

Leicester Leicestershire and Rutland

Police and Crime Panel

Mr Rupert Matthews, Police and Crime
Commissioner – by email

Date: 30 October 2025
Ref: Ms Neetu Squire
Contact: Damien Buckley
Phone: 0116 305 0183
Email: Damien.Buckley@leics.gov.uk

Dear Mr Matthews.

The Leicester, Leicestershire and Rutland Police and Crime Panel (the PCP) on 30th October 2025 held a Confirmation Hearing to review the proposed appointment of Ms Neetu Squire to the post of **Deputy Police and Crime Commissioner (DPCC): Community Cohesion (0.2FTE)** for the Office of the Police and Crime Commissioner, in accordance with the provisions of the Police Reform and Social Responsibility Act 2011.

The PCP members present had read all the relevant paperwork and listened carefully to the responses given by Ms Squire to their questions.

In light of the responses provided to the Panel's questions relating to personal independence and professional competence, the Panel recommends that the candidate is appointed to the position of Deputy Police and Crime Commissioner: Community Cohesion (0.2FTE).

The Panel determined that the candidate understood the role, met the criteria, and will be fully committed to carrying out her duties as Deputy Police and Crime Commissioner: Community Cohesion (0.2FTE). The Panel considered her to be very passionate and committed towards her work with a wide skill set and experience making her ideal for a community cohesion role in a multi-cultural area. The Panel advised that there would be some training/onboarding needs in relation to her new role and understood that she will continue to develop the knowledge and skills needed to help the Commissioner deliver his Police and Crime Plan. In particular, it would be important for her to develop and deepen her understanding of, and relationships with the full diversity of communities and stakeholders across the whole of Leicester, Leicestershire and Rutland, not just the city area, and across all age groups.

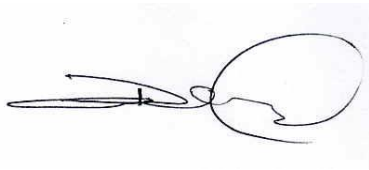
The Panel expressed concern that the number of hours allocated to this role may be insufficient for the work involved and are keen to receive feedback on the outcomes from Ms Squire's work through Deputy Police and Crime Commissioner update reports, which are presented at meetings of the Police and Crime Panel. The Panel would like to see the frequency of these reports increased to reporting every three months.

On behalf of the Panel, I would like to thank both yourself and Ms Squire for your attendance at the Confirmation Hearing.

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Your sincerely,

A handwritten signature in black ink, appearing to be 'L. Phillimore', written on a light blue background.

Cllr. L Phillimore

Chairman of the Leicester, Leicestershire and Rutland Police and Crime Panel

cc. Ms Neetu Squire – by email

Enc. Recommendation of the Police and Crime Panel to the PCC – Appointment of Ms Neetu Squire to the post of Deputy Police and Crime Commissioner: Community Cohesion (0.2FTE).

Police and Crime Panel**DETERMINATION OF APPOINTMENT OF SENIOR STAFF FOLLOWING A CONFIRMATION HEARING**

Position: Deputy Police and Crime Commissioner: Community Cohesion (0.2FTE).

Candidate: Ms Neetu Squire

Date of Notification: 15th October 2025

Date of Confirmation Hearing: 30th October 2025

This report gives the recommendation(s) made by the Leicester, Leicestershire and Rutland Police and Crime Panel in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011. Its purpose is to outline the Panel's recommendations following a review of the proposal made by the Police and Crime Commissioner to appoint Ms Neetu Squire to the position of Deputy Police and Crime Commissioner: Community Cohesion (0.2FTE).

Hearing: On 15th October 2025 the Leicester, Leicestershire and Rutland Police and Crime Panel received notification of a decision from the Police and Crime Commissioner to appoint Ms Neetu Squire to the position of Deputy Police and Crime Commissioner: Community Cohesion (0.2FTE). During the hearing, which included an interview with the candidate, the Panel had regard to the information submitted about the candidate, the criteria used to assess the suitability of the candidate for the appointment and the terms and conditions on which the candidate was to be appointed.

Decision:

In accordance with the Police Reform and Social Responsibility Act 2011 and following consideration of the information submitted to it, the Panel recommends that the candidate is appointed to the position of Deputy Police and Crime Commissioner: Community Cohesion (0.2FTE).

The Panel determined that the candidate understood the role, met the criteria, and will be fully committed to carrying out her duties as Deputy Police and Crime Commissioner: Community Cohesion (0.2FTE). The Panel considered her to be very passionate and committed towards her work with a wide skill set and experience making her ideal for a community cohesion role in a multi-cultural area. The Panel advised that there would be some training/onboarding needs in relation to her new role and understood that she will continue to develop the knowledge and skills needed to help the Commissioner deliver his Police and Crime Plan. In particular it would be important for her to develop and deepen her understanding of, and relationships with the full diversity of communities and stakeholders across the whole

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