023.

I wanted to join the young commission to help young people provide honest feedback to the PCC and to improve relationships between young people and the police. Having a disability myself I found it very important to be that person who can be a voice for others with disabilities and share the worries and concerns we have when out in the community and pushing for change for a safer Nottingham. Being a part of the Notts YC has really helped me to build my confidence up when speaking to others, I have learned lot of new skills and really enjoyed taking part in delivering workshops, giving feedback on police presentations taking part on the police ride along and especially being a part of the big conference as I have never done this before. I have really enjoyed my time on the Notts YC it has been great to be a part of this project!

Owen Brindley, 2023.

During my year being part of the Nottinghamshire Youth Commission I've enjoyed being part of a group of people passionate about positively impacting policing in Nottinghamshire, and I think this is what I've enjoyed the most. Attending meetings and discussing with police officers how we can strengthen areas where they fall short while also learning why they might be lacking (such as a lack of funding), was incredibly beneficial to me as it allowed us to talk openly and honestly about serious issues, while also reducing the gap between us as civilians and them police officers, so the us vs them perception that I had decreased. I also appreciated knowing about the initiatives that police officers were initiating and engaging in, such as the NYC, since it made me feel like we do have some caring police officers in Nottinghamshire. This is why I believe that what I liked best about the NYC was being able to interact with people who shared my passion for improving policing in Nottinghamshire and were as serious and committed to it as I am. It was comforting to know that I wasn't the only young adult who felt this way, and that there are police officers that share our drive.

Vanessa Omo, 2023

"The Youth Commission brings together young people from all over Nottinghamshire, each with an unique story to tell. Their voices give an honest picture of the relationships between young people and the police, what is working well, and what needs to be improved and how.

The first time I met with the youth commission I saw the passion, the enthusiasm and commitment in the room, with young people offering to support police with social media activity and bringing ideas on how to improve trust and confidence in the police among young people in Nottinghamshire. My priorities of driving up Trust and Confidence in the Police ensuring people feel safe in their communities are at the heart of the work that the Youth Commission has been doing over the last year. As ever, their voices are the spark that will ignite real change in our community.

Caroline Henry, Nottinghamshire Police and Crime Commissioner.

"I thoroughly enjoyed working with the youth commission and supporting them in this project. It is refreshing to be surrounded by such an amazing group of young people and witness how all the important work that they have been doing will help us better understand the issues and concerns of young people across Nottinghamshire and ensure that their voices are heard"

Giulia Roggio (OPCC).



## **CONTACT US**

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