



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

Date/Time: **Wednesday, 3 October 2018 at 1.00 pm**

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

Contact: **Euan Walters (Tel: 0116 3052583)**

Email: **euan.walters@leics.gov.uk**

Membership

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

Cllr. Lee Breckon, JP	Cllr. Abdul Osman
Cllr. Stephen Corral	Cllr. Trevor Pendleton
Mr Keith Culverwell	Cllr. Janice Richards
Cllr. Ratilal Govind	Cllr. Michael Rickman
Cllr. Malise Graham	Cllr. Manjula Sood, MBE
Ms Mehrunnisa Lalani	Cllr. Deborah Taylor
Cllr. Kevin J. Loydall	Cllr. Alan Walters

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

AGENDA

<u>Item</u>	<u>Report by</u>
1. Minutes of the meeting held on 25 July 2018.	(Pages 3 - 8)
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. Performance Report - Quarter 1. (Pages 9 - 28)
6. Operation Darwin.
A presentation will be given at the meeting.
7. Hate Crime (Pages 29 - 34)
8. Recruitment and retention in Leicestershire Police with particular regard to improving diversity and the BAME community. (Pages 35 - 44)
9. Youth Commission. (Pages 45 - 48)
10. Dates of future meetings.

Future meetings of the Panel are scheduled to take place on the following dates:

Wednesday 12 December 2018 at 1:00pm at County Hall

Friday 1 February 2019 at 10:00am at County Hall

Thursday 21 February 2019 at 1:00pm at County Hall (meeting will only take place if Precept is vetoed)

Monday 18 March 2019 at 1:00pm at City Hall

Monday 20 May 2019 at 2:00pm at County Hall

Monday 22 July 2019 at 2:00pm at City Hall

Tuesday 24 September 2019 at 2:00pm at County Hall

Wednesday 11 December 2019 at 1:00pm at County Hall

11. 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 City Hall, Leicester on Wednesday, 25 July 2018.

PRESENT

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

Mr Keith Culverwell

Cllr. Ratilal Govind

Cllr. Malise Graham

Ms Mehrunnisa Lalani

Cllr. Kevin Loydall

Cllr. Trevor Pendleton

Cllr. Janice Richards

Cllr. Michael Rickman

Cllr. Manjula Sood, MBE

Cllr. Deborah Taylor

Apologies

Cllr. Lee Breckon, JP, Cllr. Stephen Corrall and Cllr. Alan Walters

In attendance

Lord Willy Bach – Police and Crime Commissioner

Kirk Master – Deputy Police and Crime Commissioner

Paul Hindson – Chief Executive Officer, Office of the Police and Crime Commissioner

Deputy Chief Constable Rob Nixon

14. Minutes of the previous meeting.

The minutes of the meeting held on 8 June 2018 were taken as read, confirmed and signed subject to the following amendments:

The first sentence of minute 10 (iii) to read “The People Zones concept was different to the Braunstone Blues project and the other projects that the OPCC has funded in that no additional funding was being invested in the People Zones.”

Minute 10 (iv) to read “The funding for the Braunstone Blues project would cease in September 2018 and arrangements were being made to mainstream activities.”

15. Public Question Time.

There were no questions submitted.

16. Urgent items.

There were no urgent items for consideration.

17. Declarations of interest in respect of items on the agenda.

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

Cllr. M. Sood declared a personal interest in respect of all substantive items as a member of the Police's Independent Advisory Panel, as a member of the Leicester Council of Faiths and a member of the Bishop's Faith Forum.

Mr. K. Culverwell declared a personal interest in respect of all substantive items as he had two close relatives that worked for Leicestershire Police.

Ms. M. Lalani declared a personal interest in respect of all substantive items as she had a close relative that was a member of the Police Cadets.

18. Annual Report of Police and Crime Commissioner.

The Police and Crime Panel considered a report of the Police and Crime Commissioner which presented his Annual Report for 2017/18. A copy of the report, marked 'Agenda Item 5', is filed with these minutes.

Arising from discussions the following points were made:

- (i) The Panel asked for further details as to the actions the PCC had carried out as part of his better funding settlement campaign and suggested he include these further details in his Annual Report.
- (ii) The Panel sought clarification on the statement in the Annual Report in 'The Year in a Nutshell' section, regarding calling for a new law to quash the criminal convictions of sexual abuse victims. The PCC explained that this referred to young people forwarding images to each other via electronic means, and the question of whether they should be prosecuted for these offences at such a young age. The Panel suggested that the Annual Report could provide greater explanation of the issue.
- (iii) The Panel noted from the Annual Report that the PCC placed a strong emphasis on partnerships and collaboration to improve efficiency however the Panel raised concerns regarding crime detection rates. The PCC provided reassurance that he shared these concerns. The challenges the Force faced around crime detection were explained such as the strict crime recording rules set by the Home Office, the volume, demand and complexity of the crimes, and the decreasing tendency of offenders to admit multiple offences when apprehended. The Panel accepted that Out of Court Disposals could be the most appropriate way to deal with some offences and offenders, however was concerned that this approach gave a misleading impression of detection rates given that Out of Court Disposals were not included in detection figures.
- (iv) In the Annual Report the PCC attributed the rise for some crime types such as violent crime and sexual offences to increased confidence on the part of the public to report offences. However, it was also believed by Leicestershire Police that rape and domestic violence (and fraud) were areas where there were real crime increases. Given the lack of clarity around the causes of increased crime figures the Panel asked for an explanation of what work was ongoing to fully understand the data and learn how much of increased crime recording was due to increased reporting.
- (v) The Panel raised concerns regarding the regular changes to the crime recording standards which had taken place over the years which made it difficult to analyse trends over the years and compare crime types. The Panel was reassured that the

PCC and Leicestershire Police shared the Panel's concerns. It was explained that whilst the amount of crime recorded by the Police was increasing the crime survey carried out by the Home Office indicated that crime levels were stable.

- (vi) In response to a question from one of the Panel's Independent Members it was explained that the full impact of the Troubled Families Programme (known as Think Family in Leicester City, Supporting Leicestershire Families in Leicestershire and Changing Lives in Rutland) could be hard to quantify as it could never be known how the lives of the families would have progressed had they not received the intervention from the Programme. However, the local authorities in Leicester, Leicestershire and Rutland may be able to give a better idea of the success of the programme.
- (vii) Clarification was given that the majority of the calls made to the United Against Violence and Abuse (UAVA) helpline were from local authorities, the police and health professionals rather than the victims themselves. However, there were some self-referrals to UAVA and many of these were from repeat victims who had referred themselves to UAVA on more than one occasion. Individuals who were involved in violence or abuse on more than one occasion were referred into the MARAC process. Panel Members were of the view that there should be better liaison and information sharing between UAVA and District councils regarding victims of violence and abuse, on the basis that if district councils had more information regarding the identities of the victims then they could provide greater support to the victims such as with housing. It was noted that local authorities were on the Board of UAVA.
- (viii) The membership of the Youth Commission now included people who had been involved with criminal activity in the past. Members asked for further information on how the Youth Commission members were representative of, and engaged with, the different communities of Leicester, Leicestershire and Rutland. It was noted that the Panel would receive a report on the Youth Commission at its meeting on 30 October 2018. Members asked for the report to include an update on the success of a Youth Commission community event which was taking place in September 2018 designed to involve other young people in the area in the Commission's work.
- (ix) In response to a comment from a member that the Annual Report contained little reference to the impact illegal drugs could have on communities the PCC reassured that tackling drugs was a priority for him and Leicestershire Police and that he advocated a zero tolerance approach. The Chairman informed members that at the December 2018 Panel meeting there would be a report from the PCC on how successful the PCC had been with tackling drugs related crime. A member suggested that the report could cover how District councils could assist the Police with tackling the issue of drugs by for example providing CCTV evidence.

RESOLVED:

- (a) That the PCC's Annual Report 2017/2018 be noted;
- (b) That officers be requested to draft a response to the Annual Report on behalf of the Panel based on the comments now made.

19. Annual Performance Report.

The Police and Crime Panel considered a report of the Police and Crime Commissioner regarding end of year performance for 2017-18. A copy of the report, marked 'Agenda Item 6', is filed with these minutes.

Arising from discussions the following points were noted:

- (i) The PCC attended Performance Delivery Group meetings in order to satisfy himself regarding the performance of Leicestershire Police.
- (ii) With regard to the table in the report regarding positive Outcomes Rates for each crime type, a member asked if in future performance reports the Outcome Rates for the previous year could be given as well to enable comparison.
- (iii) In response to a question from a member regarding the success of the summer drink-driving campaign the PCC stated that he believed the campaign was worthwhile even though the drink-driving figures were increasing and in his view they may have been even worse had the campaign not taken place. It was noted that the majority of drink drivers were encountered during the daytime and were in the younger age groups therefore future prevention campaigns would target these areas. However, vehicles would continue to be stopped at all times and drivers of all different ages would be breathalysed.
- (iv) In response to a comment from a member the PCC acknowledged that there were in fact equality implications for the performance update and the report should have stated this. The PCC reassured that equality impacts were taken seriously.
- (v) In the report the Most Similar Force (MSF) ranking was given for each crime type however the PCC stated that he was of the view that the MSF rankings were out of date and caution must be taken when viewing that particular data set. Some of the other Forces had not been inspected by HMICFRS with regard to crime data integrity therefore a meaningful comparison could not be carried out.
- (vi) The recent spate of jewellery thefts in Leicester would appear in the figures for the Quarter 1 2018/19 Performance Report.
- (vii) A member raised concerns about Knife crime and asked if the police could make local councillors aware of serious incidents as soon as possible so that the councillor could advise the public if contacted regarding the incidents. In response it was emphasised that there should be a good relationship between local members and local policing teams. The PCC agreed that Councillors should have the direct telephone number for the officers that patrolled their own divisions.

RESOLVED:

That the contents of the report be noted.

20. Regional Collaboration.

The Police and Crime Panel considered a report of the Police and Crime Commissioner which provided an update on regional collaboration that Leicestershire Police was involved in. A copy of the report, marked 'Agenda Item 7', is filed with these minutes.

Arising from discussions the following points were noted:

- (i) HMICFRS had been impressed with the regional collaboration Leicestershire Police was involved in particularly the detection rates of EMSOU.
- (ii) Lord Bach was Chairman of the East Midlands Collaboration for the 2018/19 year.
- (iii) Nottinghamshire were no longer a member of EMOPS which left three members in that particular collaboration as Derbyshire had never joined.
- (iv) In response to a question from a member as to what the £4.03m collaborative savings had been used for, the PCC suggested that they helped the force retain police officer numbers. A member therefore suggested that it would be more accurate to describe the 'savings' as a 're-investment'.
- (v) On the chart in the Appendix 'NP' indicated that a force was Non Participant in a particular area of collaboration.

RESOLVED:

That the contents of the report be noted.

21. National Association of Police, Fire and Crime Panels.

The Panel received an oral update from the Secretariat regarding the National Association of Police, Fire and Crime Panels which had been set up by other Police and Crime Panels in the country.

The Secretariat reminded Panel members that a report on the National Association of Police, Fire and Crime Panels had been considered at the previous Police and Crime Panel meeting however the Panel had deferred making a decision on whether to join the Association until the July 2018 Panel meeting so that advice could be received from the Home Office on whether the subscription fee for the Association could be paid out of the Home Office Grant. The Secretariat reported that to date no guidance had been received from the Home Office and those Panels that were already part of the Association were still seeking clarification on this point.

RESOLVED:

That a decision on whether the Leicester, Leicestershire and Rutland Police and Crime Panel is to join the National Association of Police, Crime and Fire Panels be deferred indefinitely until clear guidance on the permitted uses of the Home Office Grant is provided.

22. Date of next meeting.

RESOLVED:

It was noted that the next meeting of the Panel would be held on 3 October 2018 at 1:00 pm.

1.00 - 3.10 pm
25 July 2018

CHAIRMAN

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE POLICE AND CRIME PANEL

Report Of	CHIEF CONSTABLE
Subject	QUARTER 1 SUMMARY REPORT 1ST APRIL 2018 – 30TH JUNE 2018
Date	WEDNESDAY 3 OCTOBER 2018 – 1.00PM
Author	CHRIS NEWBOLD, SENIOR PERFORMANCE ANALYST, THREAT ASSESSMENT UNIT, SUPT STARBUCK/CH SUPT STREETS

Purpose of Report

1. To provide the Police and Crime Panel with a summary report in respect of Quarter 1.

Scope of Report

2. This report relates to the Quarter 1 reporting period (1 April 2018 – 30th June 2018).

Context

3. The measures of performance in this report should be considered in the context of the significant changes to the policing landscape over the last five years.
4. High profile cases of non-recent sexual abuse have created a greater expectation that the police will prioritise activity traditionally referred to as 'safeguarding'.
5. The increased threat of international terrorism and domestic extremism has necessitated increased investment in protective services.
6. Significant increases have been observed locally in the number of major incidents and homicides affecting Leicester, Leicestershire and Rutland.
7. Austerity measures leave us responding to these challenges with one million fewer policing hours each year. In April 2011 our police officer budgeted establishment was 2224 in stark contrast to April 2018 where it stood at 1806 a reduction of 418. In addition in 2017/18 alone through a reduction in police officer and staff numbers, careful and robust management of 'back office' budgets and the use of reserves we achieved our budget deficit savings target of £3.92M.
8. Quarter 1 outputs now reflect the changes made as part of Operation Darwin, launched in October 2017, which saw a significant restructure of the force, with additional resources invested in both response, locally based investigation teams (NIUs) and the missing from home team.
9. In the face of these significant challenges, emerging threats and shifting expectations, we have continued to deliver, focusing our limited resources on the greatest harms.
10. During Quarter 1:

- a. CMD (Contact Management Department) and PRT (response teams) handled 9,279 grade 1 incidents, an increase of 844 in comparison to the same Quarter last year and an increase of circa 9 per day across the Quarter. In the 12 months to June 2018 an additional 6,069 grade one incidents reached our contact management department, compared to the previous 12 months.
- b. The force recorded an additional 2,606 crimes compared to the same Quarter the previous year driven in part by our force's success in improving our crime data integrity.
- c. IOM (Integrated Offender Management team), as at 1st August 2018, is actively managing 328 prolific and dangerous offenders which is an increase from the end of year figures of 12 with many new cases being assessed each week. Current reduction performance based upon the IOM cohort is -32.64% in offending behaviour, based upon performance from April to June 2018. This reduction rate mirrors the last performance year of -30.62%, which resulted in 256 less victims of crime over the 2017/18 period. New for 2018 IOM are now managing recalls to prisons which has resulted in a substantial increase in those being arrested from 61 in Quarter 1 2017 to 101 in Quarter 1 2018
- d. MOSOVO (Managing Sexual Offenders and Violent Offenders) has maintained control over 1384 sexual and violent offenders, 971 of them in our communities. Only 2 sexual offences were reported by this group during this time both of whom were promptly arrested, charged and remanded.
- e. POLIT (Paedophile Online Investigation Team) have continued to focus on paedophiles that use the internet to distribute indecent images of children and groom their victims. No less than 44 separate enforcements have been carried out and during Quarter 1, 12 separate offenders have been brought to justice.
- f. The force dealt with 1,862 reported domestic incidents and an additional 3,519 domestic incidents involving an associated reported crime. Of which our DAIU (Domestic Abuse Investigation Unit) dealt with 223 high-risk DA cases and have issued 36 Domestic Violence Prevention orders (DVPO).
- a. FIB (Force Intelligence Bureau) and CIT (Complex Investigations Team) have worked with regional specialists, targeting and disrupting organised criminality. 28 such Organised Crime Groups are currently being managed with more than 415 members. Quarter 1 successes include 'Op Evolution', which was an investigation into large scale Violent Disorder between Somali and Black males in Bede Park. The 1st trial has concluded where 15 men were convicted and a second trial is to be held soon. Gang Violence and associated drugs enforcement in the New Parks resulted in 4 males being arrested, the recovery of weapons, substantial amounts of cash and drugs.
- g. Prevent team, part of the regional Counter Terrorism network, have handled 42 referrals which is a significant reduction on the same period last year which stood at 72 however reflects the fact that during Quarter 1 of 2017 there had been 4 successful attacks nationally which led to increased reporting.
- h. CAIU (Child Abuse Investigation Unit) handled 2,512 referrals. One such example relates to an individual convicted in May this year of historical sexual offences. The individual had systematically raped and indecently assaulted the victim from when she was 8 until 14 years old. He was found guilty of 8 separate counts of rape, 2 indecent assaults and was sentenced to 16 years, added to the sex offenders register for life and issued with a Sexual Harm Prevention Order (SHPO). A further

such example relates to an historic case of child abuse from when the victim was 7 years old, which culminated in July with the suspect being found guilty and sentenced to 10 years. This investigation alone was 2 years from report to outcome, which demonstrates the complexity and challenges of such investigations.

- i. The new missing from home team, launched under Darwin to improve efficiency and further professionalise our processes around finding and safeguarding the vulnerable, managed 1,447 missing from home reports arising from 889 individual persons. This work is further supported by the Adult Referral Team (ART), who have managed more than 3,055 vulnerable adult referrals, ensuring that appropriate support from partners is in place and police investigations are carried out as necessary.
 - j. MIT (Murder Investigation Team) continues to experience unprecedented demand. In addition to the pressures of supporting neighbouring regional forces, they currently have 13 active investigations. These include homicides, complex deaths, and an unsolved stranger rape from 1991. Over the first quarter of this year, they have secured 3 further convictions and further charges are expected over the coming months.
 - k. Digital Hub, seen nationally as an example of best practice, has reduced turnaround times for computer examinations. During Quarter 1 turnaround times have been maintained at just 26 days a reduction from 540 days, keeping us at the forefront of the ever-increasing cyber-crime threat.
 - l. The force has continued to receive an increasingly intense regime of external scrutiny from HMICFRS and the IOPC to include: the submission of or Force Management Statement on 31st May, Fraud Thematic inspection (14th – 17th May), Serious Organised Crime insight review (6-7th June & 22nd June), Stop Search/UOF completed remotely (May) and continuing activity into July this year of Crime File review (2nd -6th July), Grievance review (5th July), Counter Corruption (30th July-2nd Aug). In addition countless 'Insight visits' have taken place during June ahead of the planned PEEL inspection fieldwork (29th Oct - 9th Nov 18) to include: Loughborough/Charnwood, Spinney Hills and Melton looking at Neighbourhood Policing, Supt's Association, Change Team, CMD, CAID Investigations/Vulnerability, IOM / MOSOVO, DCC Rob Nixon and ACC Masters and attend the Ethics, Integrity and Complaints Committee meeting. Further insight visits are planned to continue in the coming weeks and months, which are a significant but important commitment to for the force.
11. Despite these significant challenges, HMICFRS have noted improvements across the spectrum of our activity, specifically in terms of arresting outstanding suspects, investigative supervision and processes around transferring cases between teams.
 12. It should be recognised that for crime to be effectively tackled, a true partnership approach must be adopted. This should encompass coordinated input from the Police and Local Authorities, underpinned by Community Safety Partnerships, statutory partners and members of the community themselves.
 13. To meet these increasingly complex and sizable demands effectively, the force has had to adapt. Reduced resource has necessitated that difficult decisions be taken. As emerging threats have been prioritised on the basis of harm, crimes which once received an optimal service have had to be treated as business as usual. The following report outlines some of these challenges, but should be considered in the context of the achievements outlined above.

Headlines – Recorded Crime 1st April 2018– 30th June 2018

- All Crime – In line with all Forces in England and Wales total recorded crime has increased. Leicestershire has recorded 84,483 crimes over the 12 months to June 2018, an increase of 12,083 (16.7%) on the previous year.
- The reporting period Quarter 1 to June 2018 recorded an additional 2,606 offences (+13.5%) compared with the equivalent period in the previous year. Leicestershire is ranked 25th nationally, and ranks 5th of 8 in the Most Similar Forces group (MSF). **NB** please see sections on Crime Data Integrity and MSF.
- Overall Burglary offences have fluctuated at a generally higher level than seen in recent years; however, there has been a reducing trend over the last six months, which reflects a seasonal and expected pattern. Changes to classifications from April 2017 prevent year-on-year comparison of the sub-categories.
- Quarter 1 violence against the person offences continue to generally increase and show increases over a prolonged period however nationally forces are exhibiting similar increases and this issue is not unique to Leicestershire.
- Theft From Motor Vehicle offences have been generally reducing since October 2017
- Theft of Motor Vehicle offences have fluctuated at higher levels and have increased during Quarter 1.
- The rising trend in reported Rape offences has continued, with the latest months at significantly higher levels. The force has been at the forefront of raising awareness of the support available to rape victims and it was always anticipated that we would experience an acceptable increase and this in conjunction with better recording practices has influenced the volumes reported.
- Drug offences are higher, largely due to an increase in possession offences. These have risen, in part due to active targeting.

14. The table overleaf provides a single page summary of recorded crime and outcome rates over the current rolling 12 months period, ending 30th June 2018, in direct comparison to the previous 12 months. The table also shows our comparative performance relative to those forces deemed to be our most similar forces (MSF) in addition to our position nationally.
15. Most Similar Forces/Most Similar Group (MSF / MSG) - Nationally peer comparisons are made using Most Similar Groups (MSGs). These groups are used to provide a benchmark for comparison of crime rates and other indicators with those other areas deemed by the Home Office to be similar to a particular force elsewhere in England & Wales. Each force has a unique group of up to 7 other forces to which it is deemed 'most similar' (MSF) on the basis of a number of socio-demographic and geographic variables believed strongly linked to increased levels of crime, fear of crime, or incidents for example single parent households, unemployment etc.
16. The Most Similar Groups are determined by identifying the units which are most similar on the basis of these factors.
17. Those forces deemed most similar to Leicestershire are Sussex, Hertfordshire, Essex, Bedfordshire, Hampshire, Nottinghamshire and Kent.
18. MSGs are refreshed at the start of each financial year but to date still rely on the 2011 Census. Rankings are based on crimes/outcomes per 1000 population.

NB the greater the ranking number the lower our relative position. MSF and national data is not yet available post May 2018.

NB of note when reviewing our comparative performance against our MSF, to date only Sussex, Hertfordshire, Bedfordshire and Kent have been subject to their respective Crime Data Integrity inspections.

Category	12 months to June 2018	12 months to June 2017	Change	% Change	iQuanta - 12 months to May 2018				12 months to June 2018
					MSF Rank	National Rank	+ve Outcomes	MSF Rank	+ve Outcomes Rate
Total Crime	84483	72400	12083	16.7%	5	25	14.63%	7	13.4%
Violence with Injury	7453	6081	1372	22.6%	1	7	24.28%	2	21.7%
Violence without Injury	15985	11394	4591	40.3%	5	23	15.74%	3	14.3%
Rape	817	537	280	52.1%	3	10	8.33%	1	7.5%
Racially / Religiously Aggravated	1443	1238	205	16.6%	4	23	25.73%	2	24.0%
Burglary	8901	8849	52	0.6%	7	34	6.06%	7	5.7%
Robbery Personal	858	612	246	40.2%	5	31	12.27%	5	11.0%
Theft of Motor Vehicle	1816	1554	262	16.9%	4	31	8.05%	4	7.7%
Theft from Motor Vehicle	7090	7377	-287	-3.9%	8	40	1.72%	4	1.7%
Theft Cycle	2019	1801	218	12.1%	7	36	3.60%	3	3.3%
Shoplifting	6803	6657	146	2.2%	4	22	25.45%	8	25.7%
Criminal Damage	9791	9067	724	8.0%	5	24	11.31%	5	10.1%
Drug Offences	1651	1386	265	19.1%	1	5	71.66%	8	62.0%
Possession of Weapons	752	628	124	19.7%	4	32	51.27%	6	47.1%
Public Order	5361	3238	2123	65.6%	2	20	22.65%	2	20.5%

National increases in crime

19. According to the Office for National Statistics (data to March 2018 published in July 2018), the recording crime year to March 2018 reports a 37% increase in reported crime from the reported low point of year ending March 2014. Each year since March 2014 has reported progressively larger increases over the previous year's figures reaching a 10.9% increase in March 2018 compared with the reported totals to March 2017.
20. Rises seen over recent years reflect a combination of factors, which vary for different crime types, and include:
 - continuing improvements to recording processes and practices
 - more victims reporting crime
 - genuine increases in crime
 - changes to the crimes within this period e.g. the introduction of the Malicious Communications category in April 2015
21. These factors are believed to have the largest impact on violent and sexual offences, as evidenced by Crime-recording: making the victim count, published by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) in November 2014. This report showed that violence against the person and sexual offences had the highest under-recording rates nationally (33% and 26%, respectively).
22. Some of the recent rises are therefore due to forces uncovering hidden crime and encouraging crimes to be reported/recorded that might otherwise have been missed.
23. A number of sources showed a rise in bank and credit card fraud last year which continues. The force anticipated this and through the precept growth money increased capability at local level.
24. An increase in reporting is a positive sign of trust in the police however; it also leads to an increase in the volume and complexity of the demand we face.
25. Public protection demand is increasing, complexity is increasing and technology has enabled new crimes to develop, from online bullying through to fraud cases, which require increased international engagement to investigate.
26. Technological advances have also allowed traditional crimes to move online and other 'hidden' crime like online grooming and Child Sexual Exploitation (CSE) to evolve.
27. Time spent investigating crime and safeguarding the public is increasing due to the complexity of what forces find themselves dealing with.

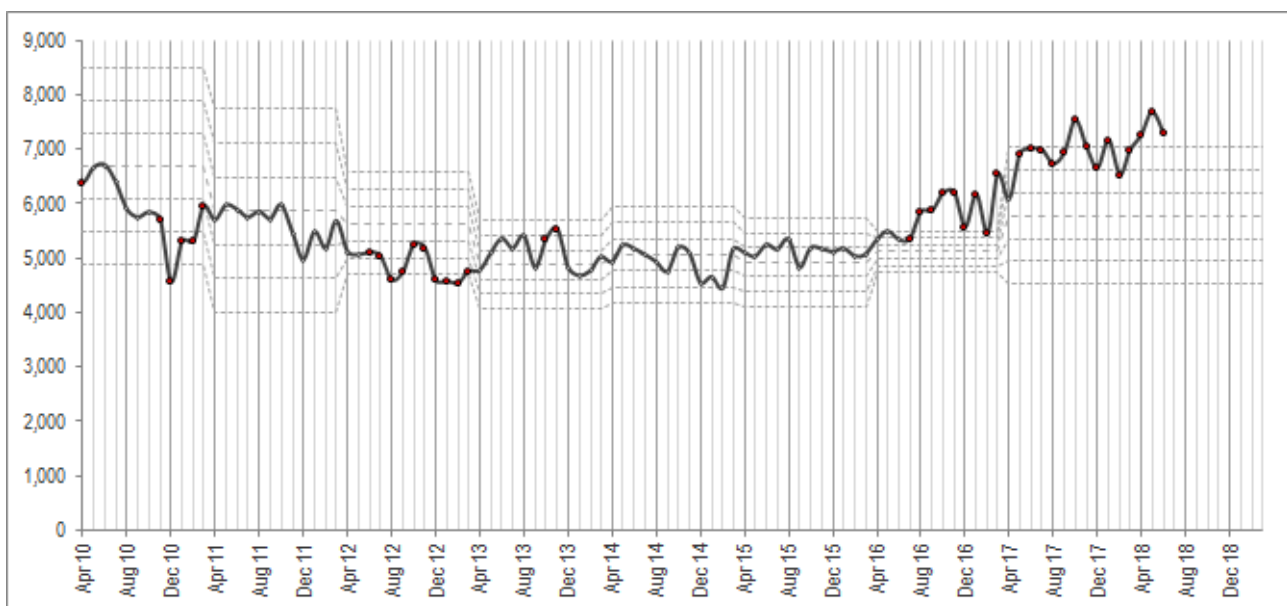
Impact of Crime Data Integrity (CDI)

28. In the spring of 2017 the force was subject to an unannounced HMICFRS crime data integrity inspection.
29. HMICFRS conducted an audit of a statistically significant sample of crimes, prior to their inspection, and concluded that Leicestershire police had only recorded 75.8% of all crime reported to us. They equated this to over 21,000 missed crimes, grading the force to be 'Inadequate'.
30. Following these findings, the force reviewed its approach to recording crime and has progressively introduced a number of improvements including:
 - A nominated strategic lead

- An interim 'incident to crime conversion team' was implemented immediately after HMICFRS concluded its inspection
- The Force Crime Registrar's team has been collocated with the force audit team
- A formal delivery group was launched during in Quarter 2 last year
- An additional 7 CDI compliance experts were attached to the crime registrar's team by Quarter 3 last year.
- Quarter 4 saw the delivery of a force-wide training regime to enhance officer and staff awareness of National Standards for Incident Recording (NSIR) and the National Crime Recording Standards (NCRS).

31. The changes which have been implemented to date were designed to improve our compliance and it was anticipated from the outset that recorded crime levels would increase as a result.
32. In the spring of 2018, an internal audit was commissioned which replicated, as far as was possible, the nature and approach of the HMICFRS CDI inspection. The audit has indicated that at present our force is recording 87.4% of all reported crime, an improvement of 11.6% points.
33. Whilst acknowledging that improvement to 87.4% the force continues to strive for further compliance, which in turn will further influence our recorded crime figures. The most frequently occurring types of crime which have not been recorded but are found and rectified by the crime registrar's team, include Harassment, Malicious communications, Non-contact or non-injury common assaults and Public order.
34. Whilst more serious offences are identified following specialist audits, these are fewer in number and in most cases result from the misapplication of counting rules rather than a victim having been missed and not receiving a service to address their needs.
35. The force is due to be further inspected on our Crime Data Integrity compliance during September and October of this year with advanced disclosure of data having already been requested by HMICFRS.

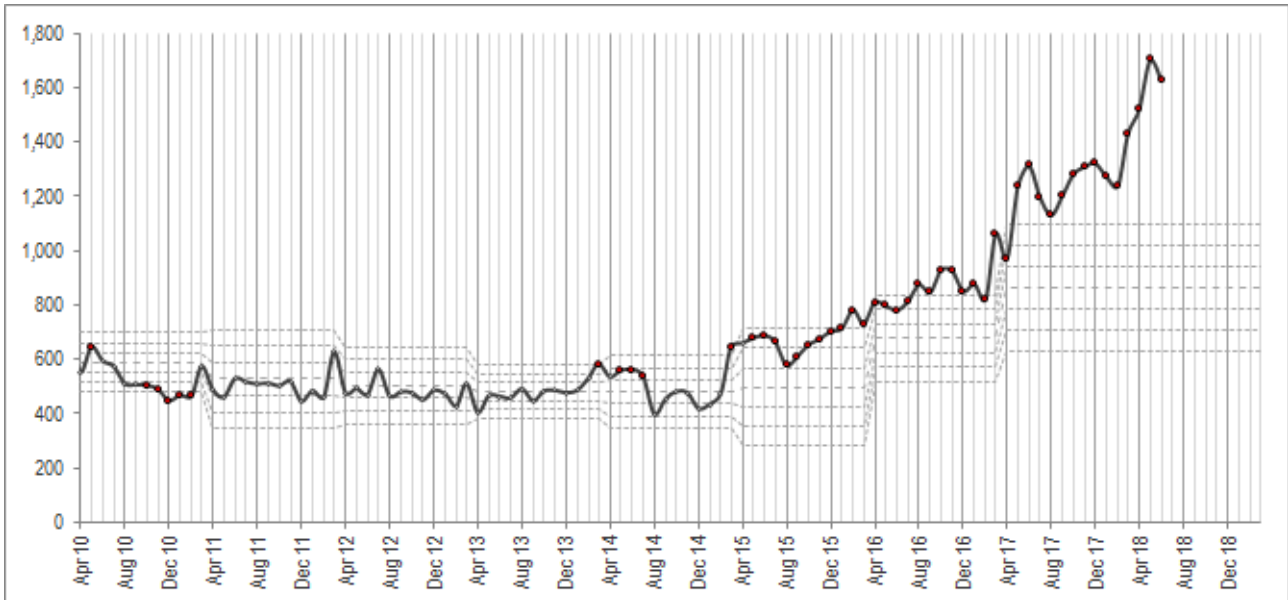
Total Crime



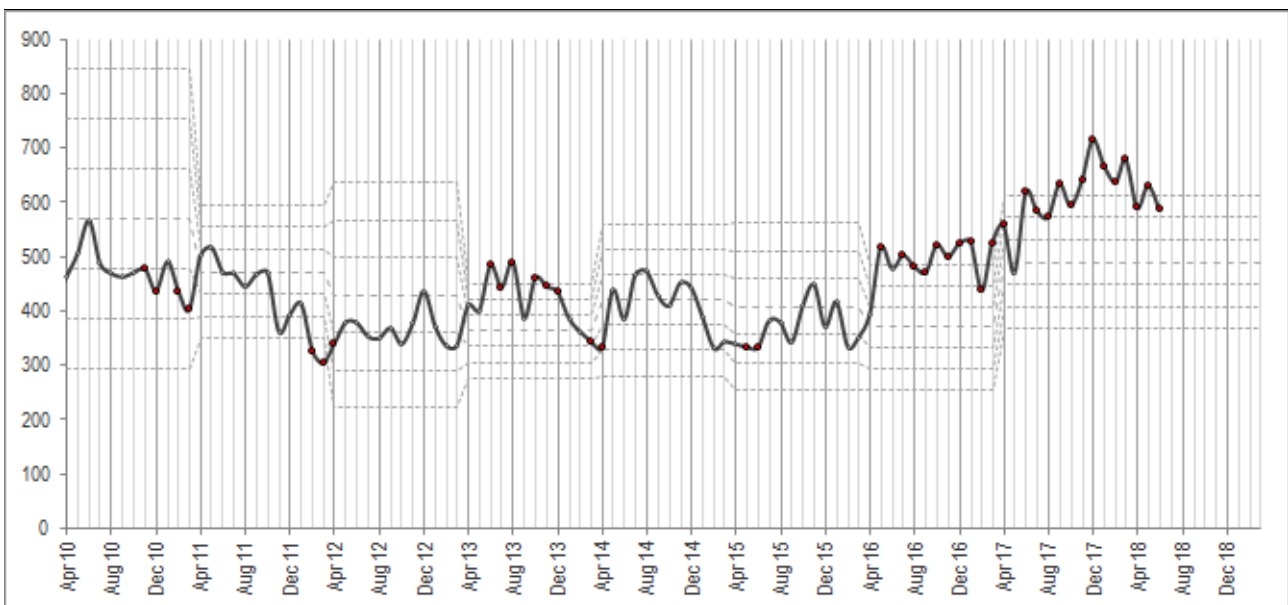
36. The chart above demonstrates increased levels of recorded crime in recent years and shows the shift in volume over the last 12 months.

37. Overall recorded crime has increased by 16.7% on a rolling 12 months basis. Quarter 1 is 13.5% higher than the equivalent quarter from the preceding year. The sections below provide further detail and context in relation to a number of key crime types, which go towards the total crime figures.

Violence against the person (without injury)



Violence against the person (with injury)



38. There has been a sustained increase in the level of violent offences recorded in recent years. In part, this is believed to be driven by new crime classifications, introduced in April 2015, and more recently as a result of crime data integrity improvements.

39. Violence without injury has increased by 40.3% on a rolling 12 months basis. Quarter 1 is 39.7% higher than the equivalent quarter from the preceding year. We are ranked 5th against our MSF and mid table nationally (23rd). However, with an outcome rate of 15.7% we are placed 3rd against our MSF (subject to MSF figures being finalised). Common

assault offences make up a significant proportion of this category and it's important to note that this category also includes Harassment and Malicious Communications. This category of offences has increased significantly over the last three years, in part due to changing classification and the introduction of new and additional offences.

40. Violence with injury has risen by 22.6% on a rolling 12 months basis. Quarter 1 is 15.6% higher than the equivalent quarter from the preceding year, although the current trend over the last six months shows reducing numbers of offences from the high point recorded in December 2017. Despite this, we have experienced the lowest rate in comparison to our MSF and nationally rank 7th, demonstrating a significant trend in rising violent crime with injury across the country. Actual Bodily Harm comprises the majority of these offences. Outcome rates stand at 24.3% placing us 2nd against our MSF (subject to MSF figures being finalised).
41. Operation Viceroy is the force response to the sustained increase in knife crime and associated drug and violence offences with the focus being on the West Leicester, East Leicester, City Centre and Charnwood Neighbourhood Policing Areas.
42. In addition the force has refreshed its approach to policing the Night Time Economy with 'Op Nightwatch' which sees the categorisation of weekends based on historic data ensuring that we effectively predict those weekends where we can anticipate increased demand and resource accordingly.

Knife Crime

43. There are between 140 and 180 recorded knife crimes per month across Leicester, Leicestershire and Rutland and we record every incident where a knife or sharp object is seen, threatened or used.
44. Knife crime nationally is increasing and the national and local media coverage is significant. There is strong community support for initiatives to reduce knife crime with our focus being on both catch and convict and early intervention. This is best seen with the campaign #livesnotknives. This approach has been to engage with young people through schools at year 6 and into secondary education, which has been well received with a strong take up across the force area.

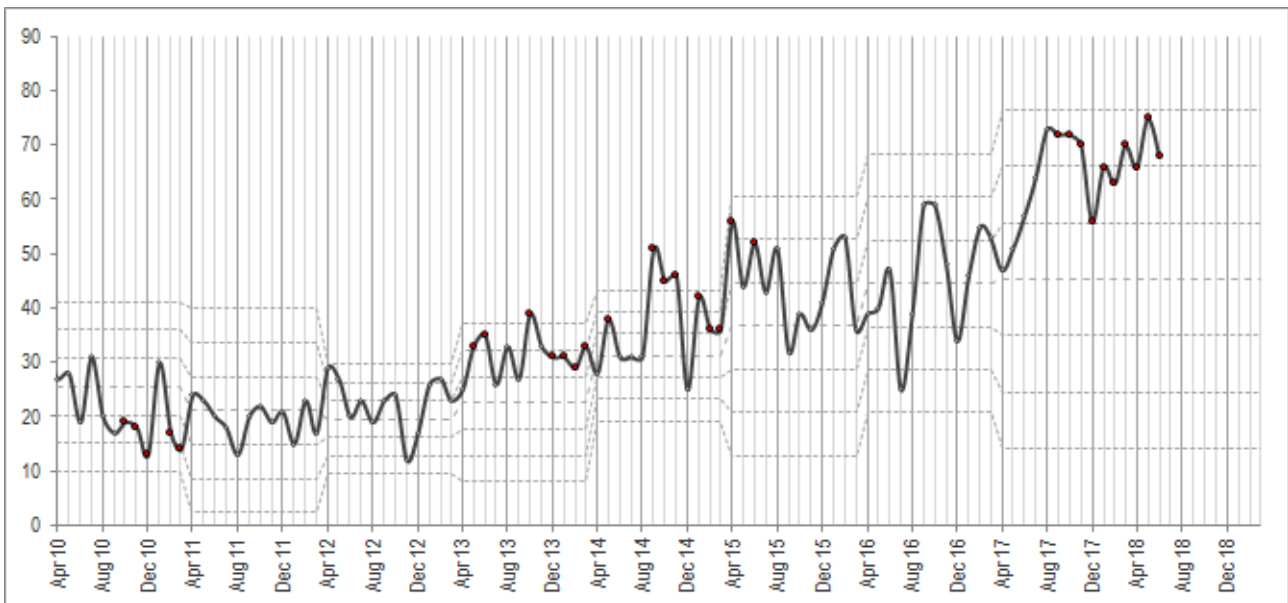
The Force has responded with Operation 'Viceroy' which has been created to provide additional officer activity in these areas at key times and is supported by up to date intelligence about four geographic areas that have high counts of knife crime, organised criminality and drugs supply that provides a basis for any officers deployed to or working in that area to consider the use of coercive powers including stop search in addition to other police tactics.

The operation has the stated aims of using available powers and legislation to disrupt, deter and detect serious violent crime and organised criminality. Three 4-day deployments have been undertaken during Quarter 1 with further planned later in the year. The first operation resulted in 17 stop and searches, 5 arrests and the recovery of a firearm, knives and controlled drugs. The second resulted in 9 arrests, 11 stop searches, 1 knife recovered, and the July deployment resulted in 9 arrests, 13 stop searches and 3 knives recovered.

April, May and June 2018 have seen sustained increased in the use of Stop Search to the highest levels recorded since 2015 with 224, 281 and 278 searches being carried out respectively in comparison to historic monthly levels of circa 150. One of the categories showing the largest significant increase is for offensive weapons with 49, 47 and 50 searches being recorded in April, May and June 2018. As of June 2018 33% of all stop search related arrests are for offensive weapons.

45. Operational activity will continue with a strong focus from the police on making it unacceptable to carry a knife and updating the public on the outcomes of those found breaking the law. The partnership approach will continue to develop and strengthened in tandem with family and peer interventions, seeking to prevent the carriage of knives becoming part of ongoing culture.
46. The force will take part in the national Operation Sceptre knife crime campaign in September.
47. In addition, the early intervention fund has now been released by the government totalling £22 million pounds over 2 years. The Police and Police and Crime Commissioners office are working together on ensuring that gaps in intervention, diversion and good practice can be funded to reduce the impact of knife and violent crime.
48. Formal negotiations with the Hospital Trusts about the adoption of a Red Thread scheme have commenced with support from the national charity that Leicester is an area that would be supported. Redthread is a youth charity of specialist youth workers working with clinicians to engage with young victims in the 'Teachable Moment' when they are confronted with injury and isolated in a daunting environment.

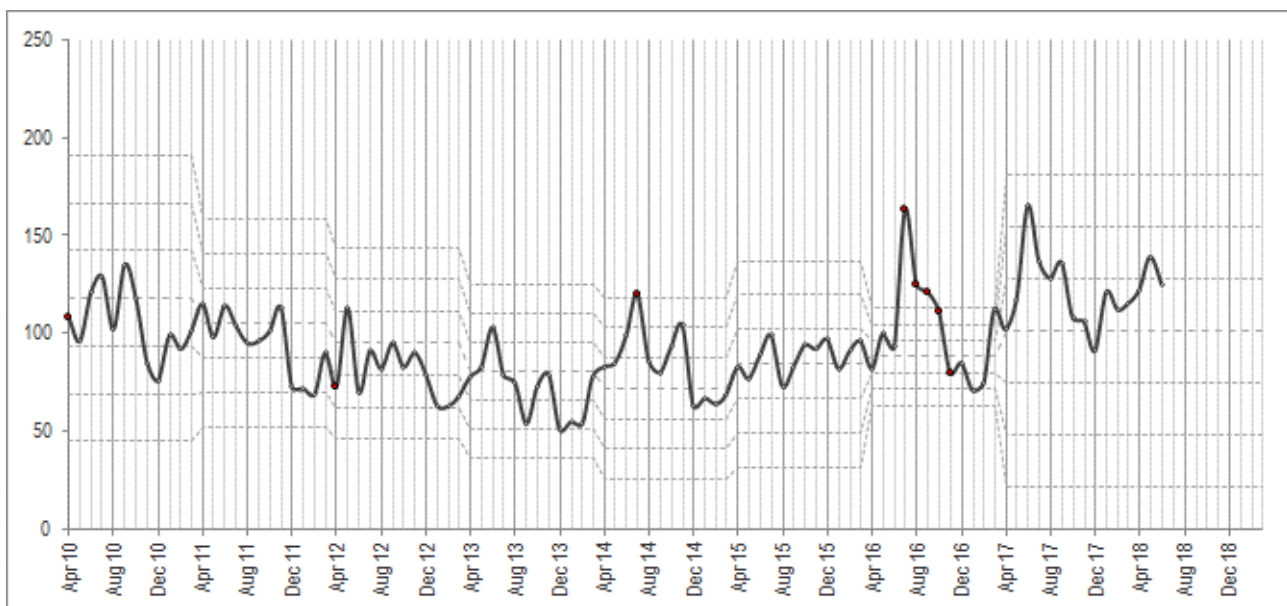
Rape



49. The number of reported rapes has increased by 52.1% on a rolling 12 months basis. Quarter 1 is 45.3% higher than the equivalent quarter from the preceding year. There is a rising trend in reported offences over the last six months which continues a longer term general increase. Leicestershire is ranked 10th nationally and 3rd within our MSF. An increase is seen as a positive indicator of a victim's confidence to come forward and report such incidents. Leicestershire Police commissioned a film to promote the reporting of rape and the challenging of myths, and we continue to experience an increase in historic reporting.
50. Significant time is spent dealing with the sensitivities of disclosure as nearly all rape investigations now contain a high tech element for example the triage of a victim/suspects phone.

51. This has placed considerable pressure on our Signal and Child Abuse (CAIU) teams and the force has strived to maintain staffing levels within these departments, which were previously enhanced by precept funding. All staff within both departments are PIP2 or working towards PIP2 and Child Abuse and CSE staff undertake an additional level of training specific to investigating offences against children. All rapes of children under 14 are now investigated in CAIU instead of Signal.
52. Positive outcome rates are at 8.3% and we are ranked 1st against our MSF (subject to MSF figures being finalised). The force has successfully investigated a number of stranger rapes which have resulted in significant sentences for the offenders. Officers often have to contend with victims who are unsupportive of a prosecution which does impact on our outcome rates.
53. Following the national issues with disclosure in rape cases, the force is working with CPS and the CJS to improve our compliance.
54. The commissioning process for the SARC has been completed. The Force and NHSE have signed a three year contract (with options to continue into years four and five) which will see Leicestershire Police acting as the service provider. The Police and Crime Commissioner will formally open the Children's SARC, known as 'Lighthouse', on the 3rd September 2018. A multi-agency Domestic and Sexual Violence and Abuse strategy has been completed and is currently awaiting sign off by senior partners through each organisation's respective chief executive governance structures.

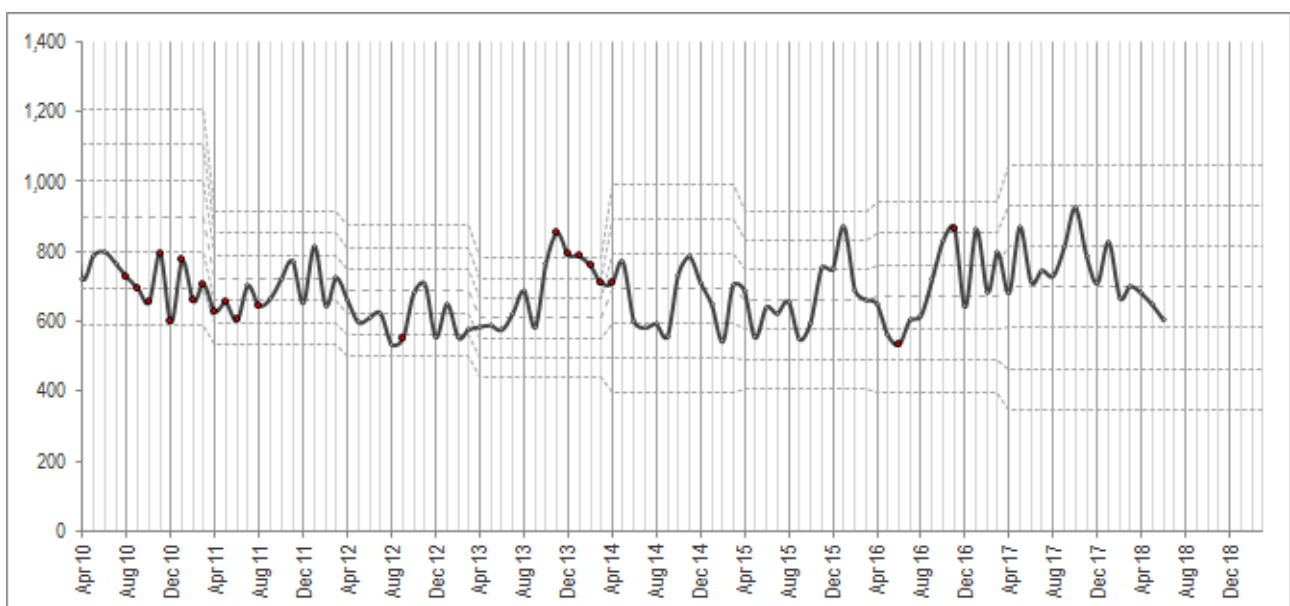
Hate Crime



55. Racial hate crime remains the largest sub-category of hate crime, although there is a degree of cross-over with religious hate crime due to the manner in which these offences are committed and also the manner in which they are reported and recorded.
56. Nationally, Leicestershire is ranked mid table at 23rd and ranked 4th against our MSF suggesting a similar average rate of reported hate crime against those forces most similar to us. We currently have a 25.7% positive outcome rate placing us 2nd within our MSF (subject to MSF figures being finalised).
57. There remains some under reporting within our communities and work continues with partners and communities to identify and remove barriers to reporting.

58. An increase has been observed in the number of hate incidents and crimes where there is more than one category, for example, race and religion. This should be seen as a positive change which indicates that officers and staff are recognising that people are not just targeted for one reason alone.
59. We can anticipate further rises in hate crime linked to the ongoing Brexit programme albeit nothing has been reported to date. The National Counter Terrorism Policing centre has issued strategic advice via a document which articulates an expected increase in hate crimes linked to the Brexit agenda. The local response to this is already under assessment with local partners and a community impact assessment will be commenced to ensure that we have an appropriate medium for recording any changes in community tensions.
60. We did experience a rise in hate crime reports linked to the two 'punish a Muslim days' albeit volumes were low and our current relationships with the community enabled us to offer reassurance and maintain community confidence.

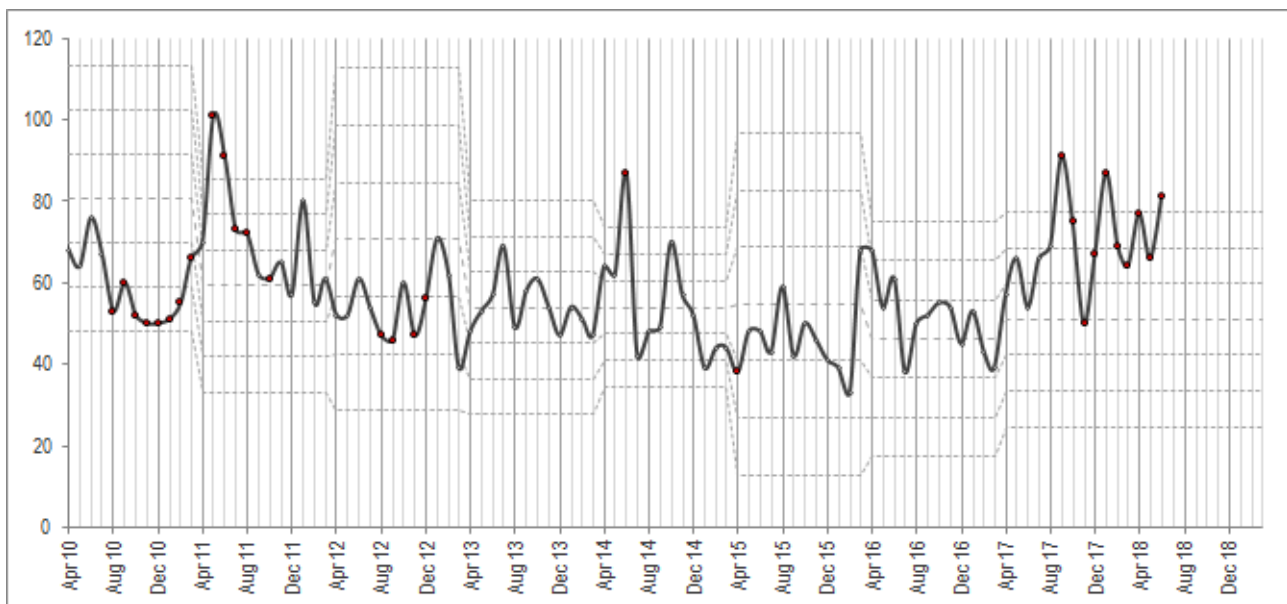
Burglary



61. In considering the current figures, it should be noted that new burglary categories were created for year 2017-18. Shed and garage offences now form part of burglary residential figures. Total burglary figures can still be fairly compared, but sub categories cannot. Due to these changes in classification, the year ending 18/19 will be the first opportunity to accurately compare year on year data. There is a general seasonal pattern to Burglary offences, with rising numbers of reports through the autumn period and the current trend over the last six months shows reducing numbers of reported offences as would be expected. Nationally, Leicestershire is ranked 34th and 7th out of our MSF highlighting an above average rise. Positive outcome rates are circa 6% placing us 7th in our MSF (subject to MSF figures being finalised).
62. During the latter part of Quarter 1 the force recorded 15 aggravated burglary offences across the county, 7 of which can be broadly considered as drug or criminal vendetta related and do not appear to form a series or involve the same suspects. A further 4 offences appear to target the theft of gold from Asian families where occupants disturbed the offenders on premises and a further offence clearly targeted the safe at large rural premises. The remaining 3 relate to 'local' dispute and include mental health issues.
63. A dedicated team continues to investigate a series of separate aggravated burglaries which are believed to centre around a criminal element within the travelling fraternity.

64. In July this year, two men were sentenced to 10 years in relation to an aggravated burglary in Loughborough from February this year where the victim was attacked with a knife.
65. A 27-year-old man has been arrested in relation to a series of aggravated burglaries across the county however the Crown Prosecution Service declined to authorise charges.
66. A 36-year-old man has been convicted of two burglaries in Kegworth and sentenced to 3 years and 10 months in custody.
67. A 27-year-old man has been charged in relation to 4 burglaries in the Hamilton and Wigston areas of Leicester and is due to stand trial in September.
68. Two men have been arrested in relation to burglaries in Hamilton, Narborough Road and Coalville and have been released whilst investigations continue and three people have been arrested for handling stolen goods and Proceeds of Crime offences linked to the same burglaries.

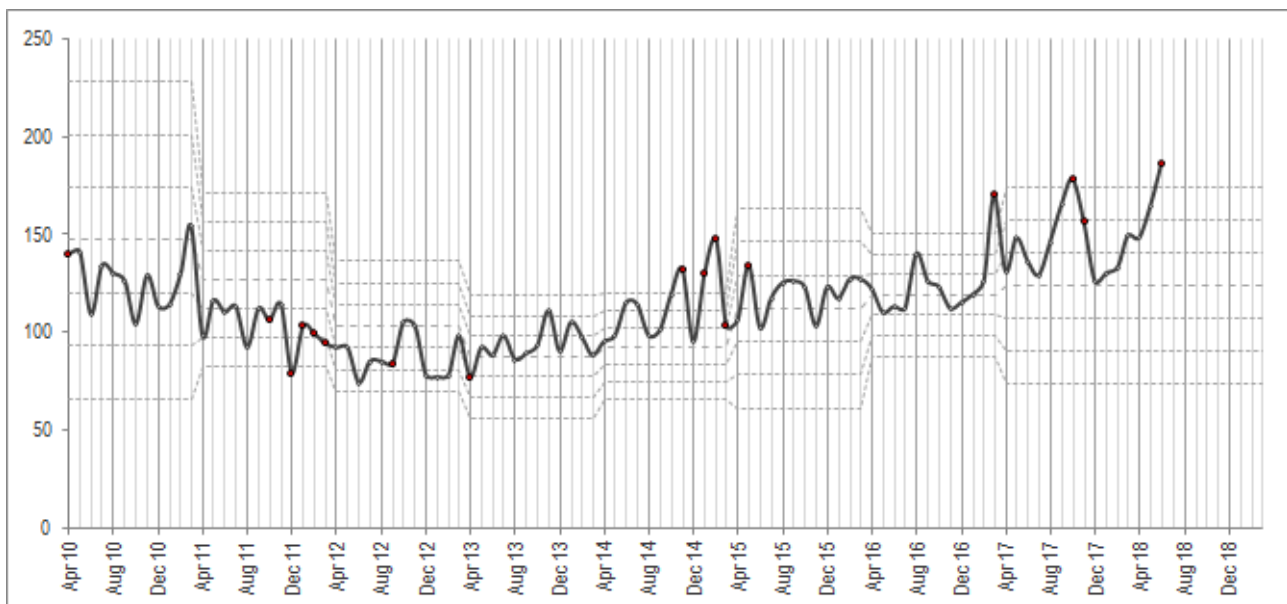
Robbery Person



69. 'Robbery Personal' includes all categories of robbery excluding business. Crime categorised as 'Robbery Personal' in Leicestershire has risen by 40.2% on a rolling 12 months basis. Quarter 1 is 28.9% higher than the equivalent quarter from the preceding year. Nationally, Leicestershire is placed 31st and is 5th in our MSF. Positive outcome rates stand at 12.3% placing us 5th in our MSF (subject to MSF figures being finalised).
70. Since 1st April 2018 the concentration of robbery offences has predominantly been in the Greater Leicester Area, mainly in the City Centre Castle Ward (29 offences) and the London Road / Victoria Park / Stoneygate areas (20 offences). Outside of Leicester the greatest concentration of offences is within Loughborough town centre. These offences largely involve threats of violence and demands for small items of personal property to include mobile phones, wallets, jewellery and sometimes involve the use of an edged weapon.
71. As mentioned in the violent crime section 'Op Viceroy' is the force's response with a focus on proactive, visible patrolling supported by intelligence development, utilising powers and legislation to disrupt, deter and detect serious violent crime and organised criminality to include street robbery.

72. An investigation into a series of 12 offences in Loughborough Town Centre, which occurred in Quarter 4, concluded during Quarter 1 resulting in two offenders being charged and remanded for multiple offences and they currently await trial.
73. Significant further arrests have been made of two further individuals who have been charged with the knifepoint robbery of a taxi driver in April 2018 and both are currently remanded awaiting trial. One of the offenders is a prolific offender with a recent history of violent crime using knives.
74. Intelligence is currently being developed concerning a series of chain snatches in the Belgrave area.
75. The ongoing work to tackle robbery is managed by a Detective Inspector who ensures that all activity is closely tied to ongoing anti-knife crime initiatives, maximising the effectiveness of both work-streams. Performance is scrutinised by the departmental D/Supt at the monthly Investigative Management Meeting
76. Current challenges include the volume of crimes under investigation by NIUs, necessitating that many robbery offences are investigated by PIP1 staff rather than trained detectives and this is something the force wants to address during 2018. Work is ongoing to improve the mentoring and coaching of PIP1 officers throughout the Force which will improve the standard of investigations and impact upon the number of positive outcomes.
77. Additionally, work is ongoing within the force to redistribute the number of PIP2 investigators from within the Prisoner Management Units (PMU) to the Neighbourhood Investigation Units (NIU) which again should see an increase in positive outcomes.

Theft of Motor Vehicle

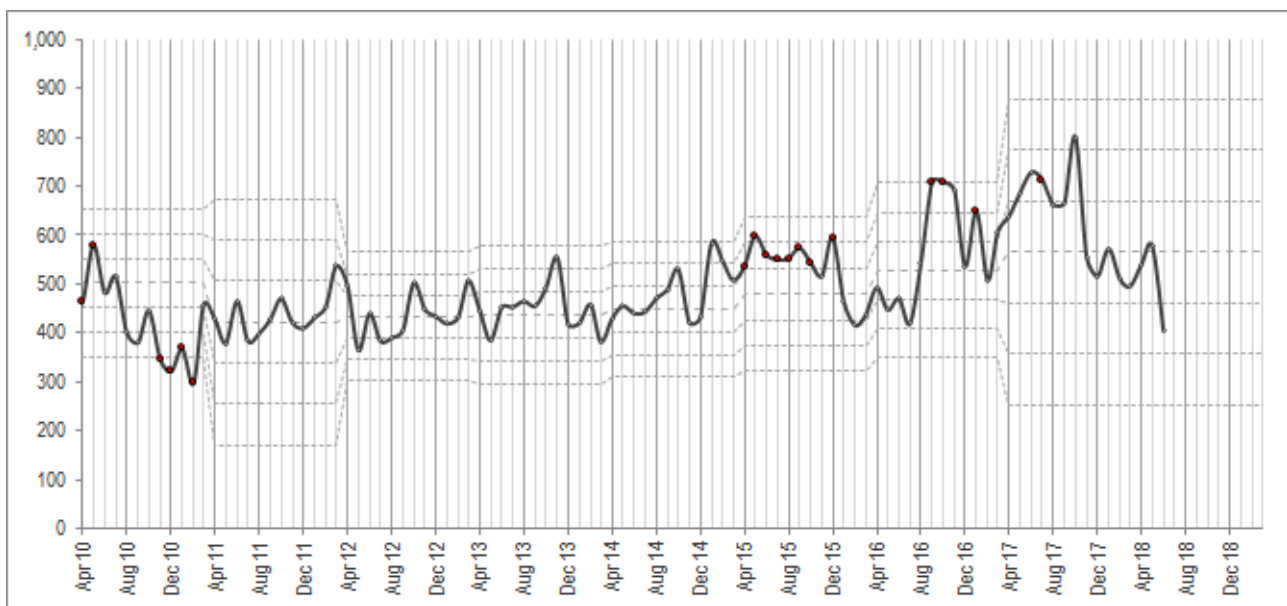


78. Theft of motor vehicles has risen by 16.9% on a rolling 12 months basis. Quarter 1 is 21.7% higher than the equivalent quarter from the preceding year. The majority of forces have seen an increase and nationally Leicestershire is ranked above mid table at 31st and 4th against our MSF. Leicestershire has the fourth best positive outcome rate against its MSF at 8.1% (subject to MSF figures being finalised).
79. Op Odometer and Op Fauna (an overt operation to target crime hotspots and travelling criminality utilising PRT and EMOppS resources) were deployed to proactive operations to

target vehicle crime specifically the significant rise in the theft of high performance Ford Fiesta ST vehicles using electronic devices to start the vehicles via the On Board Diagnostic port. The majority of these offences occurred in and around the areas of Braunstone, Glenfield and Leicester Forest East although there were also offences across Leicestershire with criminal links to Coventry and the West Midlands

80. A supporting prevention campaign was launched through the Corporate Communications Department to raise public awareness. Every owner of a recent model Ford Fiesta ST in the West Leicester area were written to or visited advising them of the series and giving practical crime prevention advice.
81. DI Preston liaised with Ford to highlight the issue via the National Vehicle Crime forum and as a result Ford is now designing out the vulnerability.
82. Five intelligence led arrests were made during Op Odometer causing significant disruption to criminality. Four suspects remain released under investigation whilst a fifth has been charged and awaits trial. Of note is that some of the suspects reside out of the county, which further demonstrates the threat of cross border criminality.
83. Of note, intelligence gathered during the operation led to the identification of other organised criminality and the execution of a drugs warrant at premises in Leicester Forest East, in May 2018 (Op Warship). A largescale cannabis grow, cash and a firearm were also recovered during this operation for which three additional suspects were arrested and remain under investigation.
84. In recent months there have been no reported keyless entry thefts.
85. Vehicle electronic data and keyless entry techniques are ever evolving and of current concern is the availability of devices on the internet, which capture car key codes when in proximity to a person unlocking their vehicle remotely. There is no current intelligence to indicate this method is prevalent here in Leicestershire but this has been identified as a threat at national and international levels by the motor industry.

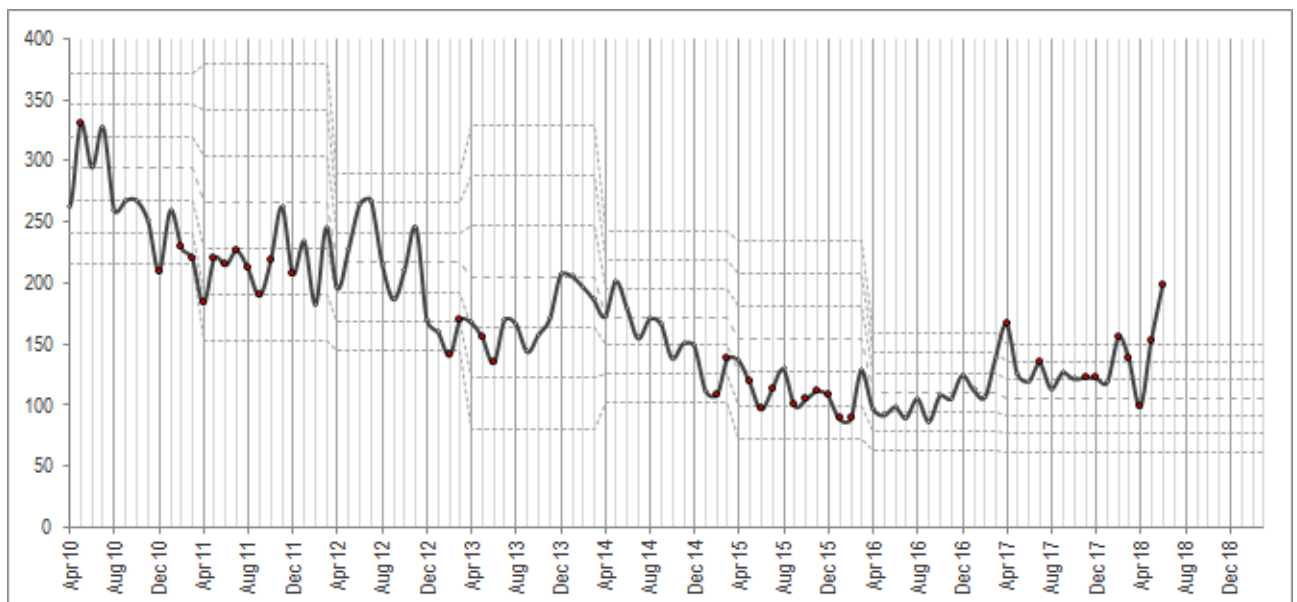
Theft from Motor Vehicle (TFUMV)



86. Theft from motor vehicle has reduced by 3.9% on a rolling 12 months basis. Quarter 1 is 24.3% lower than the equivalent quarter from the preceding year. Leicestershire is ranked 40th nationally, being 8th within our MSF.

87. The positive outcome rate for TFMV's is at just 1.7% placing us 4th against our MSF (subject to MSF figures being finalised). TFMV is generally a non-attendant crime and vehicles are not forensically examined unless there are clear opportunities.
88. A large number of these offences have fallen into the category of theft of tools from vans (covered under local initiative Operation Pioneer). High numbers of nationally operating organised crime groups are targeting van thefts, selling the tools at car boot sales.
89. In addition, 'Op Baric' offences continue, where HGVs are targeted, usually whilst parked over-night. Curtain sided trucks are particularly vulnerable to cargo theft, whilst all HGVs are vulnerable to fuel siphoning offences. Efforts to tackle these crimes are hampered further as drivers are often non English speakers on tight schedules, making the gathering of evidence more difficult
90. TFMV is a crime for which sentences tend to be very low. This often means any covert work becomes disproportionate due to cost and higher risk in other areas of business.

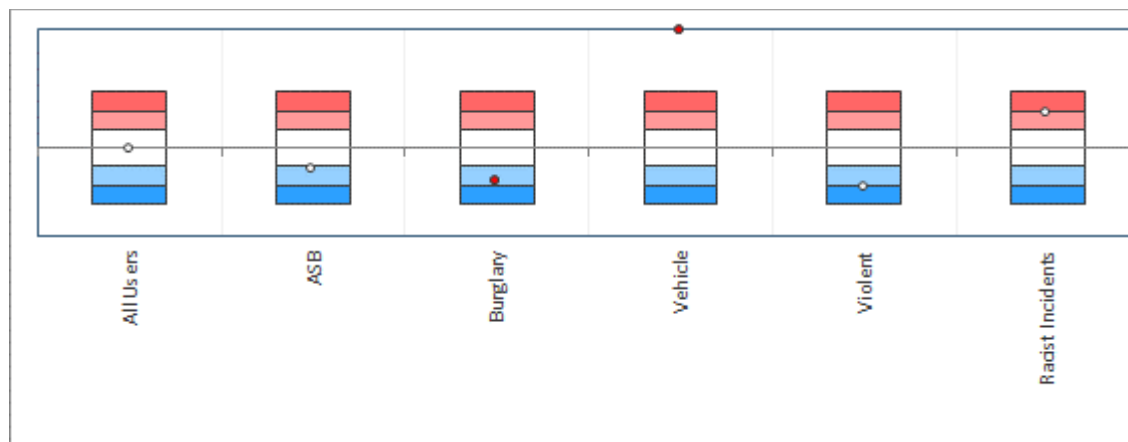
Drugs



91. Leicestershire is ranked 5th nationally and 1st within our MSF. Our positive outcome rate is 71.7%. Much of our drug related crime is self-generated and as a result of proactive enforcement as opposed to crimes reported to us.
92. Drugs remain a catalyst for organised gang culture and this has direct links to escalating violence as rival groups are committing offences against one another, vying for a stronger foothold within communities. Furthermore, Leicestershire experiences 'County Lines' drug activity which links into modern slavery, where vulnerable teenagers are used by gangs to distribute drugs. Leicestershire's response to this is Op Gizmo Nixie, which is run in Market Towns to identify, tackle and disrupt criminal activity.
93. During Quarter 1 six section 23 MDA warrants have been executed across LLR in addition to multiple arrests for possession with intent to supply, with numerous proactive stop checks completed, multiple arrests for drugs possession, phones, cash and weapons seized.

Confidence and Satisfaction

User Satisfaction



Key:

	Range between 2 – 3 Standard Deviations greater than Mean
	Range between 1 – 2 Standard Deviations greater than Mean
	Range between Mean and 1 Standard deviation from mean
	Range between 1 – 2 Standard Deviations below the Mean
	Range between 2 – 3 Standard Deviations below the Mean

The Mean (average) level of performance over time is shown in the above chart by the horizontal mid-line.

The latest month's level is shown by the dot which is shown as white where the data is regarded as within the bounds of normal expected performance.

The dot is coloured red where there is special cause variation i.e. there is a significant variation in the levels beyond that which would normally be expected. This will be where the level is outside three standard deviations from the mean and is above or below the range of the coloured bars, or where there is a run of consecutive data points above or below the mean.

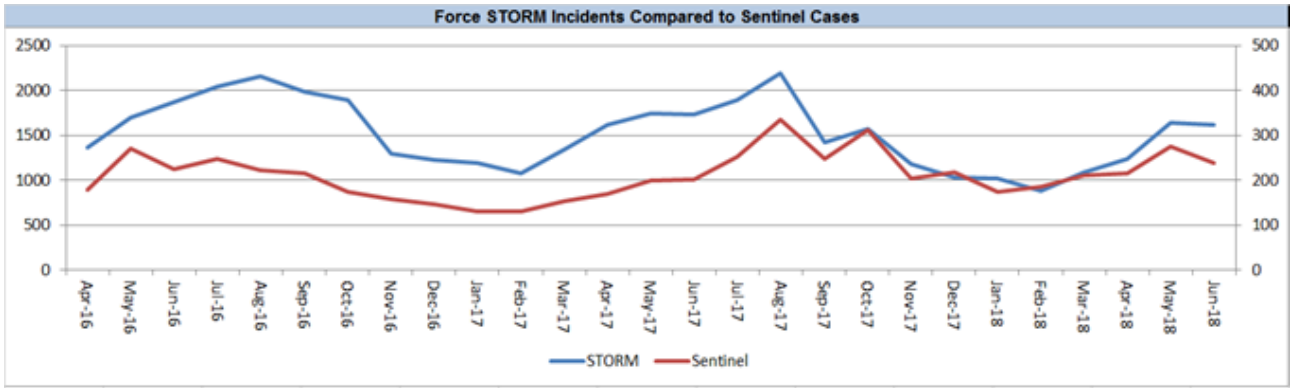
Standard Deviation is a statistical measure used to quantify and represent the amount of variation or dispersal in a set of data values.

94. Public confidence is measured by the British Crime Survey (BCS). The force currently ranks 3rd out of our 8 most similar forces with a confidence level of 61.0% (the highest being 65.9%, and the lowest being 58.4%)
95. All User satisfaction constitutes satisfaction levels from a sample of burglary, vehicle and violent crime victims. For continuity of reporting the Force has maintained the survey regime that was in place to service the previous requirements of the Annual Data Returns to the Home Office. These mandatory surveys have now been removed but the force is keen to retain them as a measure.
96. It should be noted that more than 70% of victims remain satisfied with the Police handling of their crime.

97. All User Satisfaction levels have stabilised, with the component offences of Vehicle recording increased satisfaction rates, Violent stabilising and Burglary victim satisfaction reducing to affect the overall levels.

NB user satisfaction is based on a 12 month rolling picture and as such the changes introduced as part of Darwin will continue to be tracked and the true impact of those changes on satisfaction is not yet known

Recorded Incidents of Anti-Social Behaviour

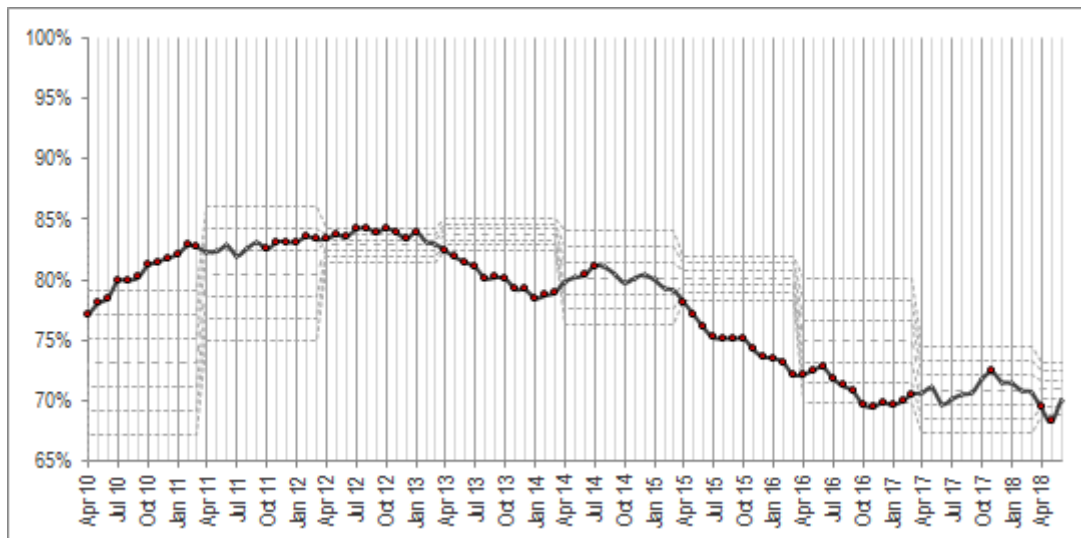


98. The levels of recorded ASB incidents exhibit a general seasonal pattern of a fall over the autumn and winter months with an increased level of incidents building over the spring and summer period. During Quarter 1 there were 4,533 reports included the closing qualifiers below. NB qualifiers are not included on all incidents and there are others such as drugs paraphernalia, trespass etc

- 1,238 Rowdy and Inconsiderate Behaviour
- 759 Miscellaneous
- 571 Neighbour Dispute

99. The continued use of the repeat caller database has enabled neighbourhood teams to effectively problem solve persistent issues, such as ASB. This work has now also expanded to include partnership agencies, so that a multi-agency response can be applied to callers of high demand.

100. ASB satisfaction has increased to 70% over the last quarter after a number of months of decline, which has raised levels from the low point recorded in May 2018.



Implications

Financial: No financial implications identified

Legal: No legal implications identified

Equality Impact Assessment: No diversity implications identified

Risks and Impact: Reputational risk and heightened fear of crime where levels are currently high

Link to Police and Crime Plan: Performance Plan

List of Appendices

None

Persons to Contact

Chris Newbold, Senior Performance Analyst

Tel: 0116 2482153 Email: christopher.newbold@leicestershire.pnn.police.uk

D/Supt Jonny Starbuck,

Email: jonathan.starbuck@leicestershire.pnn.police.uk

Ch/Supt Adam Streets,

Email: adam.streets@leicestershire.pnn.police.uk

Rob Nixon, Deputy Chief Constable

Tel: 0116 2482002 Email: rob.nixon@leicestershire.pnn.police.uk

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE POLICE AND CRIME PANEL

Report of	CHIEF CONSTABLE
Subject	HATE CRIME
Date	WEDNESDAY 3 OCTOBER 2018 – 1:00PM
Author	SERGEANT NICK WOODROW

Purpose of Report

1. To update the Police and Crime panel regarding hate crime with a link into hate crime awareness week.

Performance

2. The number of hate incidents and hate crimes reported to Leicestershire Police has continued to rise year on year and rose by 20% from 1505 in 2016/17 to 1816 in 2017/18. This year, there have been 805 hate incidents and crimes reported between 1st April and 31st July 2018.
3. Nationally, there were 80,396 hate crime recorded in 2106/17, which was an increase of 29% which is the biggest recorded increase since 2011/12. This increase is anticipated to be reflected locally. However, this could reflect confidence in reporting hate crime through our local campaigns to increase reporting through ourselves and our partners.
4. The Crown Prosecution Service have seen a drop in the number of hate crimes being referred for charging decisions. The Director of Public Prosecutions (DPP) Charging Standards state that the CPS must charge any offence that is classed as a hate crime. A review has been conducted of Leicestershire hate crime cases from 2016/17 and 2017/18 that have resulted in a charge / summons which ensured that the DPPs standards were being complied with.
5. When a defendant is convicted of a hate crime the CPS can apply for a sentence uplift, they have set a target that at least 55% of successful hate crime prosecutions receive an uplift. The most recent data available shows that Leicestershire officers are evidencing the hostility in prosecution files, however there are concerns that the uplifts are not being applied for or recorded correctly by the prosecutor.

6. A meeting has been held with colleagues from the CPS and the number of prosecutions is at the same level as Nottinghamshire. Figures from July 2018 show a 69% compliance around requesting the uplifts with a 50% success rate. This has been raised as an issue within the CPS.

Governance

7. The Force Hate Crime Strategic Board is chaired by Chief Inspector Walls and provides overview and scrutiny of the hate crime portfolio and hate crime delivery plan.

The terms of reference of the 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;
 - Maximise potential from Partnerships.
8. A monthly hate crime performance and intelligence document is produced by the Threat Assessment Unit. This document provides headline data which includes reporting trends across the hate crime categories. The document provides the Neighbourhood Police Commanders with details of repeat victims, suspects and locations which can be used by local Joint Action Groups to identify where local partnership working could enhance the response.
9. Leicestershire Police is a member of the LLR Hate and Prevent Delivery Group which brings together local authority partners to ensure a consistent approach across the sub region in response to hate. This group has a delivery plan which has been updated with new actions including a full review of 3rd party reporting centres across LLR. Monitoring of this group and action plan is by the LLR Anti-Social Behaviour (ASB), Hate and Prevent Strategy Group.

Engagement

10. The Force Hate Crime Scrutiny Panel continues to meet quarterly and provides valuable feedback on the cases reviewed. It has been identified that the panel may benefit from more young people becoming members and we will be working with the Youth Commission, Police Cadets and Youth Councils to try and recruit younger members.
11. The Force has three independent advisory groups (IAGs) managed by the Equality Unit covering disability, LGBT and race. The disability and LGB&T IAGs are attended by the hate crime officer who presents a hate crime paper at the meetings, the race IAG holds themed meetings one of which this year has been on hate crime. These IAGs enable us to hear the views of communities in relation to hate incidents and crimes.

12. The Hate Crime Officer is working with colleagues from Corporate Services to develop a survey to identify and understand the reasons why some victims do not report hate incidents and crimes. It is expected that various methods will be used to engage with as many people as possible including an on-line survey, attendance at events such as Leicester Pride and local community events and utilising volunteers in locations such as shopping centres.

PCC Funded Hate Crime Projects

13. The PCC has funded 4 specific hate crime initiatives detailed within the Police and Crime Plan.
14. **Better Journey Cards**, these were launched in December 2016. Initially developed by First Travel for disabled people, the cards provide information for drivers where a passenger may need additional support, for example 'Please be direct, I have Autism' or 'Please face me and speak clearly, I lip read'. 20,000 cards have been printed and distributed to partners and community organisations.
15. **Sports Club Hate Crime Advert**, Leicestershire County Cricket, Leicester Tigers and Leicester Riders have pledged their support for the hate crime advert, filming dates are still to be confirmed but are planned for September once all of the teams are back from their summer breaks to enable the video advert to be launched during National Hate Crime Awareness week in October.
16. **Hate Crime Perpetrator Programme**, the scoping and research phase of this project has been completed and involved Leicester University's Centre for Hate Studies carrying out research to identify any existing programmes and carrying out 18 in-depth interviews with local professionals and community organisations. A report has been produced by the university which identifies areas where we have the majority of hate crime and the age range of perpetrators with the majority being of school age. The analysis has shown that we have opportunities to address generational offending.
17. **Hate Crime Information Card**, a simple fold out card that explains what hate incidents and hate crimes are, how to report them and how to access Victim First support is still to be developed.

National Hate Crime Awareness Week 14th – 21st October

18. The national hate crime awareness week is due to take place between the 13th and 20th October and the Force is working with and supporting partners in the delivery of local events.
19. The Force Hate Crime Officer is working with the lead for the LLR hate crime action plan to encourage councils to hold local events.
20. Once these are finalised NPAs will be contacted to encourage their support and attendance.
21. Corporate communications will assist with raising the profile of hate crime week, with focuses on each area of hate crime to build awareness.

Other Projects

22. **Internet Hate Crime and Cyber Bullying**, the Children and Young Peoples Officer delivers information on bullying and cyber bullying within presentations delivered in both primary and secondary schools. There have been Easy Read presentations and documents on cyber bullying and these have been delivered in Further Education (FE) colleges to students with special educational needs and disabilities.
23. **Alternative Sub-culture Hate Crime Campaign** was launched earlier this year. The campaign used a number of colleagues who identify as being members of alternative cultures.
24. This campaign will be relaunched in hate crime awareness week. Although the numbers are very low, alternative sub-cultures has seen the biggest rise in reporting since the campaign has been launched.

Victim First and Victim Focussed Projects

25. The majority of the projects that are running have a victim focussed element to them. For example the perpetrator programme will also support victim wishes and work with them to design appropriate outcomes for them. There is further work ongoing with victim services to support victim work.
26. Information on Victim First, the services offered and the referral process is included in the hate crime training delivered to all police officers, police community support officers and special constables as part of their induction course.
27. The Hate Crime Officer also delivers an input to all Victim First staff on their induction course to raise their awareness of hate incidents and hate crimes and to help them identify cases where the victim has self-referred to Victim First.
28. Victim First attend the Hate Crime Strategic Board and provide details of the number of hate victims being supported. This information is also shared at the LLR Hate and Prevent Delivery Group and serves as a reminder to local authority partners to consider referrals for non-crime hate incidents they are managing.
29. Recent analysis of Hate Crime satisfaction rates has identified a steady decline over the two years, currently it is at 77% in recent surveys. Corporate Services were tasked to undertake a detailed analysis of the survey results in order to identify any underlying reasons for this change. The results revealed that by far the main reason for dissatisfaction was due to a lack of investigative updates. To achieve this the following actions will be taken:
 - 1) The Hate Crime officer will record and request whether VCOP has been initiated.
 - 2) Hate Crime Satisfaction is available on MIG for each department.
 - 3) Supervisors of the NIU will be asked to check before filing that contact with the victim has been made.
 - 4) A review of the number of Hate Crimes surveyed each month will be reviewed to potentially increase.
 - 5) The current hate crime survey has been reviewed to ensure it is fit for purpose.

Person (s) to Contact

Nicola Mannion – Hate Crime Officer, Local Policing Directorate

Tel 0116 2482566

Email: nicola.mannion8370@leicestershire.pnn.police.uk

Sian Walls – Chief Inspector - Force Hate Crime Strategic Lead

Tel 0116 2486033

Email: sian.walls@leicestershire.pnn.police.uk

This page is intentionally left blank

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE POLICE AND CRIME PANEL

Report Of	CHIEF CONSTABLE
Subject	RECRUITMENT AND RETENTION IN LEICESTERSHIRE POLICE – IMPROVING DIVERSITY AND BLACK, ASIAN AND MINORITY ETHNIC (BAME) COMMUNITY
Date	WEDNESDAY 3 OCTOBER - 1:00pm
Author	LYNNE WOODWARD, HEAD OF EQUALITY AND HUMAN RIGHTS

Purpose of Report

1. The purpose of this report is to update the committee on current recruitment processes and outcomes. This concentrates on the recruitment of police officers. In addition there is an update on the activity being undertaken on the new Police Officer Apprenticeships, which will begin in September 2019.

Recommendation

2. The Panel are asked for their views on the current positive action approach and the recruitment work of the positive action programme so far.

Background

3. The Diversity and Inclusion Unit now have two positive action officers working on improving the diversity of applicants across all roles within the organisation. Karolina Zaleweska started in September 2017 and Moji Green joined the team in June 2018, following additional funding being identified through the council precept increase in April 2018. Their current work is concentrating on police officer recruitment and also the introduction of the Police officer apprenticeship scheme which opens for applications in November 2018.
4. In 2017 police officer recruitment was opened for the first time in several years. Between May 2017 and June 2018, Leicestershire Police have held three police officer recruitment campaigns:
 - Campaign 1 between May and June 2017,
 - Campaign 2 between November 2017 and January 2018
 - Campaign 3 between April and June 2018.

Current position

5. The current diversity breakdown of the Force as of August 2018 is as follows:
- Female police officer – 29%, female police staff – 65%, female PCSO's – 44%, female Specials – 32%, female Cadets – 52% and female volunteers 48%
 - BME police officer – 7.5%, BME police staff – 11%, BME PCSO's – 11.5%, BME Specials – 10.5%, BME Cadets – 27% and BME volunteers – 14%.
 - Disabled police officer – 4%, disabled police staff – 5%, disabled PCSO's – 6% and disabled Specials – 5% and disabled volunteers 2.5%
 - Of those officers and staff who declare their sexual orientation the following is the LGBT representation:- Police officers – 8%, Police staff – 4% and PCSOs – 6%.
6. The community breakdown of Leicester, Leicestershire and Rutland is 50.5% female and at the latest estimate 25% BME (which is made up of Rutland BME representation at 3%, Leicestershire 11% and Leicester 55%). It is estimated that 10% of the population identifies as LGBT, but this is difficult to verify due to the lack of reliable data. Likewise it is estimated that over 20% of the population live with a disability.
7. The Force data therefore shows that there is a large under-representation of female, BME and disabled staff in all categories of staff except for female police staff and police cadets, From previous data there is also an under representation of LGBT staff in all categories.

Police recruitment campaigns

Campaign 1

8. Campaign 1 produced 86 candidates who were successful at the final national police officer assessment centre (AC), (5 candidates unsuccessful) However, the success rate of those candidates who were from under-represented groups varied. See the table below.

Beginning of campaign 1		AC stage of Campaign 1	
BME (inc. White other)	15.42%	BME (inc. White other)	4.65%
Female	31.15%	Female	39.53%
Disability	3.65%	Disability	10.47%
LGBT	6.73%	LGBT	5.81%

The overall result of Campaign 1, led to a new recruitment drive commencing in November 2017, during which a number of positive action initiatives were undertaken. In addition a Gold Group was set up chaired by the Chief to improve the representation within the Force.

Campaign 2

9. Campaign 2, ran between 1st November 2017 - 31st January 2018. During the campaign, a number of positive action activities, mainly focusing on community engagement, were introduced. In addition, there was a focus on removing any potential barriers from the recruitment process.
10. The recruitment process at this time comprised of:
- Stage 1: Application and Competency Based Questionnaire (CBQ)
 - Stage 2: Force interview
 - Stage 3: SEARCH Assessment Centre
 - Stage 4: Pre-employment checks and vetting

- Stage 5: Offer

11. Positive action activities took place across all stages of the recruitment process, however the majority occurred at stages 1, 2 and 3 in order to attract candidates and support them through the process. The activities varied from media and engagement, to community based activities. S.158 of the Equality Act 2010 allows us to target our activities at under-represented groups.

Attraction: media, community engagement and marketing.

12. The following outlines the activities which took place throughout this period.

- Leicestershire Police website and social media pages (Facebook, Twitter and Instagram) were used to regularly publish information about the open recruitment, including events in the community and role profiles of current serving officers.
- Candidates who were unable to attend recruitment events in person, had the opportunity to engage with a live Q&A session held on Facebook. Users were able to post comments online and receive an immediate answer from those attending the session. Individuals attending the session were: 2x HR officers, 1x Police Officer in probation, 1x 'Role Model' officer, 1x Positive Action Officer.
- Short #MakeADifference 'Role Model' videos were recorded and published regularly across all social media channels and the Leicestershire Police website. These included officers from various backgrounds and communities, and of various ranks informally describing why they have joined the police, what their experience has been as a police officer and why they would recommend it. The aim of these videos was to enable individuals in the community to relate to officers and to see the variety of people with different experiences and skills.
- A number of interviews took place in local radios and media outlets: BBC Leicester (CC Simon Cole), EAVA FM (Ins Manjit Atwal) and Pukaar News (CC Simon Cole, Positive Action Officer Karolina Zalewska). All of these included information about positive action and the importance of being reflective of the communities in which we serve. Leicestershire Police also has its own 'Po Polsku' (in Polish) Facebook page which allows engagement and promotion of recruitment and other activities within the Eastern European community. This was also utilised.
- The Media & Communications team and the Positive Action Officer reviewed the marketing material and multimedia which the force uses. Changes were made and a number of photoshoots have taken place with officers from various backgrounds and a new police officer leaflet was produced. The leaflet promoted diversity and included information about positive action and policing.
- A number of pop-up recruitment events were held and attended by neighbourhood officers and/or the Positive Action Officer. These events were held mainly across Central, West and East Leicester to allow targeted promotion of recruitment. Events were open to all individuals, however the approach enabled targeting towards minority communities. There were a total of 23 pop-up events, in addition to beat surgeries (across LLR) which also incorporated recruitment information. The events received positive feedback.
- In addition to the pop-up events, two recruitment seminars were held at Force headquarters which provided detailed information about the recruitment process and role of a police officer. These were delivered by C/Ins Keen with support of staff networks which were present and able to answer any further, more personal questions candidates may have had. Both events were oversubscribed.

Support to candidates

13. During the second campaign the Force introduced an informal mentoring scheme, which enabled candidates to be allocated an informal mentor who would support them through the process. Mentors were current officers from various background and ranks and who were also able to share some experiences with candidates. This informal support was valued and well received by candidates, particularly those who have not had any policing experience before. Through this scheme, candidates had the opportunity to find out first-hand information about being a police officer, visit a local station or shadow an officer on patrol. The scheme also allowed officers to do 'mythbusting' about the role and break down some of the barriers between the police and communities. A total of 24 force mentors supported 34 applicants during this campaign.
14. An external Company called Talking Blues delivered two workshops (in February 2018 and April 2018) to prepare candidates for the interview and SEARCH assessment centre stages of the recruitment process. The workshops were invite-only, selecting candidates from underrepresented groups. 51 candidates attended the assessment centre preparation and 48 candidates (94%) later passed the assessment. A smaller focus group was also delivered by a Sergeant and the Positive Action Officer, to candidates from underrepresented groups who were attending the assessment centre earlier. 4 candidates attended this and all 4 passed the assessment (100%).
15. Campaign 2, has seen an increase in representation of BME, Disabled, Female and LGBT candidates, both at the beginning of the campaign and through to the assessment centre stage. It has seen a significant increase in the representation of BME candidates, as compared to campaign 1, whilst the disclosure rates have also increase, particularly for LGBT candidates. The below table outlines Campaign 2 results are:-

Beginning of campaign 2		AC stage of Campaign 2	
BME (inc. White other)	15.55%	BME (inc. White other)	11.7%
Female	32.54%	Female	55.3%
Disability	4.6%	Disability	7.4%
LGBT	9.5%	LGBT	17%

16. The vetting process has also been reviewed by the Vetting Team and the Professional Standards Department, following a number of claims that this stage sees a drop out of BME candidates. It has been concluded that over the last three years, only one candidate has failed the vetting process with Leicestershire Police. This candidate was not BME.
17. The Chief Constable's Gold Group has also come to an agreement that there are necessary changes which needed to be made to the recruitment process. The group has agreed to replace the Competency Based Questionnaire (CBQ) with a telephone interview.

Campaign 3

18. Campaign 3 ran between 30th April 2018 - 10th June 2018. The Competency Based Questionnaire (CBQ) was replaced with telephone interviews.

The current recruitment process is comprised of:

Optional: Recruitment seminars

Stage 1: Telephone interview

Stage 2: Force interview

Stage 3: SEARCH Assessment Centre

Stage 4: Pre-employment checks

Stage 5: Vetting

19. Positive action activities continued taking place throughout the campaign from advertisement to support for candidates. Whilst the process has been changed, the focus has remained on engagement with the majority of the initial advertisement and engagement work being undertaken by Neighbourhood teams.

Attraction: media, community and events

20. A total of 32 seminars held across LLR (approx. 1 per week, per Neighbourhood Policing Area), involving approximately 42 police officers and PCSOs, with attendance from over 200 potential candidates. These seminars differed from previous 'pop-up' events. The officers delivered a presentation on the recruitment process and role of a police officer. At each seminar, every attendee was provided with a card with information about how to apply, link to the application form and contact details for further questions.
21. The organisation of these events followed the below process:
- NPA Commanders were contacted and asked to identify officers interested and willing to be involved in recruitment, positive action and delivering these seminars.
 - Identified officers received relevant training from the Positive Action Officer about the up to date recruitment process and the importance and aim of positive action.
 - Officers asked to identify local communities, locations and venues to hold recruitment seminars using their local officer knowledge.
 - Seminars delivered by officers.
 - Further information and contact details provided to all attendees.
 - Registration taken at events.
 - All attendees then contacted by the Positive Action Officer with further information and offer of support.
22. The Force website and social media channels continued to be used by the media and communication team, who continually published recruitment events and information about the process. Short #MakeADifference videos also continued to be published in the same way as they were in Campaign 2.

Support

23. Informal mentor support is continuing throughout Campaign 3. At the moment, there are 17 force mentors working with 28 mentees. Current makeup of mentees: 20 females (71.43%), 9 BME (32.14%), 2 LGBT (7.14%), 1 Disabled (3.57%).
24. Talking Blues is no longer used, due to the timeline of recruitment and the number of candidates. Conducting telephone interviews resulted in a prolonged process, so a greater number of support sessions are needed. As a result, the force has now developed and is delivering it's own support and preparation sessions to candidates awaiting their SEARCH assessments. Two sessions have now been delivered (25th July and 16th August), with the third session taking place on 17th September.
25. Sessions are delivered by the Positive Action Officer and include:
- General information about the assessment centre
 - Overview of the Policing Professional Framework (what candidates are assessed against)
 - Psychometric tests, written exercises and maths exercises
 - Decision making
 - Interactive exercises (role plays) including practical

- Preparing for the assessment centre

The first session was attended by 32 candidates. The second session attracted 22 candidates.

26. During campaign 3, a new system has also been established to enable the force to capture interests in joining. An SMS process has been put in place in which individuals can text in their details and role they are interested in. This text is automatically forwarded into a Positive Action inbox and individuals are contacted by one of the Positive Action Officers. This process is currently being rolled out to all officers in force to start using and promoting.
27. Campaign 3 has so far seen the highest increase in representation of BME candidates submitting their applications (20.66%). The number of Female, Disabled and LGBT candidates remained steady between Campaign 2 and Campaign 3. There is no final judgement with regard to representation yet, as the recruitment process is still live and is not expected to come to conclusion until at least the end of 2018.
28. The force is currently reviewing the success rate with the introduction of the telephone interviews, with particular attention to the success rate at the SEARCH assessment centre, due to no prior written assessment (previously being the CBQ). There is a risk that some candidates may not be successful at some parts of the SEARCH assessment centre, due to not having this assessment at the application stage. This will be reviewed once all applicants have completed their SEARCH assessment.
29. The table below outlines the current status of Campaign 3.

Beginning of campaign 3		Current 'live' applications	
BME (inc. White other)	20.66%	BME (inc. White other)	19.35%
Female	32%	Female	40.41%
Disability	2.89%	Disability	3.13%
LGBT	7.85%	LGBT	8.15%

30. The Chief's Gold Group continues to review processes related to recruitment for officers, staff, volunteers, specials and cadets.

After establishing grounds for recruitment and following the success of the changes made so far, the aim of the Gold Group is now also to tackle issues related to retention and progression of officers, particularly those from under-represented groups.

Apprenticeship Scheme

31. In addition to the current application process to join the police, Leicestershire will be introducing a new Police Constable Degree Apprenticeship next year (PCDA). The PCDA is a structured three year degree apprenticeship. This is delivered by the Force in partnership with a procured Higher Education Institute, who will validate and award the degree, which will be De Montfort University of Leicester.
32. The PCDA enables individuals to perform the paid role of Police Constable, developing operational competence, whilst attaining a degree in Professional Policing Practice, which will be funded. Successfully completing the apprenticeship will result in the award of a degree in professional policing practice. Once the apprenticeship is complete, apprentices will be confirmed in post as a Police Constable.
33. There will be 20 vacancies and the recruitment process will open in November 2018, with the apprenticeship starting in September 2019.
34. A range of outreach activity has been ongoing for several months to maximise the applications from under-represented groups. This includes the following:-

- A broadcast on Takeover Radio (Youth Radio) was made on 7th August 2018. This interview was recorded and will be circulated to other small local stations, including a rural radio station covering the Melton area. Preliminary contact has been made with EAVA Radio (second language station) and a date for broadcasting is to be arranged. The Positive Action Officer will be speaking on a Somali programme and this is being arranged through the Youth Education Project. It is intended that other local radio stations will be contacted for example BBC Asian Network with Kamlesh Purohit, and BBC Radio Leicester with Herdle White.
- A communication system via FAST SMS PALP 87007 has been set up to log initial interest and maximise quick response from PA Officers.
- The various local NPA twitter feeds will be used to advertise and promote the PCDA and the Police Polish Facebook Page will run a special article.
- It is planned to develop an information video to be emailed to current CPSO/Volunteers/Cadets. The video will be incorporated into power point presentation for use in community settings, and the possibility of YouTube is being explored in conjunction with community groups.
- Attendance by the Positive Action Officer at local events such as the Super Sonic Boom Youth Festival 2018, and Leicester Pride 2018.
- Community events to promote the PCDA to the general public have been arranged at: The Highfields Centre on 19th September 2018, Belgrave Neighbourhood Centre on 22nd September 2019, and The Code Building to cover the West End area of Leicester on 3rd October 2019.
- Other community events in the pipeline include: Weymouth Street Temple in Belgrave, The Bangladesh Youth and Cultural Shomiti in Highfields, and Moat Community College in Highfields/St Matthews.
- The Positive Action Officer, through arrangement with PC Brian Varney, had a 'hello and introduction' walk around St Matthews Estate on 3rd September 2018 and met with key community members, Elders, and Imams. Also links are being made with influential women within these communities at the St Matthews Women's Community Café lunches on the 5th and 19th September 2018.
- Faith leaders in the Highfields area are being contacted by attending Masjids after Friday lunch prayers by Muslim male officers, to 'set the scene' and meet with Imams. This will be followed by a wider community PCDA promotion event held at Bangladeshi Youth and Cultural Shomiti and/or Moat Community College.
- Early discussions have begun with a Knife Crime project at the city's Youth Education Project, and a woodwork/theatre design project, and a Digital Media and Digital Forensics Seminar with Leicester College. All three projects will link in broad terms to recruitment and employment into Leicestershire Police.
- There are more informal engagement opportunities at the Cossington Park Diwali celebrations towards the end of October.

35. The PCDA is a natural progression route for people currently studying at Level 3. The focus has been contact with schools and colleges that have a large BAME population and who have students up to Year 13; in particular those that deliver Uniformed Public Services programmes. Student information sessions are due to start week commencing 3rd September 2018 and have been arranged with: Leicester College, Loughborough College,

South Leicester College, The Cedars Academy, Regent College, QE Sixth Form College, Gateway College, Beaumont Leys School and Beauchamp College.

36. Two Q& A sessions for parents have been arranged at Spinney Hill Police Station on 24th October 2018, and the Positive Action Officer will be joining in with a Parents Forum at Beauchamp College.
37. To demystify and talk openly about forms, processes and share officer experiences a 'come and see' style approach is being adopted and visits to various venues have been arranged. Practitioner lead themed workshops are planned to provide coaching/mentoring at key stages such as application stage, assessment centre support and interview support.
38. There are visits arranged for students to Keyham Police Station custody suite on 19th and 26th September 2018, to Leicestershire Police HQ on 11th October 2018, and to De Montfort University on 19th October 2018.
39. Employability type workshops on the PCDA application process, will be run once the vacancy has closed and applicants have completed the online registration. These workshops will cover the application process and will provide guidance on preparing for telephone and force interviews, and the SEARCH Assessment Centre. Emphasis will be given to practicing the tasks and activities, such as answering competency based questions and role play exercises related to the process. It is intended to run the workshops a number of times to enable candidates to come back and 'have another go' having practiced in between.
40. To encourage peer support throughout the workshop process a WhatsApp group will be set up for prospective recruits.

Conclusion

41. The Force have a comprehensive approach and strategy to increasing the diversity of applicants both in the existing police recruitment process and the new PCDA process.
42. The impact and effectiveness of the above activity will be monitored and reviewed at key stages throughout the recruitment process. With outcomes reported to the Gold Group and the internal Boards. The Chief Constable chairs both the Gold group and the Strategic Equality & Fairness Board.

Police and Crime Commissioner Oversight

43. The Police and Crime Commissioner is committed to achieving a workforce which is reflective of the community it serves. The Commissioner's Police and Crime Plan sets out that there is still work to be done particularly in the area of BAME police officers and staff, gender disability, religion and belief and sexual orientation. The Commissioner and Deputy Police and Crime Commissioner both attend the Attraction, Retention and Progression Gold Group Meeting chaired by the Chief Constable. Members of the Commissioner's team also attend the Force Strategic Equality and Fairness Board and the Strategic Establishment and Leadership Board where recruitment, progression and retention is discussed. The Commissioner also receives regular update reports to his Strategic Assurance Board and discusses recruitment, retention and progression issues with the Chief Constable at his regular 1-2-1 meetings with him.

Implications

Financial:	Programme is being delivered within the budget
Legal:	Use of S.158 1nd S.159 of the Equality Act 2010
Equality Impact Assessment:	Continually reviewed
Risks and Impact:	Failure to attract a diverse candidate pool for the next recruitment process for the PC Apprenticeship process.
Link to Police and Crime Plan:	Developing a diverse workforce

Person to Contact;

Lynne Woodward, lynne.woodward@leicestershire.pnn.police.uk

This page is intentionally left blank

**POLICE & CRIME
COMMISSIONER FOR
LEICESTERSHIRE**

POLICE AND CRIME PANEL

Report of	POLICE AND CRIME COMMISSIONER
Date	WEDNESDAY 3 OCTOBER 2018 – 1:00 p.m.
Subject	OPCC YOUTH COMMISSION
Author	MRS DHARMISTA DAVE – VOLUNTEER MANAGER

Purpose of Report

1. This report updates the panel on the progress of the Youth Commission.

Recommendations

2. The Panel are recommended to note the contents of the report.

Background

3. The Youth Commission was set up in 2013 and consists of young people in the age range 14-25, from a diverse range of backgrounds, who provide advice to the PCC in regards to young people's opinions on policing priorities, suggestions for the delivery of the Police and Crime Plan and the means by which these policing priorities might be addressed. The Youth Commission aims are as follows: -

- To support, challenge and inform the work of Leicestershire Police.
- To provide a platform for young people to talk about crime issues and solutions with their peers and carry out research.
- To support young people in being part of the solution to crime issues that matter to them.
- To improve the relationship between young people and the Police.

Current Youth Commission function and structure

4. There are currently 15 members of the Youth Commission, including 4 volunteer Youth Commission Co-ordinators recruited in December 2017, all of whom reside, work or study in the Leicestershire policing area. The co-ordinators have a leading role in supporting new youth commission members and assist the Volunteer Manager with engagement on campaigns. The members have received training on Data Protection and Safeguarding and an overview on the Police and Crime Plan.

Demographics of Youth Commission Members

Gender

Female – 10
Male – 5

Sexual Orientation

Bisexual - 1
Heterosexual - 12
Prefer Not To Say - 2

Disability

No - 15

Religion

Christian - 1
Muslim - 3
Sikh - 3
No religion - 6
Prefer Not To Say - 2

Ethnicity

Asian Bangladeshi - 1
Asian Indian - 3
Asian Other - 2
White and Black Caribbean - 1
White Asian - 1
White British - 6
White Other - 1

Geographical area

Central Leicester and East Leicester (City) – 10
Eastern Counties - 1
North West Leicestershire - 1
South Leicestershire – 2
West Leicestershire – 1

Recruitment due to take place in November 2018 will target members from under represented geographical areas.

5. The Youth Commission broadly reflects the make-up of the local population. Whilst they have varying degrees of experience of the police and Criminal Justice System, working with partner agencies and wider engagement assists in gaining feedback from young people who have the most direct experience.

To support, challenge and inform the work of Leicestershire Police.

6. The Youth Commission are represented on the Police Advisory Group Equalities (PAGE) which provides a valuable youth perspective to strands under the Equality Act 2010 and a link with local Independent Advisory Groups (IAGs).

Ongoing and future aims

7. Youth Commission members identified priority areas on their own experiences and those of their immediate friends/peers. These are:
 - Child sexual exploitation
 - Communication and engagement with young people
 - Cyber Crime & hacking
 - Drugs & alcohol abuse
 - Hate crime
 - Knife crime
 - Stop and Search
8. The members received an input from Leicestershire Police on the identified priority areas to find out what Leicestershire Police are currently doing to:
 - Prevent/raise awareness
 - How the crime is investigated

- Victim support/offender management

Future work of the Youth Commission

9. The future work programme for the Youth Commission under the 4 aims include:-

To provide a platform for young people to talk about crime issues and solutions with their peers and carry out research

- As follow-up from their identified priorities Youth Commission members will be launching a survey in October and conducting further public consultation to establish areas of concerns for young people in Leicester, Leicestershire and Rutland. Findings from the consultation will be presented at the Youth Summit to be held later in the year and will influence Youth Commission priorities over the next 12 months.

10. To support young people in being part of the solution to crime issues that matter to them.

- The OPCC is hosting a Youth Summit on Tuesday 6 November 2018. Student and teacher representatives from all Schools/Colleges across Leicester, Leicestershire and Rutland, and youth groups have been invited to participate in workshops on different crime types. This will help capture views from a wide range of young people on what it feels like as a young person in LLR and what concerns them. Findings from the Youth Summit will help shape the focus of the Police and Crime Plan.
- Youth representatives will sit on key boards, working on relevant issues such as Stop and Search, Hate Crime and ASB. They will also be working closely with People Zones to identify gaps in youth services and identify opportunities.

11. To improve the relationship between young people and the Police.

- Youth Commission are an able group of young people but we would also like to receive wider views from people with direct experience of the Criminal Justice System. Therefore a two way conduit has been established with 'The Y' and they have offered to organise relevant groups to consult with, as well as provide us with details of issues and concerns that come to their attention. This will provide valuable feedback from hard to reach groups such as those with direct experience of the criminal justice system.
- Youth Commission members were involved as part of the multi-agency consultation for the updated Children and Families Partnership Plan. Youth Commission will continue to build on work with partner agencies and will work with OPCC Partnership Officer and Engagement Officer. Youth Commission members accompany the PCC and Chief Constable at 'What Matters to You' events, as well as other community events to provide further opportunities for youth engagement, with local residents of Leicester, Leicestershire and Rutland.

Conclusion

12. To ensure that the Youth Commission continues to provide a good representation of young people across Leicester, Leicestershire and Rutland, a further recruitment programme is planned in November 2018, with particular consideration to maintaining a good range of age, gender, ethnic diversity, and geographical area.
13. Social media accounts will be maintained to provide an update on the Youth Commission and its work, along with providing an additional channel for youth engagement.

14. The work of the Youth Commission will continue to provide both a voice and a coherent link for the young people of Leicester, Leicestershire and Rutland to support the delivery of the Police and Crime Plan and to help influence the delivery of local policing.

Implications

Financial:	Expenses are paid. This cost is covered within OPCC budget
Legal:	None.
Equality Impact Assessment:	None.
Risks and Impact:	None identified.
Link to Police and Crime Plan:	The Youth Commission will provide the opportunity to continue to maintain and develop close partnership working with organisations dedicated to identifying the needs of young people affected by crime and policing, focussing on both victims and offenders.

List of Appendices

None.

Background Papers

None.

Persons to Contact

Mrs Dharmista Dave – Volunteer Manager

Tel: 0116 249 8703, Email: Dharmista.dave@leics.pcc.pnn.gov.uk