



*Meeting:* **Leicester, Leicestershire and Rutland Police and Crime Panel**

*Date/Time:* **Friday, 23 September 2016 at 1.00 pm**

*Location:* **Sparkenhoe Committee Room, County Hall**

*Contact:* **Sam Weston (Tel: 0116 305 6226)**

*Email:* **sam.weston@leics.gov.uk**

### **Membership**

Mr. J. T. Orson JP CC (Chairman)

Cllr. John Boyce	Cllr. Kirk Master
Cllr. Lee Breckon, JP	Cllr. Ozzy O'Shea
Mrs. Helen Carter	Cllr. Rosita Page
Cllr. Ratilal Govind	Cllr. Trevor Pendleton
Cllr. Malise Graham	Cllr. Lynn Senior
Cllr. Terry King	Cllr. David Slater
Col. Robert Martin OBE, DL	Cllr. Manjula Sood, MBE

**Please note: this meeting will be filmed for live or subsequent broadcast via the Council's web site at <http://www.leics.gov.uk/webcast>  
– Notices will be on display at the meeting explaining the arrangements.**

### **AGENDA**

<b><u>Item</u></b>	<b><u>Report by</u></b>
1. Minutes of the meeting held on 26 July 2016.	(Pages 3 - 6)
2. Public Question Time.	
3. To advise of any other items which the Chairman has decided to take as urgent elsewhere on the agenda.	
4. Declarations of interest in respect of items on the agenda.	



- |    |   |                               |                 |
|----|---|-------------------------------|-----------------|
| 5. | Structure and Arrangements for Tri-Force Collaboration.       | Police and Crime Commissioner |                 |
|    | The Commissioner will deliver an oral update under this item. |                               |                 |
| 6. | Police and Crime Commissioner - First 100 Days in Office.     | Police and Crime Commissioner | (Pages 7 - 12)  |
| 7. | Hate Crime Report.  | Police and Crime Commissioner | (Pages 13 - 22) |
| 8. | National Armed Policing Uplift Programme.                     | Chief Constable               | (Pages 23 - 26) |
| 9. | Venues for Panel Meetings.                                    | Head of Democratic Services   | (Pages 27 - 30) |

10. Date of next meeting.

The next meeting of the Panel is scheduled to take place on 5 December at 1.00pm.

11. Dates of Meetings in 2017.

Future meetings of the Panel are scheduled to take place at 1.00pm on the following dates in 2017:-

3 February  
 29 March  
 22 May  
 26 July  
 28 September  
 5 December

12. Any other items which the Chairman has decided to take as urgent.

Minutes of a meeting of the Leicester, Leicestershire and Rutland Police and Crime Panel held at County Hall, Glenfield on Tuesday, 26 July 2016.

PRESENT

Mr. J. T. Orson JP CC (in the Chair)

Cllr. Ratilal Govind	Cllr. Ozzy O'Shea
Cllr. Malise Graham	Cllr. Rosita Page
Cllr. Kevin J. Loydall	Cllr. Trevor Pendleton
Col. Robert Martin OBE, DL	Cllr. Lynn Senior
Cllr. Kirk Master	Cllr. David Slater
Cllr. Tony Mathias	Cllr. Manjula Sood, MBE

Apologies

Cllr. Lee Breckon, JP and Mrs. Helen Carter

In attendance

Lord Willy Bach, Police and Crime Commissioner,  
Roger Bannister, Assistant Chief Constable and  
Helen King, Chief Finance Officer (OPCC)

15. Minutes.

The minutes of the meeting held on 30 June were taken as read, confirmed and signed, subject to the amendment of the second line of the first paragraph of Minute 9 being amended to read "...covering his four year term of office.".

16. Public Question Time.

There were no questions submitted.

17. Urgent Items.

There were no urgent items for consideration.

18. Declarations of Interest.

The Chairman invited members who wished to do so to declare any interest in respect of items on the agenda for the meeting.

No declarations were made.

19. Performance Report to Quarter 1 (April-June) 2016/17.

The Panel considered a report of the Police and Crime Commissioner concerning a performance report to quarter 1 (April to June) 2016/17. A copy of the report, marked "Agenda Item 5", is filed with these minutes.

Prior to debating the report, the Chairman explained to members that the matter was before the Panel as a sole agenda item as a means of informing the Commissioner's preparation of his first Police and Crime Plan. The draft version of that document was scheduled to be considered by the Panel at its meeting in December following consultation with partners.

In introducing the performance report, the Commissioner drew members' attention to the fact that the report covered some of the period prior to him having taken office. He particularly welcomed the Home Office's announcement for a review of hate crime following a national spike in reported incidents following the EU referendum.

Arising from a discussion, the following points were noted:

- The latest figures in respect of hate crime for the Force area were provided by the Deputy Chief Constable. 92 incidents had been reported during the period between 17 June to 25 July - 2 of which related to disability, 74 of which related to race, 9 of which related to religion/belief, 6 of which related to sexual orientation and 1 of which related to "other". It was pleasing that the number of hate crimes appeared to be reducing though the Panel welcomed the Commissioner's commitment to continue monitoring the situation closely and report on the matter at the Panel's meeting in September. Though the former Prime Minister had announced some additional funding to assist the police in handling the issue of hate crime, no further details on this had been forthcoming under the new Prime Minister, Theresa May;
- The suggestion for a joint statement from the Force and the Commissioner with regard to how the Force and partners intended to deal with hate crime and some of the associated principles would be considered by a forthcoming meeting of the Leicestershire Safer Communities Strategy Board;
- A further meeting would be taking place on 4 August on the anti-social behaviour (ASB) issues in Countesthorpe. It would be important that the County Council's IMPACT Team were represented at this meeting;
- The Chairman had attended a meeting of the County Council's Scrutiny Commission on 13 July at which he had been invited to report on the past year's Police and Crime Panel activity. Two issues ((a) and (b) below) had been raised as a concern at that meeting and were put to the Commissioner accordingly:
  - (a) The Force's strategic response to lower priority crimes such as theft of and from motor vehicles.

In response, the Deputy Chief Constable reported that the response to all reported incidents fell into the following four categories: emergency, priority, appointment to caller and telephone service. In assessing the response required, control room staff used the "THRIVE" acronym: Threat, Harm, Risk, Investigative opportunities, Vulnerability and Engagement. The response given also took into account any historical or repetitive nature of the incident and whether it had impacted a person or not. It also took into account any opportunities to collect evidence;

- (b) Clarity around what constituted a crime and the regulations around recording of incidents.

In response, the Commissioner reported that he was in the process of looking at principles that lay behind the categorisation of crimes as being higher or lower priority. He acknowledged that it was possible that some changes may be required. The Deputy Chief Constable reported that the way in which the Force recorded incidents and crimes was of crucial importance to the Force. “Incidents” were broadly defined as being single distinct occurrences which disturbed people and communities. These could be incidents such as ASB or a road traffic collision. What constituted a “crime” was governed by the Home Office counting rules and the national crime recording standard. A “crime” was defined as being as such if a “criminal act” had taken place (an example was given of where a mobile phone had been “stolen” rather than “lost”). The Force’s record on its recording of crimes and incidents was felt to be good, a recent audit having found that of a sample of 150 crimes, 164 should have been recorded and 158 were recorded – a compliance rate of 93.6%.

- A recent showing of a short film based on the attack and death of Sophie Lancaster at Groby Community College was felt to have been a huge success which had positively impacted students and received good feedback;
- In response to a question around the inconsistent use of “most similar group” or national comparators through the report it was noted that this was mostly due to the availability of data in certain performance areas. The OPCC was willing to work with the Panel to agree a new way of reporting crime datasets in the future. The requirement for reports to be understandable for the public as well as the Panel was emphasised;
- The average time for handling of called to the 101 number was currently 15 minutes. The average time was at one stage around 7 minutes and the Commissioner felt that the current statistics in this area were unacceptable and were, in his view, one of the consequences of the Government’s austerity agenda. The Deputy Chief Constable indicated that the recent drop in performance had meant that the service had gone from being “excellent” to merely “satisfactory” and further drop in performance would be cause for concern. Though performance had dropped, it was felt that it had levelled off and a further drop was unlikely. A number of matters were being pursued as a means of improving the service, such as: a shift pattern review to ensure the right resources were available at peak times, rectifying IT glitches which had resulted in “stacking up” of a high volume of calls, Contact Handler vacancies being filled and a new “call back” option to enable the public to called back at a time that suited them;
- Though call abandonment rates were felt to be low, the Commissioner felt that more could be done to utilise the 101 service to provide advice to callers;
- The definition of what constituted a “Child Sexual Exploitation” (CSE) crime was currently the subject of a national consultation exercise by the Crown Prosecution Service. CSE was currently regarded as affected those under the age of 18 and could fall under a number of different types of incidents, such as online grooming. The Commissioner was of the view that CSE should perhaps also relate to those over the age of 18 who had learning difficulties which made them more childlike in their understanding of the world. The Commissioner indicated that the Panel could be consulted for its views on the consultation and the outcome would be reported back at the appropriate time;

- Criminal investigations were overseen by a senior officer and a senior detective to ensure high standards;
- An explanation as to how the Force worked with other agencies to tackle environmental crimes would be circulated following the meeting;
- The commitment to bolster the tackling of cybercrime, which was known to be one of the fastest growing crime types, and remain officer and PCSOs at current levels would inevitably lead to some cuts in other areas, subject to any positive change in the Force's funding position. The Commissioner stated that some of the associated cuts were likely to be unpopular. He added that some issues currently dealt with by the Force, such as tackling re-offending might be best be achieved by other partners, thus perhaps alleviating the Force's challenging budget position. He intended to clarify this position in his Police and Crime Plan which would be consulted on in the Autumn;
- In response to a question raised around the likelihood of rural communities becoming the victims of any further cuts to the Force, the Commissioner stated that he had already met with representatives of the National Farmers' Union in an effort to understand the issues these communities faced. He would also be liaising with the County Council on this issue and stated that some good work was already underway to tackle rural crime;
- The protection of police officers had come into focus as a result of the recent death of Jo Fox MP and other acts of terrorism across the country and Europe. The security arrangements in place for officers was felt to be working well;
- The Commissioner felt that there remained a place for "front desks" at stations as a means of providing a personal interface between the public and the Force. Arrangements were in place to enable the public to hand in evidence at their local stations. Some detailed statistics concerning footfall at local stations would be circulated to Panel members following the meeting;

RESOLVED:

- (a) That the performance position as at quarter 1 (April-June) 2016/17 be noted;
- (b) That the timing of the Panel's consideration of a detailed report around the Commissioners' actions to address the drop in call handling performance be discussed between the OPCC and the Secretariat.

20. Date of next meeting.

It was NOTED that the next meeting of the Panel would be held on 26 September at 1.00pm *[it was subsequently agreed that this meeting would move to 23 September at 1.00pm].*

# POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE POLICE & CRIME PANEL

PAPER MARKED

Report of	<b>POLICE &amp; CRIME COMMISSIONER</b>
Date	<b>FRIDAY 23 SEPTEMBER 2016 - 1.00PM</b>
Subject	<b>POLICE AND CRIME COMMISSIONER FIRST 100 DAYS IN OFFICE</b>
Author :	<b>CHIEF EXECUTIVE</b>

## **Purpose of Report**

1. To update the Police and Crime Panel on some of the key achievements and activities undertaken by Lord Willy Bach in his role as Police and Crime Commissioner (PCC) during his first 100 days in office.

## **Recommendation**

2. That the Panel notes the report and takes assurance from the work undertaken by the Police and Crime Commissioner during his first 100 days.

## **Building Relationships**

3. Lord Willy Bach (the Commissioner) was elected to the role of Police and Crime Commissioner for Leicestershire on 5 May 2016. He took up the role formally a week later (on 12 May 2016) having resigned from his position on the opposition front bench upon his election to concentrate on his new responsibilities as PCC.
4. The Commissioner immediately undertook an in-depth programme of induction in every element of the PCC's diverse areas of responsibility, thereby enabling informed decisions to be made from the outset. This simultaneously helped to forge effective working relationships with his own team from the Office of the Police and Crime Commissioner (OPCC) and the Chief Constable (and officers and staff across the force).
5. Appreciating the importance of relationships with partners and stakeholders, on his second day in office the Commissioner arranged a meeting with the Leaders of Leicester City, Leicestershire County and Rutland Councils to discuss cohesive future working relationships, aims and objectives. Since then 12 meetings have been held with representatives from local authorities across the area.
6. One to one meetings have also been held with the Chair of the Police and Crime Panel to establish a genuine, open and transparent working relationship with the body responsible for scrutinising the work of the PCC.

7. In the short time since the May elections the Police and Crime Panel has welcomed the Commissioner to two meetings, one of which was specifically arranged in order to review police performance with the newly elected Commissioner.
8. The Commissioner has set in train a pattern of regular visits to each local authority area within Leicester, Leicestershire and Rutland. These all-day events see the morning spent with the relevant local authority and other key partners to share local information, problems, solutions and initiatives. In the afternoon the Commissioner goes out on 'walkabout' with members of the local neighbourhood team to meet local people, discuss specific issues and see for himself the particular community safety trends on different beats.
9. The first such visit took place in Rutland when a highly positive meeting with partners was followed by a visit to Oakham Police Station to meet the officers and staff on duty that day. A walk around the town centre, taking in the recently refurbished Castle, engendered a positive meeting with young people on the skate park. The PC accompanying the Commissioner was clearly a popular individual across the area greeting local people and introducing them to their new PCC. He was able to point out areas where there have been reports of ASB (anti-social behaviour) and highlight the problems in policing a largely rural area which closely borders another county. A trip into more rural areas of Rutland demonstrated to the Commissioner the diversity of the area and enabled him to meet local people and discuss the problems faced by farmers and those in remote villages.
10. The second visit, to North-West Leicestershire, saw the Commissioner meeting local partners before going off to meet the individuals behind a new trampoline facility aimed at young people of all ages; going on walkabout in Ashby town centre and the Skate Park before meeting local people who have a problem with ASB in the area where they live.
11. Future dates for other districts are already diarised.
12. In addition, appreciating the importance of tackling alcohol related crime and violence, the Commissioner has been out and about on the streets of the City to see the resources required to police the thriving night time economy.
13. Appreciating the importance of internal relationships, the Commissioner has set up a regular meeting with key individuals from the representative groups and unions, including the Police Federation and Unison.
14. On the national landscape the Commissioner has attended 3 meetings of the Association of Police and Crime Commissioners enabling him to meet peer colleagues from across England and Wales and establish links into the national representative group for PCCs.
15. Recognising the importance of effective regional working the Commissioner has met regularly with regional PCCs, Chief Constables and key members of the OPCC teams from across the East Midlands. These meetings include oversight of the variety of two, three, four and five force collaborative projects currently in operation. Consideration is also given to future prospects, exploring options for more effective working practices which reduce demand on resources.
16. Work is progressing on the ambitious Tri-force collaboration programme, in which the Commissioner plays an active role on the Board. Most recently, a successful bid for funds from the Home Office Transformation Fund saw the three forces involved (Leicestershire, Nottinghamshire and Northamptonshire) awarded £2.224 million in



2016 to 2017 and a further £3.536m in 2017/18 for a project to eliminate duplication between forces and ensure they have access to a larger pool of information to help officers make faster and more informed decisions.

17. The shared aims and ambitions of Leicestershire Police and partners have seen the Commissioner taking an active role in the Strategic Partnership Board. As a result of this meeting the SPB Executive will be reviewing the form and membership of the SPB in order to ensure the widest possible partnership input.
18. Criminal Justice is the thread connecting the relationship between the PCC, the Police and many local partners. The PCC is the Chair of the EMCJB, taking on this portfolio on behalf of the regional PCC's.
19. The needs of rural communities have not been overlooked. Aware that rural crime is an emotive issue the Commissioner has met with the NFU to discuss personally the specific problems faced by rural and remote communities.

### **COMMUNITY INVOLVEMENT**

20. The Commissioner established early in his Term of Office that in his view actions speak louder than words when he very publicly vowed to help residents in Countesthorpe adversely affected by a spate of anti-social behaviour incidents. Taking a highly personal interest, the Commissioner visited Countesthorpe to meet local residents and talk to those affected, young people and indeed those who did not feel there was a problem. Meetings with local authorities, police and other partners were followed by a well-attended public meeting giving local people the opportunity to make their voice heard.
21. The Commissioner has maintained the focus on addressing the problems and at the last meeting with partners it was evident that the multi-agency approach was paying dividends with a clear fall in the number of incidents reported.
22. A keen Leicester City Football Fan himself, the Commissioner welcomed the opportunity to take part in the celebrations as the Police and Crime Commissioner, when he was able to witness first-hand the excellence of the police service delivery involved in policing both the Victory Parade and the Party in the Park.
23. Community Volunteers are an important member of the policing family and the Commissioner has clearly shown his support for the individuals giving of their time and skills to contribute to community safety in a myriad of ways. Attending the Volunteers in Policing Awards Ceremony he was delighted to present the awards for the Police Support Volunteers Community Engagement Award, and the Special Constable Community Award, providing him with the opportunity to thank all those present for their commitment.
24. The Commissioner has already stated his wish to both include and engage young people in policing and he has been working with the existing Youth Commission on plans to further develop the Commission's work.
25. A meeting has been held with the CAB (Citizens Advice Bureau) to discuss the new Witness Service.
26. Having publicly stated in his pre-election campaign and in subsequent public arenas that he wished to prioritise hidden and under-reported crimes such as hate crime the

Commissioner was proud to attend the vigil for the victims of the Orlando Massacre, standing beside representatives from the LGBT community and other minority groups.

27. Hate crime has been high on the agenda throughout the first 100 days, particularly post Brexit, a theme which looks set to continue. Events at which the Commissioner played an active role included the screening of 'Black Roses', a film about Sophie Lancaster who was murdered due to difference. The Commissioner has also met with representatives from Leicestershire's LGBT community, speaking out about the need for tolerance.
28. The Commissioner said at the outset that he would be a PCC for all communities, those who voted for him and those who didn't. That is why he has embarked upon the biggest consultation the OPCC has undertaken to date, to ensure that as he develops his Police and Crime Plan it is in line with, and shaped by, public opinion.

### **Raising Public Awareness**

29. Since his election the Commissioner has proactively driven a programme of communication designed to raise awareness with the public in relation to the role and responsibilities of the PCC.
30. Interviews with broadcast and printed media have been given, regular columns agreed with key local press and features have been published in several policing and local newspaper publications.
31. An active 'Tweeter' personally (@FightBach), the Twitter account for @LeicsPCC has been busy keeping followers up to date with the Commissioner's work and a Facebook page has been set up to ensure that different channels of information are available to meet the needs of different audiences.
32. Possibly of most significance, the Commissioner became the first serving PCC to speak in either House when he made a speech in the House of Lords regarding the plans for closer working relationships between the Police and Fire Services.
33. Listeners to Radio Leicester's 'Hot Seat' heard the Commissioner taking questions on a range of subjects including ASB, budget, police officer visibility, drinking in public places and policing priorities.
34. Amongst several television interviews was a slot shortly after his election on the East Midlands Politics Show, discussing his pleasure at being elected, the wide range of responsibilities of the Commissioner and his future plans.

### **Office of the Police and Crime Commissioner**

35. As previously noted, the role of the Police and Crime Commissioner is wide. Not only is he responsible for the commissioning of Victims' Services and Community Safety services, but he has management of the Independent Custody Visiting Scheme, all of which have required background research and, in some instances, training to inform future decisions.
36. Governance structures have been agreed in order to hold the Chief Constable to account in the delivery of the Police and Crime Plan and to ensure an efficient and effective Police Service. This includes a scheduled weekly 1-2-1 meeting with the

Chief Constable, attendance at Chief Office Team meetings and a Strategic Assurance Board attended by the Chief Officer Team and the OPCC Senior Management Team.

37. The Commissioner also sits on the Safer Communities Strategy Board and has attended Safer Rutland Partnership and other Community Safety Partnership meetings.
38. To better understand the needs of those affected by domestic and sexual abuse, a visit was made to UAVA (United Against Violence and Abuse) in Leicester. UAVA is a consortium comprising Women's Aid Leicestershire Ltd, FreeVA and Living Without Abuse.
39. As the Commissioner has considered his initial thoughts for his Police and Crime Plan he has made it publicly clear that the priorities highlighted ahead of his election remain. In particular his commitment to Neighbourhood Policing and Police Visibility is undiminished and indeed, the recruitment of an additional 100 officers coincided with the first 100 days in office.
40. While clearly not every initiative can be inspected within 100 days, the Commissioner has visited the highly successful Braunstone Blues project, met with representatives from many commissioned services, including Victim First, and attended major incident team training.
41. On a day to day basis, the work of the Commissioner is firmly founded in communication and engagement. To that end in the first 100 days, the Commissioner:
  - Attended 28 meetings with partners
  - Attended 5 meetings with the public
  - Responded to 488 items of correspondence
  - Issued 22 press statements, responded to every request for comment from the press and prepared nine columns

### **Summary**

42. This report is intended to provide members of the panel with an overview of the work of the Commissioner in the first 100 days. It is not intended to be an inclusive representation of every appointment in the Commissioner's diary.
43. It does however illustrate that key relationships have been established which will be critical to the Commissioner's work going forward.
44. The Commissioner will use the information and experience of the first 100 days as he prepares his first Police and Crime Plan, the draft of which will be submitted to the Panel before the end of the financial year.
45. It is hoped that the contents of the report provide assurance and useful insight to the panel regarding the breadth of the Commissioner's role and the efficacy with which he is fulfilling each area of his responsibility.

### **Implications**

- Financial – This report is an update for the Police and Crime Panel to note and there are no financial implications identified.
- Legal - There are no legal implications identified.

Equality - Impact Assessment      The Police and Crime Plan and the Commissioning Intentions document and supporting documents have been Equality impact assessed.

Risks and - Impact      No risks have been identified.  
Link to  
Police and  
Crime Plan

**List of Appendices**

None

**Background Papers**

None

**Person to Contact**

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**THE POLICE & CRIME  
COMMISSIONER FOR  
LEICESTERSHIRE  
POLICE AND CRIME PANEL**

PAPER MARKED

Report of	<b>POLICE AND CRIME COMMISSIONER</b>
Date	<b>FRIDAY 23 SEPTEMBER 2016 – 1PM</b>
Subject	<b>HATE CRIME REPORT</b>
Author	<b>MR DARREN GODDARD – HATE CRIME OFFICER</b>

**Purpose of Report**

1. To update the Police and Crime Panel on Leicestershire Police's work to tackle hate incidents and hate crimes.

**Recommendations**

2. To note the contents of this report.

**Background**

3. Leicestershire Police recognise that hate incidents and hate crimes do not simply injure the victim or damage their property but can and often do have an effect on whole families, the wider community and society as a whole.
4. Research indicates that hate incidents and hate crimes can cause greater psychological harm and other types of crime with a much greater and longer lasting effect.
5. Leicestershire Police are the lead agency for investigations of hate crimes. However, it is important to recognise that no single agency can effectively tackle hate incidents and hate crimes alone.

**Definitions**

6. Hate incidents and hate crimes are taken to mean any incident or crime where the perpetrators' hostility or prejudice against an identifiable group of people is a factor in determining who is victimised.
7. A **Hate Incident** is defined as: any non-crime incident which is perceived, by the victim or any other person, to be motivated by hostility or prejudice.
8. A **Hate Crime** is defined as: any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice.

9. Nationally there are five agreed monitored hate crime categories for England, Wales and Northern Ireland, these are:
- Disability
  - Race
  - Religion
  - Sexual orientation
  - Transgender
10. In addition to these categories Leicestershire Police has two additional categories of Alternative Subculture and Other.
11. Alternative Subculture is an umbrella term to describe a discernible group that is characterised by a strong sense of collective identity and a set of group specific values and tastes that typically centre on distinctive style/clothing, make-up, body art and music preferences. Groups placing themselves under the term “alternative” include Goths, Punks, Emos, Metallers and Hippies.
12. Where the victim has been targeted for any other identifiable reason, for example body size or shape, members of the Armed Forces or because of their political views their incident would be recorded using the ‘Other’ category.

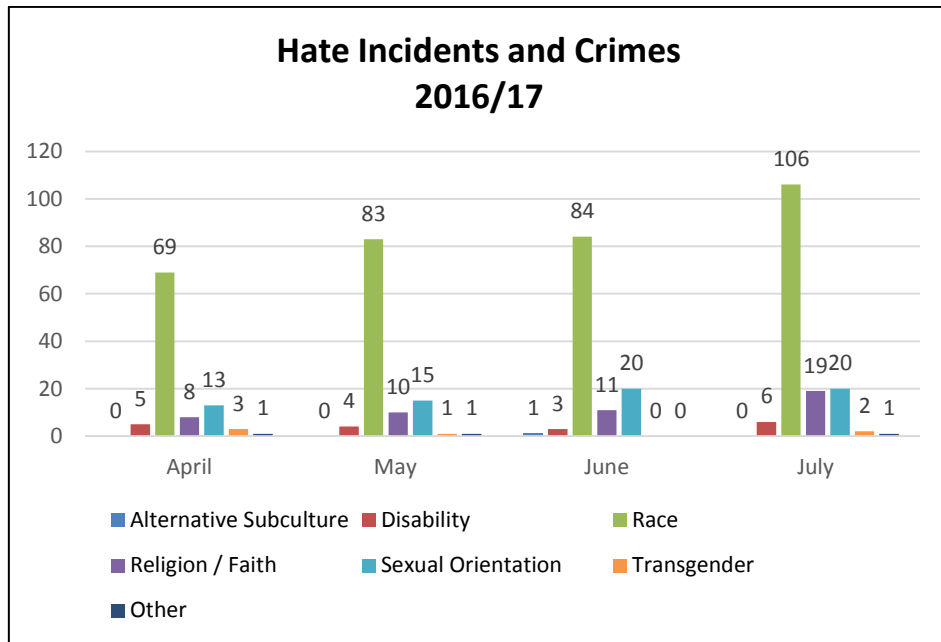
### **Performance**

13. The below shows the total number of hate incidents and hate crimes reported to Leicestershire Police in 2015/16 compared to 2014/15.

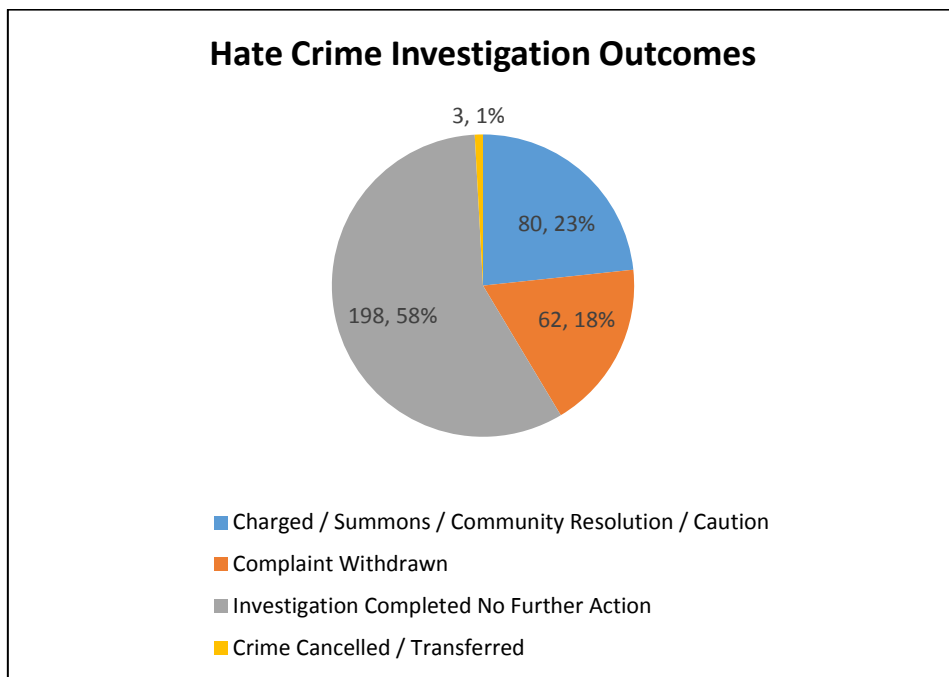
Category	2014/15	2015/16
Alternative subculture	Not recorded until 2015/16	1
Disability	90	115
Race	1047	887
Religion	105	161
Sexual orientation	123	130
Transgender	22	22
Other	21	4
<b>Total</b>	<b>1408</b>	<b>1320</b>

14. Police and Crime Panel members will note the reduction in the total number of reports in 2015/16 compared to those in 2014/15. Internal audits have identified some inconsistencies around data entry during the introduction of the NICHE crime system. A programme of work including, team briefings, intranet news articles and monthly audits to ensure all hate incidents and hate crime reports are correctly flagged, is now in place.

15. Between 1<sup>st</sup> April 2016 and the 31<sup>st</sup> July there were a total of 486 hate incidents and crimes report to Leicestershire Police. The table below shows the total number of hate incidents and hate crimes reported month by month for each category.



16. The table below shows the outcomes of the completed investigations for hate crimes reported between 1<sup>st</sup> April and 31<sup>st</sup> July 2016.



Please note that where an investigation is completed with no further action this can be for a number of reasons including: no suspect has been identified, a suspect has been identified but is under age or too ill to prosecute, it is not in the public interest to prosecute or there were evidential difficulties.

17. Hate Crime satisfaction remains stable and is currently at 81% which is above the overall Force satisfaction which is 77%.

### **Hate Incidents and Crimes Post EU Referendum**

18. Following the recent EU referendum vote there has been an increase in hate incidents and hate crimes reported across the UK.
19. Between the 16/06/16 and 11/08/2016 there were 14441 hate incidents and hate crimes reported by UK Police Forces, this is an overall increase of 3399 (31%) reports compared to the same period last year.
20. During the same time period, Leicestershire Police recorded 292 hate incidents and hate crimes which is an increase of 53 (22%) reports compared to the same period in 2015.
21. Neighbourhood officers have been engaging with local communities who may be feeling vulnerable following the referendum result to offer reassurance and to identify any emerging issues.
22. The Force Hate Crime Officer has been engaging with partners to develop longer term pieces of work including a review of all existing hate reporting centres and the development of new ones.

### **Leicestershire Police's Approach to Hate**

23. In order to capture and record key areas of work around Leicestershire Police's response to hate crime a hate crime delivery plan is produced annually. The delivery plan uses the 4P's of Prevent, Pursue (enforcement), Prepare (intelligence) and Protect (satisfaction & confidence) to separate the different work streams.
24. Below are examples of the actions under each of the headings within the delivery plan:

#### **Prevent**

- Continue to raise awareness of hate incidents and hate crimes through community engagement and partnership working, encourage all individuals and organisations to recognise, report and respond to any incident across LLR.
- Work with partners to develop responses and resources to incidents of hate on the Internet.
- Work with local authorities and transport providers to develop resources and responses to tackle hate incidents and crimes on public transport.

#### **Pursue**

- Increase the use of Victim Personal Statements in cases of hate crimes. Victim Personal Statements gives a victim the opportunity to describe the wider effects of the crime upon them including impact on their health and well-being, their recovery, their ability to continue with day-to-day activities and their sense of feeling safe. These statements help the courts to have a better understanding of the impact the crime has had on the victim's life.



- Work with the Crown Prosecution Service to increase the number of sentence uplift applications at court using Section 145 and Section 146 of the Criminal Justice Act (2003).

### Protect

- Ensure that hate incidents and crimes feature as part of Joint Action Groups (JAGs) / Partnership Meeting.
- Develop a community tension monitoring and information sharing mechanism with key partners across LLR.

### Prepare

- Continue to develop the Hate Crime Scrutiny Panel. Our panel members come from a range of different communities and outside agencies across Leicester Leicestershire and Rutland. The panel meets on a quarterly basis and review individual depersonalised hate incidents or hate crimes. The panel provides advice and assist in shaping and influencing the way Leicestershire police respond to and investigate hate incidents and crimes
- Develop a hate crime communication strategy in order to deliver consistent messages across a variety of different methods in order to meet the needs of our diverse communities.

25. The head of the Local Policing Directorate (LPD) has recently established the Force's Hate Crime Strategic Board. The aims of this board are:

- To enhance Leicestershire police response to hate crime
- To improve user experience and increase satisfaction
- To support and influence the development of effective partnership working and campaigns
- To ensure effective monitoring of performance and baseline
- To capture and review emerging good practice and evidence based policing for hate crime
- To work with the OPCC to develop an offender programme both voluntary and statutory using RJ and mediation to change perception and behaviour and provide closure for victims

26. The Force's hate crime procedure is currently being reviewed and this piece of work will be overseen by the Hate Crime Strategic Board.

27. Leicestershire Police has a continual programme of community engagement to raise the awareness of hate incidents and hate crimes within communities. Since April the Force Hate Crime Officer has attended various events and meetings including, Download Festival in partnership with the Sophie Lancaster Foundation, Choice Unlimited (one of the largest marketplace events promoting independent living to support disabled people their families and carers), the Catalyst Group, Learning Disability Partnership Boards as well as delivering training to staff at the six Children and Young People Centres across Leicester City.

28. The Force Hate Crime Officer is also responsible for delivering hate crime training to all new Police Officers, Police Community Support Officers (PCSO's) and Special Constables.

## **Partnership Working**

29. As stated at the beginning of this report no one single agency can effectively tackle hate incidents and hate crimes alone therefore partnership working is vital in responding to incidents of hate.
30. Recently Leicestershire Police has been a key partner in bringing Leicestershire County Council, the 7 District and Borough Councils, Leicester City Council and Rutland County Council together to produce the first Leicester Leicestershire and Rutland strategy statement for tackling hate and action plan.
31. The action plan mirrors the key themes within the Leicestershire Police and Crime Plan 2013 – 17 :
- Reducing offending and reoffending
  - Supporting victims and witnesses
  - Making communities and neighbourhood safer
  - Protecting the vulnerable
32. The strategic priorities for this plan have been identified as raising awareness, improving our response and reassuring and strengthening communities and the number of different actions have been recorded and each of these priorities.
33. Below are examples of some of the actions recorded under each priority:

### **Raising awareness**

- Review, update and relaunch the hate awareness e-learning package for Council staff
- Identify partners publications such as household newsletters where hate awareness adverts and features can be placed
- ensure that hate features part of the anti-bullying work across Leicester Leicestershire and Rutland within schools

### **Improving our Response**

- To better understand the outcomes to complaints of hate incidents and hate crimes
- Encourage greater take up of Victim First services

### **Reassuring strengthening communities**

- Promote the use of Keep Safe Places and Keep Safe Cards to all communities across Leicester Leicestershire and Rutland
  - Promote community cohesion by holding events in local communities
34. In July, Leicestershire Police in partnership with Hinckley and Bosworth Borough Council, the Sophie Lancaster Foundation held 4 hate crime sessions over 2 days at the Groby College site involving students from both Brookvale High and Groby College.

35. Sophie Lancaster was a young Goth who was attacked and murdered by a group of five youths whilst walking home with her boyfriend in 2007. Following her death Sophie's mum Sylvia set up the Sophie Lancaster foundation and has worked across the UK in challenging stereotyping, prejudice and hostility.
36. Sylvia delivered to assemblies to the students at Brookvale High which included some details of Sophie's case, issues around stereotyping and prejudice and the importance of reporting bullying, hate incidents and hate crimes.
37. The students at Groby College were shown the award-winning Black Roses -The Killing of Sophie Lancaster film followed by a question and answer panel with Sylvia, Lord Bach and local police commander Insp. Eveleigh.
38. Over the two days approximately 800 students attended the sessions.

### **Hate Crime and Healthcare Partnership**

39. Leicestershire Police has been working with the local NHS services, Leicester Partnership NHS Trust, University Hospitals of Leicester, East Midlands Ambulance Service and the Clinical Commissioning Groups to improve their response to hate.
40. In October 2015 the Hate Crime and Healthcare Partnership launched a new e-learning package for all health staff on hate crime. The aim of the package is to enable staff to recognise hate incidents and hate crimes, to understand the impact these can have on a person's health and well-being and to support victims to report.
41. Staff working in the Emergency Department at the Leicester Royal infirmary receive a hate crime input delivered by the Force Hate Crime Officer on their monthly Safeguarding training.
42. Leicestershire Partnership NHS Trust have recently included hate incidents and hate crimes into their incident reporting system which enables staff to flag when they are made aware of a hate incident or hate crime taking place in an inpatient facility or whilst attending patients within the community.
43. Once a report is entered this activates a number of actions for managers to ensure that an appropriate response is given not only to tackle the incident but also to safeguard patients staff and visitors.
44. The Hate Crime and Healthcare Partnership are developing an action plan to drive this work forward.

### **Don't Hate Educate**

45. In November 2015 the U.K.'s Youth Parliament voted tackling racism and religious discrimination would be there national campaign. The aims of the campaign are to challenge negative attitudes around race and religion, work with others to educate their communities to tackle ignorance around race and religion and to promote integration in communities.
46. The Youth Parliament Members and Youth Council across Leicester, Leicestershire wanted to extend this campaign to cover all categories of hate and send a clear message that there was no place for hate in our communities.

47. A small working group including the Force Hate Crime Officer was set up and has been working on a number of different activities including the development of a resource directory of lessons, videos, presentations and activities that can be used in schools to tackle bullying and hate incidents.
48. The working group felt that a lack of knowledge about different religions and faiths was often the cause of the negative attitudes and comments people of faith often experience. The group have decided to organise a speed dating style event that brings together different faith representatives who would then have approximately five minutes talking about their faith before moving on to the next table.
49. Following on from this the group felt it would be good to video interview some local faith leaders talking about their faith and misconceptions people often have about certain faiths this would then be produced into a DVD for schools to use in the classroom.
50. In July, Blaby District Youth Council run a hate crime event at Blaby District Council. The event was attended by approximately 50 local Councillors, Parish Councillors, teachers, youth workers and council officers.
51. During the evening the Youth Council presented case studies on different hate crimes, showed videos on the importance of reporting hate crime and also play a game focusing on stereotyping. At the end of the evening the attendees were invited to make pledges on what they would do to challenge and help tackle hate crime.
52. Following this event the Force Hate Crime Officer has been contacted by Parish Councils expressing an interest in becoming a hate crime reporting centres.

### **Investment for Tackling Hate Crime**

Since Brexit, the Police and Crime Panel have been advised that the PCC has sought and received regular updates from the Force in respect of Hate Crime incidents and crimes. Furthermore, the PCC has sought information on the measures being taken to increase awareness, reporting and investigate these hidden areas. The Commissioner is working closely with the Chief Constable on this issue.

To reflect the challenges and to demonstrate the importance the Commissioner places on this important area, Lord Bach is delighted to advise the Panel that he intends to provide additional investment to this important area.

This investment will be informed by Leicestershire Police's Hate Crime delivery plan and the Leicester, Leicestershire and Rutland action plan for tackling hate crime. Lord Bach is currently considering proposals from these plans.

### **Implications**

**Financial:** Funding may need to be identified to deliver some of actions contained with hate action plans.

**Legal:** The Police and Crime Commissioner has a duty to hold the Chief Constable to account for the delivery of the Police and Crime Plan and also the provision of an effective policing service.

**Equality Impact Assessment:** The Hate Crime Policy and Procedure will be subject to a full Equality Impact Assessment prior to sign off and publication.

**Risks and Impact:** There is a risk to public confidence in Leicestershire Police and its partners if communities perceive hate incidents and hate crimes are not taken seriously.

**Link to Police and Crime Plan:** Strategic Priority 7 - To increase reporting of hate crimes and ensure a positive outcome for victims and witnesses of hate crime offences.

**List of Appendices**

None applicable to this report

**Persons to Contact**

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**THE POLICE & CRIME  
COMMISSIONER FOR  
LEICESTERSHIRE**

**POLICE AND CRIME PANEL**

PAPER MARKED

Report of	<b>CHIEF CONSTABLE</b>
Date	<b>FRIDAY 23 SEPTEMBER 2016 – 1:00 p.m.</b>
Subject	<b>NATIONAL ARMED POLICING UPLIFT PROGRAMME</b>
Author	<b>ACC PHIL KAY</b>

**Purpose of Report**

1. The purpose of this report is inform the Police and Crime Panel of the progress for the increase of the armed policing capability within EMOpSS - the East Midlands Operations Support Service - as part of the National Armed Policing Uplift Programme - and as information in relation to the Mercury News article on 1st August 2016.

**Recommendations**

2. To note the contents of the report.

**Background**

3. The National Security Council has endorsed the East Midlands to uplift by two Armed Response Vehicles (ARVs). Areas have been assessed against crowded place and infrastructure and the locations that have been identified are Leicester and Nottingham.
4. The expectation is the delivery of ARV numbers not ARV officer numbers. 13 officers per ARV is indicative – if a force can deliver the effect based on fewer officers this is acceptable to the objectives of the uplift. The deployments are to be based on risk – flexing the number of ARVs to match the times crowded places are populated. (Chief Constables Council 20th April 2016)
5. EMOpSS has a Roads and Armed Policing Team (RAPT) that currently deploys nine dual role Roads and Armed Response Vehicles (RARVs) 24/7 across four forces - Leicestershire, Nottinghamshire, Lincolnshire and Northamptonshire - two of which work from Leicestershire Police Headquarters.
6. The uplift proposal is to provide an additional 24hr RARV based in Leicester and a 16hr RARV based in Nottingham.
7. Using the criteria of crowded places and threat/risk led to consideration for the Leicester based RARV to be 24/7 allowing for coverage of East Midlands Airport (EMA) in the early hours of the morning, and the Nottingham base RARV to be deployed when the city is at its busiest, generally from 0900 – 0100hrs Monday to

Saturday and 1000 – 1800hrs on a Sunday. The structure and establishment of EMOpSS relevant to this paper is as follows;

- Roads Armed Policing Team (RAPT) 145 Police Constable Authorised Firearms Officers (PC AFOs - 37 are based at Leicestershire - including five funded by the EMA Policing Services Agreement)
  - Tactical Armed Policing Team (TAPT) 36 PC AFOs
  - Tactical Roads Policing Team (TRPT) 60 PCs (including four Road Crime Team)
8. Several options were considered and reviewed when it was expected that the uplift required two ARVs with staff, however following the Chief Council meeting in April 2016 the focus changed. This allows EMOpSS to provide the effect of providing two additional RARVs, with a reduced requirement to increase AFOs.
  9. The following uplift proposal was agreed by Chief Constable Rhodes at the EMOpSS Strategic Management Board on 22nd August 2016;
  10. As the Nottingham based RARV is mainly days and lates this role will be provided by the TAPT.
  11. To provide a 24/7 RARV in Leicester needed an increase in resource and it was agreed to increase the RAPT strength by 10 PC AFOs to facilitate this. The establishment at Leicester will therefore be increased to 47 PCs
  12. The posts will be transferred, four from the TAPT and six from the TRPT.
  13. Four additional RARVs will be purchased, to provide sufficient resilience in fleet for the uplift, and will be based at both Leicester and Nottingham.
  14. Training for these additional posts has been planned. With regards to the Mercury article the 21 officers that were trained were officers from all four forces and were distributed to the vacancies within each force. Leicestershire was fully staffed. To provide the additional officers for the ARV uplift and to fill existing vacancies in the other forces, training courses are taking place in September 2016 and January 2017.

### **Finance**

15. £143M has been allocated nationally over the next five financial years to the Counter Terrorism Policing Grant. This funding will be sequenced as follows:
  - £34M 2016/17
  - £32M 2017/18
  - £29M 2018/19
  - £24M 2019/20
  - £24M 2020/21
16. The uplift is requested to be in place by 31st March 2017. The East Midlands Region has been allocated £1,354,500 this financial year. This is divided into £80k capital and the £1,274,500 revenue.
17. The funding for ARV uplifts is currently based on the cost of initial training, continuous professional development training, and all equipment, weaponry and vehicles. It is not currently based on the payment of salary costs.



**Benefits**

18. The benefit of adopting this approach enables the increase of RARVs to take place based on threat and risk, and both the TRPT and TAPT will continue to provide specialist capability in their recognised roles.
19. The transference of TRPT posts to the RAPT continues to provide resilience in the policing of the road network as the RAPT provide a combined functionality.
20. The Road Policing Strategic Threat and Risk Assessment has also identified that the TRPT has an over capacity in terms of posts, and this would assist in providing a more focused approach.

**Risks**

21. The most significant risk associated with this proposal would be the perception that the number of Roads Policing Officers is reducing. However as it is a combined role, it actually provides greater resilience for the road network as there will be a minimum of 11 RARVs being deployed, 10 of them 24/7.

**Summary**

22. The report has provided the following information to the Police and Crime Panel regarding the National Armed Policing Uplift Programme;
  - EMOpSS capability will increase by two RARVs.
  - The RAPT establishment will increase at Leicester by 10 PC AFOs enabling a third 24/7 RARV in Leicestershire
  - National funding from the Counter Terrorism Policing Grant has been allocated to assist in the uplift.

**Implications**

Financial:	Financial implications can be found in the body of the report at points 15 - 17.
Legal:	None.
Equality Impact Assessment:	An equality impact assessment for the recruitment of officers has been completed.
Risks and Impact:	Risk and impact can be found in the body of the report at point 21.
Link to Police and Crime Plan:	Chapter Nine – Contributing to regional and national threats – the Strategic Policing Requirement. 9.3 Counter Terrorism.

**List of Appendices**

None applicable to this report

**Persons to Contact**

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**LEICESTER, LEICESTERSHIRE AND RUTLAND POLICE AND CRIME PANEL –  
23 SEPTEMBER**

**VENUES FOR PANEL MEETINGS**

**REPORT OF THE HEAD OF DEMOCRATIC SERVICES**

**Purpose of this Report**

1. The purpose of this report is to set out some of the considerations around where in future the Panel may wish to hold its meetings arising from a request from the City Council members of the Panel that some meetings should in future be held at City Hall.

**Background and current arrangements**

2. The Police and Crime Commissioner (PCC) for Leicester, Leicestershire and Rutland is an elected official under the Police Reform and Social Responsibility Act 2011. The role of the Police and Crime Panel is to review and scrutinise the decisions and actions of the PCC providing support and challenge. Transparency plays a key role in the Panel's approach to scrutiny of the PCC.
3. The Police and Crime Panel is a public meeting and it plays a key role in assisting the public in evaluating the performance of the PCC. The Panel also provides evidence of ongoing support and challenge to local policing and community safety. For these reasons it is imperative that meetings of the Panel are accessible to as many members of the public as possible either by attending in person or viewing a webcast, whilst maintaining value for money.
4. The Secretariat for the Police and Crime Panel is based at County Hall and comprises officers from Leicestershire County Council. This arrangement was agreed prior to the Panel's inception in 2012. The County Council claims grant funding from the Home Office in support of its duties as Secretariat.
5. The current Chairman of the Police and Crime Panel is partly based at County Hall by virtue of being an elected member of Leicestershire County Council. This enables effective and regular liaison between the Chair and the Secretariat.
6. The Police and Crime Panel has thus far held all of its meetings to date in the committee suite at County Hall, Glenfield. Attendance from the public at PCP meetings has generally been low though it is not known whether this is due to the location, the ability to view the meetings on the webcast online or a general lack of interest or awareness from the public for the Panel's role and its meetings.
7. Holding meetings at County Hall might be considered to have the following benefits for both Panel members and those wishing to attend Panel meetings:
  - A location near the centre of the County just outside of the city centre;

- Good quality accommodation and meeting facilities;
- Webcasting facilities which enable members of the public to view meetings – with the aim of increasing openness and transparency;
- Free parking for all members of the Panel and readily available additional parking for non-member attendees;
- Facilities based at the same location as the Secretariat which ensures no time is spent by the Secretariat in preparing the accommodation for meetings;
- Zero cost. The cost for facilitates/refreshments is absorbed within the budget for holding member meetings at County Hall.

### **Reasons for changing the current arrangements**

8. Varying the location of the Panel's meetings may be considered as encouraging a more varied attendance at Panel meetings and broadening awareness for the Panel's work and role. The population of Leicester City is approximately 330,000, with the County having a population of 609,578 and Rutland approximately 38,000 and it is important that all in the Force area have the opportunity to attend and engage in meetings of the Panel.
9. There may be some residents in the Force area who find it difficult to travel to Glenfield and attend meetings of the Police and Crime Panel in person bearing in mind its geographical location. Whilst those with their own vehicle will appreciate the free and available parking facilities at County Hall and avoid city centre congestion, a city centre location would be of greater benefit to those who rely on public transport. Many people travelling from more rural areas on public transport, particularly from the East and South sides of the city would currently be required to change transport in the city centre in order to be able to get to Glenfield.
10. Journalists from city centre-based newspapers and radio stations would presumably find it more convenient if the meetings were closer to the city though it may be the case that journalists in the main utilise the webcast footage for any reporting purposes.

### **Reasons for maintaining the current arrangements**

11. Holding meetings away from County Hall will inevitably lead to an increase in workload and expense for the Panel's Secretariat. Whilst some Panel Members would save money on travelling expenses were the Panel meetings to be held in the city centre, other Panel members and officers from the Secretariat would see an increase in travelling expenses. The efficient and effective running of the Panel's meetings would also be affected by holding the meetings in a location away from the Secretariat's base. The Secretariat is supported at Leicestershire County Council by officers in Member Services who prepare the meeting rooms and order refreshments and parking. The printing off and distributing of any late documents and or communications for

meetings could be impaired to a certain extent by any move away from County Hall as the Secretariat would not have the same level of access to IT facilities at City Hall.

### **Considerations in holding meetings at City Hall**

13. Having discussed with Leicester City Council colleagues the possibility of holding meetings at City Hall, the following details can be confirmed:
  - Webcasting facilities are available at the City Council. A link to the City Council's webcasting page would be provided from the County Council's PCP website. The City Council are happy to provide this footage to the County Council to enable it to be hosted from the PCP's web page for archiving purposes after the meeting has taken place;
  - The PCP will require parking for up to around 22 people (15 members, plus the PCC, police staff, and officers from the OPCC and the County Council). Very limited allocated parking is available at City Hall (6 spaces, plus 2 disabled spaces). These are booked on a first come, first served basis. It has been suggested by the City Council that these spaces are often occupied throughout the day;
  - Nearby paid parking is available at an NCP car park roughly a 6 minute walk away from City Hall on Rutland Street. The charge for parking on a week day between the hours of 12.30pm and 4pm (the most likely time frame for an average PCP meeting) is around £9;
  - Though traffic is naturally a consideration for the location of meetings, it could be suggested that traffic in and approaching the city is notably busier than in most areas of the County. When combined with the parking issues in the city this may affect members' ability to arrive at meetings on time;
  - Room facilities plus tea, coffee and water refreshments would kindly be provided by the City Council at no cost.
  
14. On rare occasions the Panel has required legal advice in order to carry out its role effectively. This has previously been provided by the Director of Law and Governance (formerly the County Solicitor) at Leicestershire County Council. In order for this to continue to be the case at meetings held at City Hall it will be necessary for the Director of Law and Governance (or nominee) to attend any meetings of the PCP that are held at City Hall.

### **Views of the Office of the Police and Crime Commissioner (OPCC)**

15. The OPCC is based at Force Headquarters in Enderby on the outskirts of the city. In addition to officers from the OPCC, officers from Leicestershire Police also regularly attend meetings of the Panel. Neither have any objection to the principle of attending meetings of the PCP at City Hall.

### **Considerations in holding meetings at other venues in the County or Rutland**

16. There has been no request thus far to hold meetings at other venues in the County or Rutland, however this would require a significant time commitment of the Secretariat to ensure meetings were run effectively. Because of a lack of webcasting facilities elsewhere it is suggested that this should not be considered at this stage, though it could be revisited in the future were other authorities to install these facilities.

### **Panel make-up and the future approach to meeting venues**

17. Given the Panel is made up of four City Council members of its total membership of 15 and there appears thus far to have been little desire from non-City Council members of the Panel to hold the meetings away from County Hall, it would seem to be reasonable to base the Panel's future approach to the meeting venues on the Panel's make-up.
18. Except in circumstances when it is required to meet at short notice (ie. a Confirmatory Hearing) the Panel usually meets six times per year. Given the City Council members represent just under a third of the total Panel membership it might be a pragmatic approach to meet twice per year at City Hall, with the remaining 4 meetings to be held at County Hall.
19. It would assist the Panel's Secretariat with preparations for any meetings held at short notice to continue to be held at County Hall in the interests of making the arrangements as expediently as possible. Similarly, to enable any necessary legal advice to be provided at short notice, it would be beneficial to take the same approach to the Panel's January budget meeting.

### **Recommendation**

20. The Panel is recommended to:
- (a) Hold 2 of its 6 standard meetings per year at City Hall on a trial basis, commencing with the March 2017 meeting of the Panel (ie. the first meeting of the Panel following the budget/precept meeting in January);
  - (b) Review the position at the Panel's final meeting in 2017.

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