



Meeting: Leicester, Leicestershire and Rutland Police and Crime Panel

Date/Time: Monday, 2 December 2024 at 2.00 pm

Location: Sparkenhoe Committee Room, County Hall, Glenfield

Contact: Damien Buckley (Tel: 0116 305 2583)

Email: Damien.Buckley@leics.gov.uk

Membership

Mrs D. Taylor CC (Chairman)

Cllr. Liz Blackshaw	Cllr. Ravi Mahesh
Parisha Chavda	Salma Manzoor
Cllr. Sarah Cox	Cllr. Michael Mullaney
Cllr. Mohammed Dawood	Cllr. Les Phillimore
Cllr. Jenny Joannou	Cllr. Sarah Russell
Cllr. Jim Knight	Cllr. Christine Wise
Cllr. Kevin Loydall	Cllr. Andrew Woodman

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 28 October 2024.	(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. Police and Crime Commissioner's Update	(Pages 9 - 24)



6. Deputy Police and Crime Commissioner's Update. (Pages 25 - 34)
7. Corporate Governance Board. (Pages 35 - 58)
8. Annual Scrutiny Reports. (Pages 59 - 90)
9. Rape Offences. (Pages 91 - 100)
10. Commissioning Update. (Pages 101 - 116)
11. Finance Update. (Pages 117 - 118)
12. Update on how the Police and Crime Commissioner and Police Force are implementing the recommendations that were provided as part of the Police and Crime Panel Tasking Group S106 Funding Review. (Pages 119 - 122)
13. Annual Complaints Report. (Pages 123 - 126)
14. Date of next meeting.

The next meeting of the Panel is scheduled to take place on 5 February 2025.
15. Any other items which the Chairman has decided to take as urgent.

Minutes of a meeting of the Leicester, Leicestershire and Rutland Police and Crime Panel held at County Hall, Glenfield on Monday, 28 October 2024.

PRESENT

Mrs D. Taylor CC (in the Chair)

Cllr. Liz Blackshaw
Parisha Chavda
Cllr. Sarah Cox
Cllr. Jenny Joannou
Cllr. Ravi Mahesh
Salma Manzoor

Cllr. Michael Mullaney
Cllr. Les Phillimore
Cllr. Sarah Russell
Cllr. Christine Wise
Cllr. Andrew Woodman

In attendance

Rupert Matthews – Police and Crime Commissioner
Rani Mahal – Deputy Police and Crime Commissioner
Claire Trewartha – Chief Executive, Office of the Police and Crime Commissioner

24. Minutes of the previous meeting.

The minutes of the meeting held on 23 September 2024 were taken as read, confirmed and signed.

25. Public Question Time.

There were no questions submitted.

26. To advise of any other items which the Chairman has decided to take as urgent elsewhere on the agenda.

There were no urgent items for consideration.

27. 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.

No declarations were made.

28. Police and Crime Commissioner's update.

The Panel considered a report of the Police and Crime Commissioner (PCC) which provided an update on his work throughout August and September 2024. A copy of the report, marked 'Agenda Item 5', is filed with these minutes.

Arising from discussion, the following points were noted:

- (i) The PCC confirmed that the effectiveness of CCTV cameras which had been installed as part of OPCC grant funding was monitored by the OPCC. Other CCTV cameras funded by other bodies were not monitored in such detail by the OPCC.

A member suggested that Section 106 funds could be used to install additional CCTV cameras in order to address concerns relating to anti-social behaviour. The PCC supported this proposal and acknowledged that CCTV cameras had a positive impact on anti-social behaviour but explained that Section 106 funds were allocated by local authorities not the PCC.

- (ii) With regards to an increase in requests for complaint reviews in relation to Leicestershire Police, as referred to in paragraph 56 of the report, a member of the Panel asked whether any specific areas of growth had been identified and whether there had been particular patterns in the types of complaints received. The OPPC stated that the type of complaints varied. However, a large number related to individuals not having been happy with the nature of the response they had received from the Force, for example when the Police had decided not to take any further action with regards to an incident. The Panel were assured that the OPPC regularly conducted deep-dive analysis of the complaints data.
- (iii) A question was raised regarding how the outcome and impact of OPCC funded intervention work which had been undertaken within communities would be measured and reported on. The OPPC confirmed that although it was often difficult to measure the impact and outcome of this type of work, it would work with partners to collect data in order to measure it against key metrics which had been identified within the Police and Crime Plan. The Panel would be kept updated of performance relating to the key metrics within future reports.
- (iv) In response to a query from a member about whether there was any learning taken from the funding of projects, the PCC confirmed that his commissioning team did assess what could be learnt from projects and reviewed how the funding process had gone.
- (v) With regards to community projects that the PCC funded, a member requested that future reports to the Panel clarify how much of that project's funding came from the OPCC and how much came from elsewhere. The PCC agreed to this request.

RESOLVED:

That the contents of the Police and Crime Commissioner's update be noted.

29. Presentation of a New Draft Police and Crime Plan.

The Panel considered a report of the Police and Crime Commissioner (PCC) which presented a draft Police and Crime Plan for 2025 to 2029. A copy of the report, marked 'Agenda Item 6', is filed with these minutes.

Arising from discussion, the following points were noted:

- (i) The Panel were supportive of the work undertaken by the Police and Crime Commissioner and his team in developing the Police and Crime Plan. Overall, the Panel welcomed the contents of the Plan, particularly as most of the issues that were of concern to the Panel had been covered in it.
- (ii) The Panel welcomed that the approach of the Plan was based around three missions underpinned by fourteen Delivery Strategies.

- (iii) Whilst there had been a good overall response to the public consultation on the developing Police and Crime Plan, the Panel were concerned with the demographic breakdown of age and ethnic background of respondents as some demographics were underrepresented in the consultation. A member of the Panel emphasised the importance for greater engagement with younger people. In terms of reaching people from a diverse range of ethnic backgrounds, it was suggested that ensuring that documents are accessible in terms of the ability for Google translation is often more valuable than translating documents into various languages.
- (iv) The Panel were pleased that the Plan set out the intention to address the illegal use of e-scooters due to concern with regards to public safety. This was an issue which regularly came to the attention of Panel members.
- (v) It was suggested that anti-social behaviour and neighbourhood policing should be given greater prominence in the Plan.

RESOLVED:

- (a) That the contents of the report and the draft Police and Crime Plan for 2025 to 2029 be noted.
- (b) That a written summary of the comments made by the Panel relating to the draft Police and Crime Plan for 2025 to 2029 be sent to the Office of the Police and Crime Commissioner.
- (c) That the PCC be requested to submit a written response addressing the comments made by the Panel relating to the draft Police and Crime Plan for 2025 to 2029.

30. Corporate Governance Board.

The Panel considered a report of the Police and Crime Commissioner which provided an update on how he was fulfilling his duty to hold the Chief Constable to account for the performance of the Force through Corporate Governance Board meetings. A copy of the report, marked 'Agenda Item 7', is filed with these minutes.

Arising from discussion, the following points were noted:

- (i) Concern was raised relating to a high vacancy rate held within the Force and whether vacancies had an impact on service delivery. The PCC assured the Panel that the impact on service delivery was limited due to the types of vacancies held, and that critical posts would be prioritised for recruitment. He stated that the OPCC data monitoring teams monitored a large number of performance metrics and alerted him where concerns were identified and if the number of vacancies was causing any issues, then it would be picked up as part of that monitoring. The PCC would always raise these concerns with the Chief Constable and seek assurances where necessary.
- (ii) The PCC assured the Panel that the savings being made by the Chief Constable were being monitored and that no concerns had been identified with regards to operational delivery. It was noted that the Panel would consider an update on finance and the Medium-Term Financial Plan at its meeting on 2 December 2024.

This update would include an overview of the in-year savings programme and sustainability plans.

RESOLVED:

That the update in relation to the Corporate Governance Board be noted.

31. Violence Reduction Network Annual Report.

The Police and Crime Panel considered a report of the Police and Crime Commissioner which provided an overview how he was fulfilling his responsibilities in relation to the requirement for the Violence Reduction Network (VRN) to publish an annual report. A copy of the report, marked 'Agenda Item 8', is filed with these minutes.

Arising from discussion, the following points were noted:

- (i) The Chairman commended the work of the VRN, highlighting that the Network performed highly compared to other VRN's across the country. The PCC agreed and stated that he would report this back to Government as part of discussions relating to future funding.
- (ii) Concern was raised over the visual accessibility of the VRN Annual Report 2023/24. Some elements of the presentation such as tables and graphs could be difficult for individuals with visibility difficulties to read. The OPCC confirmed that they had fed this concern back to the VRN. The Panel noted that the published version of the Annual Report would be fully accessible.
- (iii) The Annual Report stated that there had been a 100% reduction in homicides, especially among those victims aged under 25 involving knives between 2019/20 and 2023/24. In response to a question from the Panel it was clarified that the figure reported on in 2019/20 had been three, and that the figure reported on for 2023/24 was zero. The Chairman requested that figures be included alongside percentages in future reports.

RESOLVED:

- (a) That the OPCC be requested to pass on the comments made by the Panel relating to the Violence Reduction Network (VRN) Annual Report 2023/24 to the VRN.
- (b) That the overview of how the Police and Crime Commissioner is fulfilling his responsibilities in relation to the requirement for the Violence Reduction Network (VRN) to publish an annual report, be noted.

32. Prison Early Release Scheme

The Panel considered a report of the Police and Crime Commissioner (PCC) which provided an update in relation to the Office of the Police and Crime Commissioner (OPCC) approach to the Prison Early Release Scheme and how the impact of this was being managed. A copy of the report, marked 'Agenda Item 9', is filed with these minutes.

Arising from discussion, the following points were noted:

- (i) The Chairman raised concern regarding the safeguarding of children and families in cases where prisoners involved in domestic violence had been released. She asked whether additional Police resources had been required to manage this issue. The PCC stated that there had been no additional funding from Government in relation to the Early Release Scheme. The Panel were assured that the Chief Constable had reserves which could be used if needed, but that it had not been necessary.
- (ii) A Panel member raised concerns that due to the prison overcrowding Police Officers would be less inclined to arrest offenders. In response the PCC assured the Panel that the Chief Constable had provided clear messaging to the Force regarding the Prison Early Release Scheme and safeguarding the public and the approach to arresting offenders had not changed. The PCC stated that he would contact the Chief Constable to seek further assurance on this, and then provide the Chairman of the Panel with confirmation in writing.

RESOLVED:

- (a) That the update in relation to the Office of the Police and Crime Commissioner (OPCC) approach to the Prison Early release scheme and how the impact of this was being managed, be noted.
- (b) That the Police and Crime Commissioner be requested to seek assurances from the Chief Constable that there had been clear messaging to the Force that the criteria for making arrests had not changed as a result of the Early Release Scheme, and then provide the Chairman of the Panel with confirmation of this in writing.

33. Date of next meeting.

RESOLVED:

It was noted that the next meeting of the Panel would be held on 2 December at 2:00pm.

2.00 - 2.57 pm
28 October 2024

CHAIRMAN

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Police and Crime Panel for Leicester, Leicestershire and Rutland

2nd December 2024

Commissioner's Update Report

Report Date	2 nd December 2024
Report Author	Lizzie Starr, Director of Governance and Performance
Security Classification	Official

Purpose of Report

1. In his role as the Police and Crime Commissioner (PCC) the Commissioner is required to establish a Police and Crime Plan and deliver such a plan and bring together community safety and criminal justice partners to make sure local priorities are joined up.
2. The PCC brings this report to outline for the Police and Crime Panel how he is fulfilling his duty through his work or the work of his deputy and office throughout October - November.

Request of the Panel

3. In their role to scrutinise the actions and decisions of the PCC, the Commissioner requests that the panel examines the contents of this report. He would specifically like to ask the panel their opinion on the following questions;
 - a. Is the Panel supportive of the work update provided by the PCC?
 - b. Would the panel like to make any recommendations to the PCC in relation to any of the work outlined within the report?

Summary

4. It is the continued opinion of the PCC that there is good progress being made against a key number of workstreams within the office. The PCC receives regular oversight of the workload through weekly meetings with the Chief Executive Officer, Bi-monthly briefings with the Senior Management Team and other briefings as appropriate. During this period the PCC has been concentrating his offices' activity on engaging with the public and stakeholders and carrying out research to enable the formation of a new Police and Crime Plan.

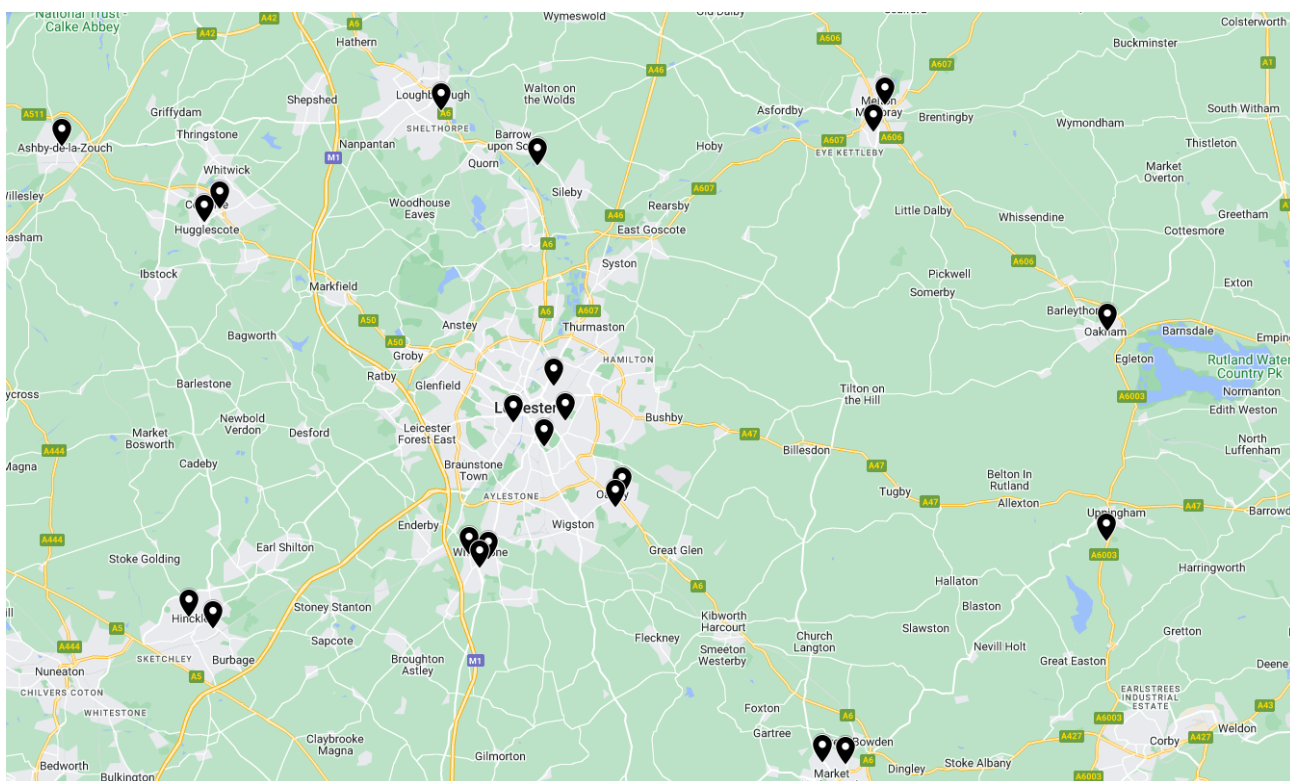
Background, Relevant Data and Trends

Community consultation and engagement (PCC)

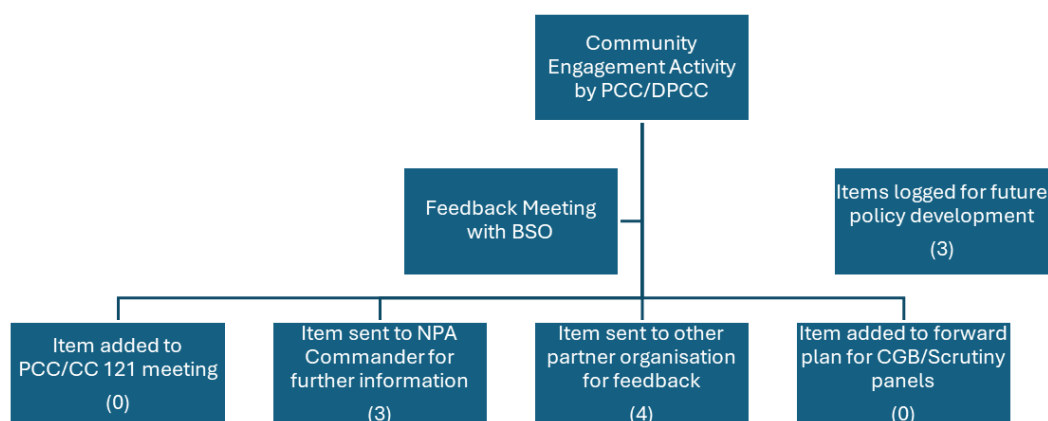
5. The Police Reform and Social Responsibility Act 2011 (PRSRA) places a statutory duty on the Police and Crime Commissioner to regularly engage and consult with the public. This has been a key priority for the Commissioner, and to that end he has created dedicated 'Community Days', enabling him listening to the views of local people.
6. This report covers consultation and engagement activities from 1st September – 31st October.

Community Days:

7. The Commissioner undertook 8 Community Days between these dates. These were in the following locations:
 - Charnwood (4th September);
 - North West Leicestershire (14th September);
 - Hinckley and Bosworth (19th September);
 - Blaby (28th September);
 - Leicester City (5th October);
 - Oadby and Wigston (10th October);
 - Harborough (19th October);
 - Melton (24th October).
8. The map below shows the coverage of the community days over the visits this financial year.



9. As per the OPCC standard internal practices engagement activity and follow up actions are tracked and all feedback both positive and negative is relayed to the appropriate personnel in the force or partner organisations. The PCC debriefs the team on his visits from which a number of actions are logged from each visit, these are actioned and tracked by the team for completion as per the diagram below.



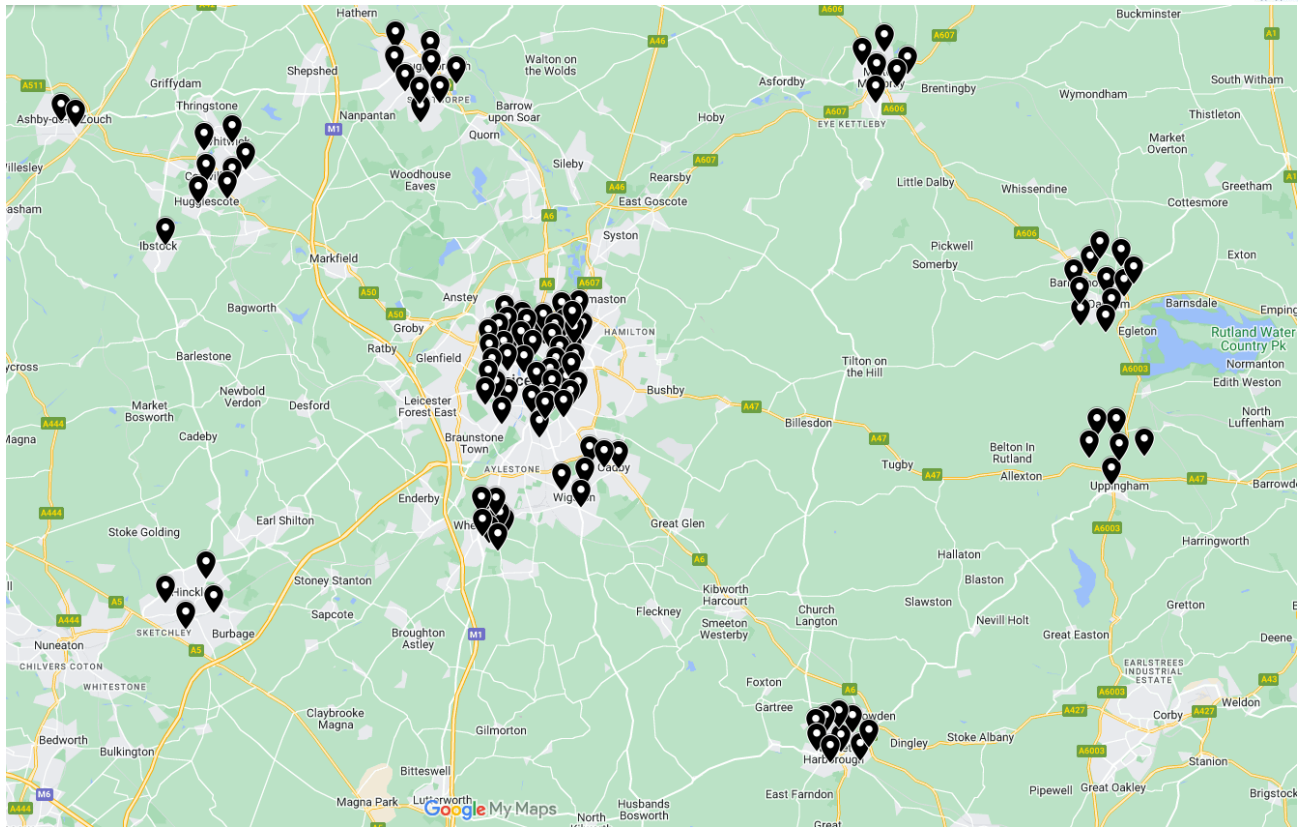
10. The themes that have come out of the PCC's Community Days during the time period of the report are:

- Speeding;
- HGV Road Safety issues;
- Burglaries;
- ASB;
- Business Crime;
- Substance abuse;
- Theft from Taxis;
- Serious Violence.

11. The PCC has passed on any local intelligence to the local Neighbourhood Area Commanders and has provided information on the community grants process to a community organisation and the neighbourhood policing team.

Community Engagement

12. The Commissioner also attends a number of community engagement events outside his community Thursday schedule. These are often invites received to community events, requests for meetings to discuss concerns and visits to commissioned services. The total number of additional community engagement visits or meetings attended by the Commissioner outside of the Thursday Schedule is 100. This includes a period of two months in which activity ceased due to the Pre-election period. These visits are shown on the map below:



Due Diligence Activity

13. The PCC continued to carry out visits to projects funded via OPCC to talk about progress of project delivery. Throughout the summer visits have taken place to a small number of funded initiatives, including, but not limited to, those summarised in Table One

Table One

Organisation	Area and Work	Funding	Output
The Grove Community Hub	Commissioner's Safety fund, Leicester City West	£19,338 80%	Deputy PCC attended their Summer Holiday Scheme Fun day to celebrate the end of the project and engage in a final sports day for the nearly 80 young people who have participated throughout the summer.
We Will Rise Strive and Succeed, EAVA FM	Commissioner's Safety Fund, Leicester City Centre	£9,910 100%	The Deputy PCC was pleased to see their work upskilling and engaging young people through music. Approximately 28/30 people attended their 30 sessions, enabling young people to develop basic life and social skills.

Team Hub on the Streetz Team Hub CIC	Commissioner's Safety Fund, Leicester City West	£10,000 100%	The DPCC was pleased to see that the 36 projects had been completed, have already led to a: <ul style="list-style-type: none"> • 95% reduction in violence • 75% reduction issues at the nearby library • 50% reduction hotspot (no problems) • 35% reduction of ASB around flats
Women Empowerment Network	Commissioner's Safety Fund, Leicester City Centre	£9,974.60 100%	The Deputy PCC was pleased to see the project was progressing well and its significant impact on 400+ vulnerable people. The team work to assist people in settling down and provide training enabling users to become self - sufficient
GNGFC ASB Prevention Through Personal Enrichment, Guru Nanak Gurdwara Football Club	Commissioner's Safety Fund, Leicester City West	£10,000 95%	The Deputy PCC was invited to a well-attended football session for young people of various ages. The team have engaged with 40+ participants during these sessions, with keen players referred to the GNG FC main football programmes.
Leicester Street Doctors, Street Doctors Ltd	Commissioner's Safety Fund, Leicester and Leicestershire	£7,500 100%	The Deputy PCC was delighted to have met with the Regional Development Coordinator and Chief Executive who provided an insight into the positive progression of the project. Street Doctors have joined hands with various partners such as Babington Academy and The Freedom Youth Club to support vulnerable people and signpost them to appropriate agencies.
YEP Youth Wing, Youth Education Project	Commissioner's Safety Fund, Leicester City Centre	£10,000 100%	As part of their activities, the Deputy PCC was invited to attend a session with 15 young people working towards their DofE awards, finalising their arrangements for their expedition and residential sustainability camping trip.
At the Kitchen Table, Platform 31	Commissioner's Safety Fund, Leicester and Leicestershire	£9941.25 100%	An excellent initiative supporting women with an overall holistic approach for not only themselves, but also their children. To date, they have supported 17 women and 12 children in their communal refuge homes, engaging in various activities such as arts and crafts.

Campaigns

14. Safer Business Action Week took place in October. The PCC attended the indoor market at Harborough alongside Cllr Knight to mark the launch of the DISC system in Harborough District.
15. As part of National Hate Crime Awareness Week, the PCC attended an event with a local PCSO at the Anand Elders Group in Oadby.
16. The PCC brought together partners including Parish Councils, Leicestershire County Council, Rutland County Council and Leicestershire Police to discuss the potential installation of AutoSpeedWatch average speed cameras throughout Leicestershire and Rutland.
17. National Rural Crime Week of Action took place in October. The PCC met with members of the Country Landowners Association to discuss issues affecting rural residents and businesses in Leicestershire and Rutland.

Commissioning and Partnership Activity

Contracts:

18. The Victim First service commissioned by the OPCC through Catch 22 has been in place since April 2024 and has undergone a recent first six-month review. The service has received 8143 referrals for contact in the six-month period of which 513 were under 18 and 613 were between 18 and 25 years old.
19. The OPCC, in collaboration with NHS England (lead commissioner) and the four other police authorities of the East Midlands (Nottinghamshire, Lincolnshire, Derbyshire and Northamptonshire) are progressing the continued commissioning of the combined East Midlands Children and Young Peoples Sexual Assault Referral Centre (EM CYP SARC). The service is based in Nottingham and Northampton and in the last quarter supported 20 referrals of children and young people from LLR.

Community Based Commissioning:

20. The wider Commissioning Team has been working on evaluating and moderating the applications received in the first round of the Commissioners Safety Fund which opened on the 8th August and closed on the 5th September, this was a general round in which £200k is available for bids of up to £10,000.
21. 88 applications were submitted during this time, with 1 application later being withdrawn, therefore leading to a total of 87 applications. The applications were assessed in line with the Commissioners Safety Fund criteria and moderated by a

panel 16/09/2024 – 18/09/2024. Of the 87, 21 applications scored 71% or above, 11 scored between 65% - 70% and 55 scored less than 64%.

22. Due to the exceptional volume of applications and the quality of bids received, the decision was made to recommend awarding those applications scoring 71% or higher. It is recommended that the PCC fund the following 21 projects. This equates to a funding commitment of £206,006.89.

23. The full list of projects is detailed below and available on the Commissioners website <https://www.leics.pcc.police.uk/Transparency/Decisions.aspx#Decisions2024>

Organisation	Project	Sum bid for
LMA Youth and Community Development LTD	Youth Club 2	£10,000.00
LMA Youth and Community Development LTD	Lives Not Knives 3	£10,000.00
GURU NANAK GURDWARA FOOTBALL CLUB	GNGFC Cricket Champions: changing young lives	£10,000.00
LMA Youth and Community Development LTD	Girls Empowerment	£9,137.99
St Matthews Big Local	St Matthews supporting a safer city through Sports Engagement Year	£9,990.90
Street Doctors Ltd	Leicestershire Street Doctors	£7,500.00
Leicester City Community Trust Ltd (Leicester City in the Community)	Respectful Relationships	£9,950.00
The Saffires Project	Street Outreach,	£10,000.00
,Antoin Akpom Achievements Foundation	AAA Foundation Anti-Social Initiative Project	£10,000.00
Rose Alchemy CIC	Wake up & Bloom	£10,000.00
The Saffires Project	Parlour Outreach,	£10,000.00
Team Hub CIC	Team Hub On the Streetz II	£9,963.00
Go-Getta CIC (in partnership with H.O.P.E. Training & Leadership CIC)	Adolescent Domestic Abuse (ADA) Project	£9,990.00

The Braunstone Foundation (t/a b-inspired)	The Grove CommunityHub – Girls Only Activities	£9,860.00
Safe Families for Children	Safe Families-Leicester Care Leavers	£10,000.00
Zinthiya Ganeshpanchan Trust	Domestic Abuse Surgeries	£10,000.00
SPINNEY HILL DRUGS, ALCOHOL & ADDICTION SUPPORT	The Recovery Gym	£9,940.00
National Space Centre	Alternative Space	£9,719.00
The Centre Project	The Freedom Youth Club CommunityHub	£10,000.00
Charnwood 20:20 operating as Love4Life	Safety and Empowerment for Girls	£10,000.00
Wesley Hall Community Centre	Wesley Hall Youth Club	£9,956.00
		Total = £206,006.89

Safer Streets:

24. The OPCC is working with the Force campaigns team to develop a VAWG (Violence against Women and Girls) behaviour change campaign aimed at 11- 15- and 16–19-year-olds utilising learning from the recent young people's co-production events. There has been delays to this element of the project as capacity for the agreed provider has meant the tender process has to be re-run.
25. This tender will go out in December, with a successful provider identified in January. The ambition is to have the behaviour change campaign run through February and March with the intention to have ownership of the materials and for it to be used by the police force/OPCC and VRN at later points within 2025/26.
26. In response to the findings from the co-design sessions, two key educational packages have been developed to address sexual violence prevention:
27. To ensure the sustainability of the two educational packages (The SHUSH and The SHARA as outlined in the previous panel report), a VAWG community grant round has been launched. Up to 40 community organisations can apply for funding to

implement these educational packages, which will include comprehensive training for facilitators. This approach ensures that the programs can be integrated into the organisations' long-term strategies, creating a lasting impact.

28. Applications for community organisations to deliver the VAWG 10-15 and 16-19 education packages opened on the 23rd September 2024 and closed on the 14th October 2024. £75,000 funding is available to provide the package, resources and training. We have 15 confirmed in this round, new round to go out in the new year for the remaining places
29. The decision was made to offer the training packages to 5 statutory partners also. This will be targeted at those partners we think would benefit from these educational packages like young people services; children's homes etc. These partners will not be funded but instead provided with training, materials and implementing the packages into their organisations.
30. Plans are in place to run another grants round in January, where we aim to have 25 successful applicants to reach our target of 40.
31. In late November we will begin our training provided for successful organisations and there will be a second set of training dates in late February.
32. The projects for the ASB and Neighbourhood Crime bids are on track to complete by March 2025, with most already being completed ahead of schedule.
33. For Oadby and Wigston, the four main interventions that are being progressed are:
 - a. Target Hardening of up to 400 homes (300 homes approx. target hardened);
 - b. The conversion of lamp posts and installation of CCTV;
 - c. The installation of two fixed columns to allow for the installation of mobile CCTV when needed;
 - d. Cocooning of up to 1300 homes – these are packs provided to victims of burglaries, or neighbours in the direct vicinity which include crime prevention items and advice.
34. The team are on track to hit the target of 400 homes by November 2024 and plans are being made to exceed this by Q3/Q4 period.
35. The OPCC are holding a public event inviting qualifying postcodes to attend on 15th November and an estimated 200 people have pre-confirmed with all remaining qualifying members of the public being invited to attend for afternoon slot.
36. We anticipate high demand and to achieve/exceed the 400 homes target hardened following this event.

37. The conversion of lamp posts has been progressing over the course of the project, with 62 columns being tested for suitability for conversion. 25 identified as viable and the installation was scheduled for the end of October.
38. Over 650 homes in Oadby and Wigston have been given cocooning items (packs provided to victims of burglaries, or neighbours in the direct vicinity which include crime prevention items and advice) by Leicestershire Police to improve home security also and they have been instructed to expand their delivery further to work towards the ambitious target of 1300 homes delivered. The police are going out regularly with cocooning packs and residents have been receiving them positively. The Force are hoping to hold an event at x2 local schools later this year to target more residents and increase distribution in the district to work towards this goal of 1300 homes
39. For Melton Mowbray delivery, most of the project has completed with the only remaining elements being:
- ASB Training for Staff (due before the end of this year)
40. The target hardening element of the Melton Mowbray bid has now also completed, with 154 homes target hardened, above target of 130. They also have sufficient stock to do up to another 400 homes in addition to this (200 CCTV cameras and 200 video doorbells) which is surplus stock due to efficiencies realised in the project delivery and savings made - this will occur based on need as decided by the CSP outside of SS5 delivery window.
41. The ASB training event is due this year which will see the upskilling of Police and council staff with ASB related qualifications to allow them to improve their work in the area. This training has been delivered for 10 staff already, with the remaining 7 awaiting dates to complete the training.
42. All other interventions have completed for Melton.
43. Indicative data suggests the following impacts are already being realised;
- Melton CSP area data packs suggests that for the whole district, for those crimes types targeted the area is reporting a –16% reduction when comparing the period April-Sept 2023 to April – Sept 2024, in offences (Criminal Damage, Public Disorder, Drug Offences and Arson).

Volume Of Offences - Melton	April-Sept 2023	April-Sept 2024	% Difference
<i>Criminal Damage</i>	210	186	-11.4%
<i>Public Disorder</i>	213	177	-16.9%
<i>Drug Offences</i>	53	41	-22.6%
<i>Arson Offences</i>	22	7	-68.1%

- b. Oadby and Wigston is reporting a –34% reduction in residential burglary offences and a reduction of –11% in all Neighbourhood Crime offences.

Number of Neighbourhood Crime Reports (<i>Burglary, Robbery of Personal Property, Theft From the Person & Vehicle Crime</i>) (<i>Understanding Occurrences/Occurrences Processing app</i>)	2022 Monthly Average (Jan-Dec 22)	2024 Monthly Average (Jan-Oct 24)	Average Monthly Volume Difference
<i>Burglary - Residential</i>	8.4	7.8	-7.1%
<i>Theft From the Person</i>	0.75	0.6	-20.0%
<i>Vehicle Crime</i>	5.6	6.6	17.8%
<i>Robbery of Personal Property</i>	0.4	0.2	-50.0%

44. The above data must be caveated as this does not exactly match the parameters of the bid areas, however it gives an indicative idea on the direction of travel and impact of this work.

People Zones:

45. Round 2 of the People Zones Grant Fund for 2024 / 2025 closed on Monday 28th October, receiving 12 applications with a total value of £88,370. Five came from Thringstone & Whitwick, three came from New Parks, and four came from the Bell Foundry. The team are in the process of moderation and will announce the allocation of the available budget of £40,000 per round in December 2024. The final round of this financial year will be open for four weeks from 9am on Monday 6th January 2025 – 5pm on Monday 3rd February 2025
46. Grant funded projects from previous years are completing their grant agreements under a monthly monitoring requirement. This includes reporting on monthly and total expenditure, engagement to date, and any achievements or challenges encountered, ensuring a clear focus on tracking impact throughout the process
47. Following recommendations from the evaluation and input from a co-design session with community leaders, some procedural changes have been made to our grants process. These include a quarterly monitoring requirement, aimed at making the process more accessible to community organisations while enhancing the collection of cumulative data to better measure impact
48. Three Crimestoppers campaigns were delivered across all People Zones throughout 2024. Each wave involved bespoke social media and leaflet campaigns, Partnership Packs for each 'Crimestoppers Zone', and a 'Fearless' session aimed at those working with younger audiences. The three waves focused on:

- a. Raising awareness of Crimestoppers as a 100% anonymous tool for the community to report crime;
- b. Focused on issues raised via emerging data, community, and steering group engagement, that are impacting the individual communities, such as drugs, cuckooing, ASB, and illegal motorbiking. This part of the campaign also included an i-Van that toured around a co-produced route within each People Zone, raising awareness of the campaign via an LED screen.
- c. A final campaign across all three 'Crimestopper Zones' targeting domestic abuse, and Violence Against Women and Girls (VAWG).

49. A final impact report is due in January 2025. However, data from the i-Van campaigns shows that across all three People Zones:

- a. A total of 22,236 were reached;
- b. The average time people spent looking at the ads was 3.55 seconds;
- c. The average dwell time around the i-Van was 12.96 seconds.

Scrutiny and Governance Activity

Democratic Services:

50. In his role to hold the Chief Constable to account for service delivery across LLR the PCC has continued with regular 121s and bi-monthly Corporate Governance Meetings with the entire Chief Officer Teams. A report on the CGB that has taken place since the last Police and Crime Panel is later on today's agenda.

51. The latest Local Criminal Justice Board was held on the 14th November 2024, the key item for discussion is in relation to the prison capacity and the ongoing work by the Force and probation.

52. The OPCC currently provide performance data for the LCJB, some key positive performance exceptions from the board meeting are;

- a. The timeliness in court in which Leicestershire are above the national average.
- b. The percentage of guilty pleas at first hearing for crown court, where Leicestershire have had consistently good performance and are currently outperforming the national average by over 10%.

53. The areas of focus for performance improvements remain for the board:

- a. Legal decisions (CPS charge rate and the NFA rate);
- b. Guilty pleas at first hearing for magistrate's court in which there is large fluctuations.

Independent Scrutiny

54. The PCC has set a locally agreed target of a minimum of one custody visit per week per operational custody suite. The Independent Custody Visitor's continue to achieve

this and have completed 100% of scheduled ICV Visits equating to twenty-seven visits undertaken during August, September and October 2024. No serious issues have been observed within these visits.

55. Thirty-four complaint reviews were received by the OPCC in the period September-October, when compared to the previous year this represents a 48% increase in requests for complaint reviews. This is a significant increase in demand and is believed to be driven by an increase in complaints recorded by the Force rather than an increase in the proportion of complainants requesting a review. This increasing trend has also been observed by other OPCCs in the country.
56. The trends identified by the team from complaint reviews are as follows;
 - a. complaints following first contact with an officer after an incident was reported or following an officer's attendance at an incident.
 - b. complaints about the investigation, including not collecting evidence in a timely manner, not making contact, not returning calls, not providing updates¹
 - c. seizure of property which was not returned or kept for prolonged periods of time.
57. As part of the PCC's role to hold the Force, one complaint review during this period was upheld and learning identified for the force centred around ensuring correspondence to members of the public is accurate. No trends in increasing number of upheld reviews are being observed by the OPCC.
58. Despite a large increase in demand for complaint reviews, the team have recorded positive improvements in relation to the turnaround times for these reviews. Most recently local data suggests that 83% of those reviews received have or are due to be completed within 28 days. The turnaround time as released in the latest IOPC (Independent Office of Police Conduct (IOPC)) suggests the national average is 55 working days.
59. In Sept we had 3 reviews related to contact with the force following death by suicide. The complaints ranged from the delay in the return of property, the force investigation, information which was shared with the bereaved, contact with the investigating officer.
60. Whilst the reviews were not upheld, it is unusual to receive these types of complaints in one month. This trend was discussed with IOPC/PSD during a quarterly meeting in October.
61. IOPC also identified that they had seen an increase in referrals made to them by PSD which included death and serious injury (49 referrals compared to 39 MSF).

¹ Whilst the complaints may have been not providing an update there was no issues identified to suggest that officers were not compliant with VCOP (Victims Code of Practice).

62. The team have regular meetings with the Professional Standards Department in which further detail regarding complaints are explored and discussed.

----- **End of Report** -----

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**POLICE & CRIME
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Leicestershire & Rutland

Your Communities - Your Commissioner

Police and Crime Panel for Leicester, Leicestershire and Rutland

December 2024

Deputy Police and Crime Commissioners Update Report

Report Date	December 2024
Report Author	Rani Mahal, Deputy Police and Crime Commissioner
Security Classification	Official

Purpose of Report

1. In his role as the Police and Crime Commissioner (PCC) the Commissioner is able to delegate certain tasks and priorities to a Deputy Police and Crime Commissioner (DPCC).
2. The DPCC brings this report to outline for the Police and Crime Panel how she is fulfilling her delegated duties.

Request of the Panel

3. In their role to scrutinise the activity of the PCC and DPCC, the DPCC requests that the panel examines the contents of this report. She would specifically like to ask the panel their opinion on the following questions;
 - a. Is the Panel supportive of the work update provided by the DPCC?
 - b. Would the panel like to make any recommendations to the DPCC in relation to any of the work outlined within the report?

Summary

4. As described in the papers provided for the DPCC Confirmation Hearing, the Police and Crime Commissioner requested that I took responsibility for the portfolio of activity detailed below:
 - a. Victim Liaison, creation of a victims focus group programme that enables the voice of victims to feed into the Commissioners commissioned services.
 - b. Local prevention, development of a programme to engage local networks (parish councils, neighbourhood watch etc) in activity to prevent crime in their own area.
 - c. Development of activity that enables lived experience to be embedded through the OPCCs commissioning processes.
 - d. Due diligence activity on commissioned services.
 - e. Ensuring that the Ethics and Transparency Panel operates to the highest standard and that they consider matters of importance to the communities of Leicester, Leicestershire, and Rutland
 - f. Attendance at internal and external meetings and appearances as required by the PCC.
 - g. Liaison with the Association of the Police and Crime Commissioner in the PCC's absence.

Portfolio Updates

Victim Liaison and Lived Experience

5. This project will inform and improve commissioned services which the OPCC provide. It is an opportunity to collaborate with other stakeholders and ensure the OPCC meets its statutory responsibility of the Victims Code of Practice, (VCOP). It is to deliver improved victim informed police led services and to meet with the priorities as set out within the Police and Crime Plan and the Strategic Priority Requirements. There will be a need to work across partnerships to better support the victims.
6. To date, working with the commissioning team we have scoped out the project which has been signed off and ready to be rolled out. This will take the form of a Victims/Lived Experience Forum, which will consist of up to ten members that will be recruited to feed their experiences into the OPCCs commissioning process. The output will be services that are more closely aligned to victim's needs.
7. The next steps are to work through the process of round tables and forums which will take place in the new year. Output and process will be reviewed in March 2025 at which point an update will be brought back to the panel.

Hyperlocal Engagement Activity Programme (HEAP)

8. The aim of this work is to tackle crime at a hyperlocal level. This is being achieved in a number of ways, earlier this year I have engaged with parish councils in a series of visits at locations closer to parish councils to make it easier for parish representatives to attend. Parishes are in rural areas and therefore some parishes representatives would have to travel long distance to come to the OPCC. We had invited them initially and many did attend the launch of HEAP programme back in February 2024.
9. So far, I have visited parishes personally, sent emails to encourage participation from parishes because this project is of mutual benefit to them as well as to the OPCC and Force. The benefits of the project will be a safer, more joined up and collaborative approach towards crime prevention at a local level.
10. A survey was sent out asking parishes to share with us what they deem to be the appropriate items to have in their parishes as they are far more aware of what works at a hyperlocal level. I have taken a recommendation to the Commissioner that a funding is made available from April 2025.
11. Parishes, and other organisations, will be able to bid for funds if they meet the criteria and depending on what items they choose from a shopping list toolkit. Guidance for applying for the grants will be provided however the long-term maintenance of crime prevention items will be the sole responsibility of the

parish councils. Organisations will be expected to liaise with Local Authorities if they decide to install any items which need any permission or licence. They will also be expected to ensure that their project has been brought to the awareness of the relevant Community Safety Partnership.

Due Diligence Activity Completed

12. The DPCC continued to carry out visits to projects funded via OPCC to talk about progress of project delivery. Throughout the Autumn visits have taken place to a number of funded initiatives, including, but not limited to, those summarised in Table One

Table One

Organisation	Area and Work	Funding	Output
5 th Sept Leicester Street Doctors	<p>Knife crime, and serious violence strategy shows that the under 25year olds are the most likely group of individuals to get involved in gang culture and knife crime.</p> <p>Leicester Street Doctors tackle this via group workshops which are held in community venues that are safe drop-in centres and become a conduit to reach the very group of young people that need the support and training.</p>	£7,500	<p>Leicester Street Doctors is a preventative and proactive intervention as it diverts potential knife crime into positive action. Disengaged young people without a sense of purpose feel empowered and confident to provide first aid support until emergency services arrive.</p> <p>A better understanding of the impact of knife related crimes will reduce pressure and resources for the police and less victims of crime. This intervention will increase a feeling of safety, and trust in and a better engagement with the wider community. In addition, enhanced job prospects benefitting the wider community.</p>
5 th Sept At the Kitchen Table – Platform 31 Women's' Aid Online	<p>The project provided items of creative art to enable 'At the Kitchen Table' sessions to take place.</p> <p>This initiative enables facilitators to enable experienced Refuge workers teams to support women through therapeutic and holistic</p>	£9,941	<p>This initiative enables vulnerable women some relief from lived experiences that brought them to these communal settings (safe houses). Women who suffer from mental health or lack accommodation and</p>

	<p>approach through creative art sessions. These are women who live in communal settings who have experienced domestic abuse and fled from their homes.</p>		<p>isolation due to domestic abuse/violence settings build trust with and share their experiences, through informal approach, with refuge workers which would be impossible. This comes under the Victims support of Police and Crime Plan.</p>
<p>9th Sept WEN Helping Others Asylum/Hotels</p>	<p>Currently delivering services at Leicester City's Haymarket centre and prior to that at two locations Appleby Magna and Kegworth between January to June 2024. HMO's.</p> <p>The Founder of Women Empowerment Network delivered this project with the support of qualified educators and of the local NPA Commander and PC Tony Gallagher.</p>	£9,974	<p>Assimilation of asylum seekers into the wider community. Providing welfare support to integrate them into the community, qualified educators teaching them the basic life and social skills and upskilling them, so they become work ready and eventually disperse into society and benefit the wider community. This project would have a reduction in ASB, Mental Health issues and loneliness.</p>
<p>12th Sept Team Hub on the Streetz Project Jo Randall and Project Workers (Outreach) New College/</p>	<p>Aimed at supporting Children and Young People to reduce ASB/Violence The expected outcome of the project is that there will be a reduction through partnership with New College, Leicestershire Police and community members in response to an incident which occurred last year.</p> <p>The aim of project is to encourage youth to engage with youth provisions in the area. Young people who may leave schools without skills or what is known as NEET group of individuals.</p>	£10,000	<p>A diversionary project aimed at preventing knife crime/violent behaviour to enable students to remain in education and gain employment. An excellent take up of the project and reduction in crime as multi-agencies working in partnership, including the police.</p> <p>The students trust the Project Workers, who are local and known to them, and they are on hand to walk and talk and de-escalate any incidents thereby reducing the potential of ASB and violent incidents.</p>

			Reduction in crime figures were quoted to me which were impressive so clearly working.
21 st Sept GNG Football club	<p>This project is aimed at marginalised Children and Young (14-18 years old) who are at risk of ASB to give them a safe space and a sense of purpose.</p> <p>Sports football coaching across couple of pitches in Riverside Football Ground and surrounding area Braunstone area (Glenfield)</p> <p>Delivered at Cossington Park in Belgrave as a weekly 2-hour football session on Saturdays.</p>	£10,000	<p>The Club provides a diversionary project and works in partnership with others, encouraging teamwork, volunteering, development of transferable skills and personal development and leadership.</p> <p>Volunteer coaches who are successfully trained to become Football Association coaches have been retained by the Club to become volunteers and teach younger players.</p> <p>Engagement with Children and Young People is good with the opportunity of using transferable skills gained and developing personally into leadership roles.</p>
9 th Oct Restorative Justice – Dr Denis Tanfa	Training given to police and various stakeholders - how to manage conflict and restore relationships. Links to the Criminal Justice System on the Police and Crime Plan. The projects aim is to empower people to resolve, manage and transform conflict/disputes within their neighbourhood.	£9,995	<p>Basic awareness training on Restorative Justice is given and provide skills and tools to create peaceful solutions and restore community relationships and cohesion.</p> <p>The project delivers briefings, workshops and training to local stakeholders in the LLR including faith leaders, Police, housing staff etc.</p>
17 th Oct Den Project Zam Zam	VRN & West Leicester This was in response to a hotspot for violence in West Leicester	£10,000	Activities aimed at increasing their confidence and social and

	where a high volume of suspected perpetrators of violence lives in West Leicester and Beaumont Leys being main areas. This addresses violence and ASB.		life skills to increase the feeling of safety in the community. Increased trust in adults and a sense of belonging in the community. The youngsters commented they felt safer and enjoyed meeting peers from other schools. Data should reflect a reduction in ASB.
24 th Oct Keeping Young People Safe Somali Community Parents Association (SOCOPA)	Keeping young people in deprived areas away from crime and those who struggle to do studies, homelife affected by noise, no ability to complete homework at home. As a preventative measure to reduce ASB and help with integration into the wider community.	£9,995	During the summer diversionary outdoor sports activities took place with indoor board games in the library across the road from the Parents Association, which kept those who are at a high risk of criminality safe from criminality. Benefits of the project was teaching young people about the negatives of ASB by using peer mentoring to encourage positive behaviour. I'm confident this would have helped reduce ASB and increased the feeling of safety for the young people and their communities.

Ethics and Transparency Panel

13. There was an Ethics and Transparency meeting on 26th September.
14. The main points of discussion were the Children's Commissioner, Strip Search (low in Leicestershire Police) and youth in custody amongst other emerging issues that the panel had brought forward as agenda items.
15. The panel, including four newly recruited members of the panel praised and thanked the force upon a good job done with regards to a specific issue recently

which was handled satisfactorily. The Terms of Reference to be updated to reflect this and due to be ready by the panel meeting of December. The four sub-scrutiny panels that report into the Ethics Transparency Panel are Review of Closed Complaints, Custody Detention Scrutiny, Out of Court Resolution and Hate Crime panel. The four sub-scrutiny panels will convene quarterly and will submit an annual report to the Ethics and Transparency Panel. During the last meeting one of the issues that transpired during discussions around custody detention suites was although there is a 50/50 representation custody officers at these custody suites however female custody sergeants are currently underrepresented.

Association of Police and Crime Commissioners

16. I attended the APCC general meeting on behalf of the PCC in October. I hear about all the issues affecting policing matters, networking with PCC's, DPCC's and other stakeholders/partners. I heard about the challenges for policing firstly whilst waiting for the long-awaited Budget and secondly for all the efficiencies they may have to make if they have not already started to do in their own police forces. It was shared how the Home Secretary's intention is to halve VAWG, Knife Crime and Criminal Justice System. Addictions/Drugs and Futures was mentioned. Procurement efficiencies was also mooted. Funding in areas such as MOJ is still to be determined and shared with PCCs.
17. I ensured that Leicester, Leicestershire and Rutland were heard by contributing and sharing best practice at the OPCC in LLR. I have brought back an update on what I heard at this meeting.
18. The main points of discussion relevant to LLR were Budget uncertainty, having to make efficiencies and challenges due to funding formula) day 2 started off with EGM, then onto Police Landscape Reform and a Thematics Workshop where PCCs were able to share ideas, suggestions and best practice. Concerns were raised around the Local, Regional and National Debate and devolution and where capabilities sit, how to ensure they are on a sustainable footing and the impact this will have on PCCs/CCs.

Additional Activity.

19. I also attended the Lord Mayor's civic service at Leicester Cathedral. The congregation made up of dignitaries from across Leicester, Leicestershire and Rutland all came together to celebrate our city of Leicester and its diversity and to share in one another's traditions and faiths to deepen our respects for those with different stories to tell.
20. We were welcomed into the newly refurbished Cathedral building and refreshments were also laid on. The procession was made up of Freemen of the city of Leicester, the chairman of Leicestershire County Council, The High

Sheriff of Leicestershire, HM Vice Lord Lieutenant of Leicestershire and our own ACC Michaela Kerr and it made me so proud to see them all process in and out of the building during the service.

21. The Dean the Very Revd Karen Room, Dean of Leicester lead the service and welcomed the congregation. Some readings took place, the Choir sang and then when it came to the Anthem it was interesting to hear The Revd Canon Dr Sarah Siddique Gill, Canon Missioner, leading it as she translated the words of the Anthem at the same time. It would have been interesting for first time civic service attendees to watch the procession leaving and entering the building and learning. I know I always enjoy watching with great interest.
22. I had the privilege of attending the memorial service for Police Dog Zyla. It was an emotional gathering with an exceptional turnout. We will remember PD Zyla for her bravery.
23. I was pleased to be at the Community Open Day in Markfield on the 17th of August to have the opportunity, alongside the local beat team, to meet the local community and councillors. It is always a good opportunity to meet people in an informal setting to hear any concerns. I was able to have discussions with local leaders in the area such as MP, Councillors, Parish councillors, local small businesses, or organisations such as the WI.
24. On 25th October I was proud to attend the PCEP passing out parade. This is a chance to see the culmination of the 24 weeks programme this cohort followed and who passed with flying colours and to join Leicestershire Police as Police Officers. They will be posted across the county and city within days. Speaking to them during the parade I learnt they come from all different backgrounds but will have a common goal of representing Leicestershire Police Force and were eager to get started.

----- **End of Report** -----

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**Police and Crime Panel for Leicester,
Leicestershire and Rutland**

2nd December 2024

Corporate Governance Board Update

Report Date	2 nd December 2024
Report Author	Clare Hornbuckle, Evaluation and Scrutiny Officer Lizzie Starr, Director of Governance and Performance
Security Classification	Official

Purpose of Report

1. In his role as the Police and Crime Commissioner (PCC) the Commissioner is required to secure efficient and effective policing for Leicester, Leicestershire and Rutland, appoint a Chief Constable and hold them to account.
2. The PCC brings this report to outline for the Police and Crime Panel how he is fulfilling his duty by holding the Chief Constable to account for the performance of the force.

Request of the Panel

3. In their role to scrutinise the actions and decisions of the PCC, the Commissioner requests that the panel examines the contents of this report. He would specifically like to ask the panel their opinion on the following questions;
 - a. Is the Panel content in the way that the PCC has held the Chief Constable to account through the Corporate Governance Board?
 - b. Would the panel like to make any recommendations to the PCC in relation to this matter?

Summary

4. It is the opinion of the PCC that there is a robust system in place to challenge the Chief Constable on performance with the use of new standardised metrics and regular monitoring and discussion between the performance team.

Background

5. In advance of the Corporate Governance board meeting and in support of setting the agenda, the performance team reviewed the standard KPIs for Force performance and presented problem areas identified to the PCC.
6. In preparing the report the team consider the data available to them and review force dashboards and performance reports, performance across other boards for example the Local criminal justice boards is also considered. The team look at national performance and forces similar in size/make up to determine outliers and also take into consideration feedback from the PCC and the communications team to include community perceptions of crime and the impact they are having.
7. The full report of the board meeting in which these performance exceptions are discussed is attached as Appendix One.

Summary of scrutiny and impact from the September CGB

8. Trust and Confidence

Request from the Commissioner

The PCC requested a discussion be held between the OPCC and Force regarding a joined-up approach to surveying residents of LLR and agreement over the metrics that are used to track and measure trust and confidence.

Response from the Force

The Chief Constable presented information that showed the trust and confidence level in Leicestershire Police differed depending on the data. He recognised that there was always work to do in this area and assured the PCC that the Force wanted to do all they could to understand how trust and confidence could be improved. The board was updated on the delivery of the Pledge and communication routes to the public.

Outcome of Scrutiny

It was agreed that one method of measuring trust and confidence levels was needed and there was an agreement to work together to achieve that. The PCC was reassured that steps were being taken to improve trust and confidence levels but wanted to keep it under review to ensure improvement was continued.

9. Hate Crime Review

Request from the Commissioner

The PCC requested an update outlining the Force's work since moving the Hate Crime Team into the Prevention Directorate.

Discussion

A detailed discussion took place regarding all the steps that was currently being undertaken to provide a robust response to Hate Crime. The board had some questions regarding the performance information and underreporting of Hate Crime and were assured that the Force were proactive in encouraging reporting, particularly after the East Leicester Disorder. In relation to the performance stats, the Board were assured that the Force has in place a robust process for highlighting potential cases of Hate Crime not initially tagged and that often this is a system issue rather than an understanding problem. The Deputy Chief Constable receives a regular report on this to this effect.

Outcome

The Commissioner welcomed the report and was assured of the positive work being undertaken by the Force. The PCC was also pleased to see that the Hate Crime Scrutiny Panel was embedded in practice and providing a valuable contribution and public assurance and scrutiny. The

PCC continues to have oversight of this scrutiny group through regular briefings and from his Ethics panel.

10. Finance

Request from the Commissioner.

The Commissioner has become increasingly concerned that public finances are becoming increasingly pressurised. As such he requested that the Chief Constable provide information around the in-year savings efforts to ensure targets are being met and, work with him to develop a sustainable medium term financial plan.

In addition, as per the Police Reform and Social Responsibility Act 2011, the PCC is responsible for setting the Force Budget and determining the precept. The Corporate Governance Board meetings are fundamental in this process as they facilitate in depth discussions to be held regarding the budget and financial planning of the Force and OPCC.

Response from the Force.

The Force provided substantial evidence of in year savings and that there was a tight and effective grip on current spending and pressures.

In a joint paper, the OPCC and the Force presented multiple options for future modelling of finances as a first step in developing a sustainable Medium Term Financial Strategy.

Outcome of Scrutiny

The Commissioner was reassured that the in-year savings were on track to be met.

There was an agreement that an in-depth session on future need and assumptions about income/pressures was needed. The Commissioner agreed to carry on the conversation on the 14th October.

11. Firearms Licensing

Request from the Commissioner.

The PCC requested a paper from the Force on firearms licencing processes and current turnaround times due analysis of OPCC correspondence and feedback from PCC Community Days showing an increase in public concern on slow turnaround times for firearms licenses.

Response from the Force.

The Force described the current performance in this area and the reasons for the delays. The Board was updated on the mitigations put in

place by the force and assured that there were no individuals in possession of firearms with expired licenses.

Outcome of Scrutiny

There PCC was pleased with the positive performance in accurately granting licenses with only one being incorrectly issued when five-year worth was reviewed. The PCC was reassured that the Force were aware of the delays and were looking at innovative ways to improve efficiencies. The PCC offered to lobby the government on the cost of licensing fees and technology to support the Force further.

12. The actions captured and discussed within the Corporate Governance board are tracked by the OPCC for completion and the performance reviewed.

----- **End of Report** -----

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**POLICE & CRIME
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Your Communities - Your Commissioner

CORPORATE GOVERNANCE BOARD

18th September 2024

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- 2. Urgent Business**
- 3. Operational Summary (Redacted)**
- 4. Emerging Issues**
 - a) Trust and Confidence Local Data – Revisit and update on activity undertaken**
 - b) Update on recommendations from East Leicester Disorder Review**
 - c) Policing Elections Update**
- 5. Finance**
 - a) Budget Monitoring and Capital Programme Update**
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- 7. AOB**
 - a) Counter Fraud Internal Report**
 - b) Firearms Licencing**

Please note that Operational Summary has been redacted as not suitable for public domain.

1. Overview, attendance & purpose

Overview

Chaired by the Police and Crime Commissioner, the Corporate Governance Board is attended by both the OPCC and the Chief Officer Team who meet roughly every 8 weeks to discuss and highlight the performance of Leicestershire Police force, allowing the PCC to challenge, scrutinise and discuss potential support from the OPCC. Below is a report detailing the discussions of the meeting held on the 18th September 2024.

Attendance

Office of Police and Crime Commissioner

Mr Rupert Matthews (Police and Crime Commissioner)
Mrs Rani Mahal (Deputy Police and Crime Commissioner)
Claire Trewartha (CEO)
Mrs Kira Knott (Chief Finance Officer)
Mrs Lizzie Starr (Director of Governance and Performance)
Mrs Clare Hornbuckle (Evaluation and Scrutiny Officer, minute taker)

Office of Chief Constable

Mr Rob Nixon (Chief Constable)
Mr David Sandall (Deputy Chief Constable)
Mr Adam Streets (Assistant Chief Constable)
Mrs Michaela Kerr (Assistant Chief Constable)
Mr Chris Kealey (Head of Communications and Engagement)
Mr Alistair Kelly (ACO HR)
Mr Paul Dawkins (ACO FR)

Purpose

The purpose of the Corporate Governance Board is to allow the PCC to carry out their statutory duty of holding the Chief Constable to account on behalf of the public. The board consists of both reports, presentations and verbal discussions guided by the Chair on key areas such as performance, corporate risk, recruitment, HMICFRS, among other measures. This report is to highlight the main points covered in the latest CBG, in the following format:

- i. Overview of issue (with the exception of repeat financial items)
- ii. Force update/overview
- iii. Police and Crime Commissioner response (where appropriate)

2. Urgent Business

No urgent business.

3. Operational Summary

Overview: The Chief Officer Team bring an operational summary paper to each Corporate Governance Board, detailing key operational activity from the previous two months. The summary contains operationally sensitive information and details are therefore redacted from public facing reports. The comments from the PCC have been included within this report.

Force update: The Force provided a verbal update on the summary to the board. The Op Summary included the fact that on the recent HMICFRS inspection on impartiality in policing published on the 10th September 2024, Leicestershire Police received six separate positive mentions. The remainder of the Op Summary contains operationally sensitive information and therefore has not been included within this report.

PCC response: The PCC congratulated the Force on getting six positive mentions in the recent HMICFRS report on Activism and Impartiality in Policing. DCC Sandall responded that Leicestershire were one of the top performing forces nationally in this inspection area. CC Nixon added that it was a particular achievement for Leicestershire Police in light of the challenges faced locally such as significantly increased demand and that this should be celebrated which was agreed by the PCC.

The Chair raised two queries in relation to Neighbourhood Link, asking what sort of quality control is there around the app and secondly, what spot checking is carried out. CC Nixon provided assurance that Chris Kealey was well linked in with Neighbourhood Link and provides training to officers on the type of content expected. Chris Kealey continued that a base level of competence is provided to officers regarding use of the app, however, has identified some inconsistencies, referring to some occasional inconsistencies in content quality. Chris Kealey concluded stating that over the last 6-8 weeks, training on how to produce quality context has been provided to NPA commanders, along with a templating format for content, with the intention that trained individuals will disseminate information locally in their teams.

4. Emerging Issues

4a) Trust and Confidence Local Data – Revisit and Update on Activity Undertaken

Overview: Trust and Confidence levels have been decreasing steadily across all Forces. According to ONS Crime Perception Survey for England and Wales March 2024. Current survey data for Leicestershire Police shows that 54.1% of respondents state that Leicestershire Police do an excellent or good job.

Force update: The board received an update paper authored by Chief Inspector Adam Wardle and a verbal update from CC Nixon. CC Nixon explained to the board that Leicestershire Police have been sighted as demonstrating best practice in relation to the policing response for the East Leicester disorder. CC Nixon explained that this positive recognition deserved acknowledgement and celebration which was agreed by the board.

The update paper included a number of activity updates including:

- The Force Executive Group receive monthly updates regarding progression of Force activities in line with the Trust and Confidence Strategy.
- Local Independent advisory groups (LIAG) are embedded within the Local Policing framework. Work is ongoing to diversify the membership with support from the Force Engagement team and future participation from members of the Black Heritage Focus Group.
- Poll Surveying has been undertaken via Facebook and WhatsApp since June 2024 in support of collecting data linked to the introduction of the Policing Pledge which in-turn helps inform on our position regarding Trust and Confidence.
- Partnership work between Corporate Communications and SSD where commissioned work has been completed to undertake interviews and podcasts with young black residents of LLR to talk about their perceptions of Leicestershire Police. The feedback report is due in September 24.

The board discussed satisfaction levels among LLR.

PCC response: Lizzie Starr asked the Force to clarify how they obtain their satisfaction data, to which the Force confirmed that this is conducted over the telephone with individuals who have had contact with the police. Mrs Starr queried the satisfaction levels in the report, citing the 76% satisfaction level included. Mrs Starr noted the contrast of this figure with the figure of 31% found in the PCC's independent survey conducted in 2023.

Chris Kealey commented that some other OPCCs carry out all surveys for public accountability however noted that this was not preferential in Leicestershire, stating that the Force want to use question sets that they can lift actions from directly following the consultation. CC Nixon stated that the Force want to feel they are doing all they can to improve trust and confidence locally. The PCC queried the NPA community engagement standards procedure mentioned in paragraph 20 of the report, asking whether this was something that had only recently been introduced. Chris Kealey clarified that it had been in existence for some time but has just been renamed and embedded, as this procedure should be understood as standard practice force wide.

4b) Update on Recommendations from East Leicester Disorder Review

Overview: Following the disorder in East Leicester the Chief Constable commissioned an independent review of police action. In September 2023 the Commissioner requested and received at Corporate Governance Board an update on how the Review's recommendations were being implemented.

Force update: The Board received a copy of the report submitted in September 2023. A discussion followed on some details of this report. The Chief Constable pointed out that the Force is now engaging with the national review regarding the disorder.

PCC response: The Commissioner was of the view that receiving a copy of a year old report that had already been received by CGB did not constitute an update on the situation. He informed the Chief Constable that the item would need to return to the next meeting of the CGB and that he would be sending to the Chief Constable a more precise Brief in an effort to avoid misunderstanding of what was required.

4c) Policing Elections Update

Overview: Following the general election, the PCC requested a paper from the Force detailing the Force response, the election related demand and updates against any ongoing election-related investigations.

Force update: The board received a paper authored by Chief Superintendent Shane O'Neill. The report provided several updates on the elections policing response, including details on the total figures of deployed staff, details of the command structure enacted in Force in response, and total number of election-related crimes including electoral malpractice in small numbers. Demand was cited at a 57% increase compared to the demand from the last general election. The paper also provided details in relation to Op Bridger and steps taken by the Force to provide security to candidates and other MPs locally. Leicestershire Police remain compliant with Home Office requirements under the Chief Officer Lead and Op Bridger lead.

PCC response: The PCC passed on positive feedback from members of parliament on how the Force policed the 2024 general election, stating that three individuals were very complimentary of the Force's handling of the day. CC Nixon responded with thanks on behalf of the Force to Paul Wenlock and Supt Richard Jackson who provided significant support for the policing of the Election.

Lizzie Starr queried the home office grants for policing elections and asked how the £46,000 received compares to the actual demand costs. Paul Dawkins clarified that this income did not cover investigations beyond the election period and was specifically for the election period and 'boots on the ground' during election day. Mrs Starr further queried the discrepancy in the number of arrests vs charges cited within the report, querying how many arrests were NFA'd (no further action). DCC Sandall confirmed to check and feed back to Mrs Starr.

5. Finance

a) Budget Monitoring and Capital Programme Update

Paul Dawkins provided a verbal summary of the paper to the board. Mr Dawkins touched on the initial context of the planned 6% vacancy rate for police staff, with the aim to achieve total cashable savings of £8.6m this year. Mr Dawkins informed the board that as of the end of July, the Force were actually overachieving savings of a further £2.3m. Mr Dawkins confirmed with the board that the Force were proceeding with the reduction of PCSOs from 200 FTE to 150 FTE.

Paul Dawkins went on to inform the board that the Police Pay Award is considerably the largest element of the budget setting for the current year, citing that pay alone is costing £133m. Mr Dawkins explained that the budget setting normally occurs 3-4 months before the start of the financial year and in that time there are often changes to the establishment which need to be considered. Mr Dawkins explained that the Force maintains a sophisticated system in tracking police officer costs. Mr Dawkins explained that this is achieved by costing on an individual basis, monitoring specific figures of officers and their due annual increments, anticipating potential leaving times and also considering when new cohorts might join the Force. Paul Dawkins updated the board that Leicestershire Police currently have 2242 FTE officers (2298 headcount), and that they try to maintain this average to service the target operating model of the Force. Mr Dawkins mentioned that this generated a significant underspend, noting that while this is positive it has its challenges which was agreed by the board. Mr Dawkins explained that the Force hope to maintain this average and achieve the Home Office police uplift grants returns anticipated in September and March.

DCC Sandall mentioned that due to some uncertainty from the new government around police officer pensions, the Force have experienced some increased retirement rates. DCC Sandall touched on the potential severe costings around not meeting establishment targets for police officers and police staff and the importance of keeping these figures balanced, to which CFO Kira Knott queried the slim buffer and how confident the Force are that those critical numbers won't impact on the grant received. DCC Sandall responded that the Force are expecting two cohorts of officers in the new year and are keeping a close eye on not going over total establishment numbers which would be unaffordable. The Force are balancing recruiting enough personnel to fulfil duties without making a further need down the line for reviews. Alistair Kelly added that he deems the buffer is not big enough, noting that by March 2025 the Force anticipate being at 2315 FTE. Mr Kelly advised that the Force would need to monitor this figure as to not go over levels that are affordable.

CC Nixon emphasised the uncertainty around the new government and potential announcements for policing, stating that the Force are awaiting any critical decisions that could impact future financial decision making.

Referring to efficiency savings, Mr Dawkins informed the board that 84 total posts have been reduced from the organisation, resulting in £5.4m of year-on-year sustainable savings. Mr Dawkins noted that there were two key takeaways regarding efficiency savings:

- The Force are in a position to balance the budget this week.
- The Force are set to overachieve a further £2.3m of savings.

Mr Dawkins informed the board that the Force are anticipating a staff pay award that is reflective of police officer pay which was awarded at 4.75% from 1st September 2024. Paul Dawkins explained that there will be a £175m grant available to Forces to help cover the costs, however in a letter received from the Home Office, the funding to be allocated to Leicestershire was slightly less than anticipated (£2.4m rather than £2.6m anticipated). Force added that there is concern whether this grant funding will be honoured for the following year but will monitor announcements from the government.

PCC response: CEO Trewartha raised the volume of appeals in relation to the Hay pay grades across the Force, querying the anticipated cost of potential increases in pay. Alistair Kelly responded that they do not have a figure as it is not yet possible to see what this looks like but will feed back to the board when available. CEO Trewartha asked whether this potential cost was factored into the ongoing pressures noted within this report, to which Mr Dawkins clarified that the paper excludes this.

Kira Knott queried whether the Force has noticed any impact of headcount on service delivery, to which DCC Sandall responded that the Force closely track response times, investigations and suspect monitoring. DCC Sandall explained that each of these impacts each other, for example if suspect monitoring and investigations intensify, response times might reduce. DCC Sandall added that the Force are focused on providing support to staff to ease this pressure.

b) S106 Update

Force update: Paul Dawkins provided a verbal summary of the paper to the board. Mr Dawkins noted that a number of things have occurred since the S106 strategy was signed off, most notably the re-vamping of the Memorial Garden at FHQ. Mr Dawkins mentioned the potential to re-vamp this garden in partnership with sponsorships locally.

Kira Knott and Paul Dawkins informed the board that they both sit on the S106 working group meeting chaired by Supt James Avery and Chris Stevenson who has background in local planning. Ms Knott and Mr Dawkins informed the board that during these meetings, members progress what they can at the time around S106. Mr Dawkins went on to explain that there is perhaps 'more to do' around alignment with the estates strategy.

c) MTFP

CC Nixon queried page 54-55 of the report in particular points A-D. CC Nixon noted that points A and D read similarly, and feel more medium-long term aims, whereas B and C felt like short term obvious reporting quota. This was agreed by CEO Trewartha, who stated this draft had several different versions. CEO Trewartha stated that point A was the high-level thinking and so placed this point at the beginning, referring to what decisions need to be made on what timeline to get where we need to be. CEO Trewartha further explained that point A was that first conversation of what are the priorities going to be, where do we need to increase/reduce for example for the Force to then go into the operational side and review what roles are needed where to achieve this. CEO Trewartha emphasised this was to achieve a shared vision and acknowledged that this would be more than one conversation which was agreed by the Chief Constable. CC Nixon explained that the Force need to think beyond where they want to be and must consider all of the critical decision points throughout the process. CC Nixon placed emphasis on ensuring that they establish what the 'knowns' are first.

PCC response: CEO Trewartha explained that the CC and PCC must first ensure they have same definition of high level. The PCC acknowledged that he expects there will be different scenarios and referenced the uncertainty around the government's current positions with policing but stated that he does want the Force to get ahead of the curve and provide him potential scenarios based on different outcomes and how the Force will react to these respectively. CC Nixon provided reassurance to the board that there was a significant amount of long-term strategic planning in Force, citing that some decisions made in CAG three years ago are now coming to fruition and have been planned well in advance. CC Nixon explained that it would be impossible to present a final picture that has been costed and stress tested by January as it was not that simple to produce. Rather, the CC explained that he can present the knowns including the areas that absolutely cannot be impacted by budget. CC Nixon went on to explain that he can take all of this information with potential impacts and present to the PCC at critical decision points for input. CEO Trewartha clarified that the PCC wants to view options as to what the next five years could look like with options relating to different decisions, which was agreed by the board.

Paul Dawkins explained that in line with inflation, an increase of 2-2.5% would be expected. Pay inflation assumptions were currently built into the MTFP at 2%. Kira Knott stated that in the past 2 years the government has suggested 2.5% and anything above this would be covered by government grant. It was therefore agreed by the Board that Police officer and Staff inflation would be 2.5% over the MTFP

until further information was available. Discussions took place around non-pay inflation and it was agreed that as inflation was currently at 2.2% the assumption would remain at 2%.

The PCC then moved further on in the paper. Ms Knott explained the modelling around potential precept increases of £10 querying with the board whether this felt like a sensible assumption. DCC Sandall commented that the precept is quite a key thing to be monitored and whether or not it is capped by the government. DCC Sandall noted that the precept will have a big impact on how the Force are able to deliver the Police and Crime Plan over the current PCC term. Mr Dawkins noted that possible reactions to the precept is impossible to know until they know what the grant funding is going to be and pay awards are going to be among other variables. Mr Dawkins noted that most PCCs are expecting an increase of £10 (3%), however a letter sent from the NPCC has asked for an increase of £20. Mr Dawkins explained that he did not know where the figure of £20 came from. DCC Sandall added that from the Ethics and Transparency Panel that happened that morning, it was clear that the public were not aware of some of the challenges that Force's face financially, noting that Panel members do not see information in the press around budgetary challenges. It was noted that without this knowledge it is more difficult to get the support of the public with regard to precept increases. The board agreed that the announcements expected from Central Government at the end of October would be very important.

A conversation was held around the availability of the non-emergency phone line. Discussion included whether a non-emergency line during working hours only would be a viable route for policing to manage demand. Force stated that they have not yet done a costing, and that the public will always require a critical response 24/7, further stating that they are the only public service that you can call 24 hours a day. Chris Kealey noted that an independent benchmarking exercise to attitudes regarding police phone lines would be useful and the PCC supported obtaining that information. CC Nixon noted that the non-emergency line captures callers who would otherwise possibly not get in touch with the police the next day and therefore the Force have lost that contact with potential intelligence and chance to offer victim support. PCC stated that he would be happy to defend a decision to make non-emergency phone lines during working hours only. Paul Dawkins queried whether there was anything currently in the PCCs police and crime plan that would contradict discussions, to which the PCC responded that the plan is currently being drafted and this will be a consideration.

PCC response: CEO Trewartha queried whether the increase in ICT was an exception or would this likely continue into future years, citing that the level of increases in relation to IT have only been put in at £350k when it was £1.9m this year. Board agreed to set IT increase at £0.9m.

Moving on to reserves, the PCC opened discussion by stating some of his principles around reserves, informing the board that his opinion is that reserves are generally untouched as you should never really have to use them. Of overall reserves, the PCC stated that in his opinion, it is difficult to justify a reserve balance of more than 10% of NRE unless reserves are earmarked for a specific project. An action arose for Ms Knott to develop a clear picture of total reserves for benefit of the board. DCC Sandall stated that when looking at all other Force's in the region, sustainability plans are almost always based on the use of reserves. CC Nixon suggested moving forward that the rules for use of reserves would be to help transition to force to a sustainable position over the Medium-term but with an exit strategy. The PCC agreed and clarified that what reserves must not be used for is to prop up revenue and spending which was agreed by the board.

Regarding Op Forefront, the PCC asked the Chief Constable and team where they feel the biggest pressures would be in Force. CC Nixon suggested that a more in-depth conversation would be useful. CC Nixon advised that his sense is that the external drivers of pressure are forensic costs, IT costs and organised crime. CC Nixon went on to say that internally, the pressures are the more the bureaucracy of policing including colossal volumes of paperwork across the Force. CC Nixon also touched on trauma-informed custody provision that can be seen in other forces regionally. CC Nixon further explained that as a Force in Leicestershire, the layer system allows each layer to identify their big-ticket items and clarified that the CC and PCC will sit down to discuss these items coming down the line.

Touching on the Police and Crime Plan progress, the PCC reflected positively on the development of the plan. CEO Trewartha informed the board that the OPCC are working to the 9th of October 2024 to get an initial draft to the CC for comment. CEO Trewartha informed the board that the PCC has nailed the top three priorities and that these have not changed since the Force last saw them, and that the PCC is going for a high-level plan with 13 delivery strategies under the 3 priorities.

d) POCA

The PCC queried that at the last CGB it was requested that 2 members of staff were to be funded from the POCA reserve instead of the Base budget but noted that this was not included within the POCA paper presented this time. DCC Sandall stated that this was not included in the paper on this occasion however DCC Sandall explained that the Force have reviewed the department, and the members of staff should be funded from the reserve. DCC Sandall explained that there is some nervousness around the sustainability of POCA income, however on a positive note, the DCC has been notified of an additional £400k of POCA income from the Region which will build the POCA reserves and provide an additional 6 months funding. Ms Knott stated that there was only 3 years left of funding in the reserve of which DCC Sandall confirmed that staff were on Fixed term contracts due to the volatility of funding.

6. Output of Hate Crime Review

Overview: The PCC requested an update paper on the Force's work in relation to Hate Crime since the move of the Hate Crime Team into the Prevention Directorate.

Force update: The board received a report authored by Insp Prince. The report provided a number of updates to the board, these included:

- **The re-introduction of the Hate Crime Scrutiny Panel (HCSP) under the OPCC** with a renewed Terms of Reference, reinforcing accountability and a refreshed membership. The HCSP will generate a highlight report with findings from each panel which will then feed directly into the Ethics and Transparency Panel. There have been two meetings, and the first scrutiny panel has taken place. Two cases were reviewed and deemed to be appropriate. Feedback has been provided to relevant officers.
- **The re-introduction of quarterly regional hate crime meetings** with hate crime representatives from Lincolnshire, Nottinghamshire, Northamptonshire, and Derbyshire Police. This will enable us to share information across force borders as well as inform around policy/procedure, good practice, and other initiatives. This will include an MS Team Channel where we will have a shared working space, modernising the approach we take to regional collaboration.
- **The introduction of Hate Crime Single Points of Contact at each NPA within** Leicestershire Police. The role of these SPOCs is to provide investigation oversight and maximise opportunities with victims of hate related crimes. Part of SPOC responsibility is to contact the victim at seven and 28 day points, ensuring they have been offered onward referrals. This has also added a layer of accountability for the Officers in Charge, as the SPOCs are Sergeants. The Hate Crime Team have recently delivered refresher training, which included the national hate crime lead as a guest speaker.
- **Bi-weekly Theme Identification Neighbourhood Support (TINS) meetings** with the Hate Crime Team. This is where all hate crime has been reviewed over the past 90 days to identify any themes and fed back into the NPA to raise at their weekly threat meetings.
- **Additional training sessions to ensure compliance with the new recording requirements.** Following guidance from the College of Policing (CoP) resulting from the CoP V Miller ruling and the implications regarding the recording and retention of personal data on non-crime hate incidents (NCHI), the team have been delivering training sessions including to the Contact Management Department and Crime Bureau staff to ensure compliance in this area.

- **Support following the conflict between Israel and Hamas** to ensure the recording of related hate crime and non-crime hate incidents are being recorded under Op Acanthus. The team have monitored these daily to ensure that they are correctly recorded for feedback nationally. This enabled us to provide guidance and advice from the CPS and other forces due to the offences straddling the fine line between crime and non-crime within the context of the Israeli/HAMAS conflict.
- **Engagement in the national Hate Crime and Community Tension meeting.** The hate crime Inspector or Sergeant dial into this bi-weekly meeting. This provides a national update of crime/incident trends. Any relevant information is then cascaded to the relevant parties in force, such as NPA commanders. This has been particularly relevant in the wake of the national disorder following on from the Southport murders. This also provides a direct link into national bodies such as TellMAMA.
- **Design and launch of a new multi-agency Hate Crime virtual Hub.** Following a successful business case to the OPCC and PCC, funding has been secured for the design, launch and maintenance for an online Hub to provide consistent messaging, easily accessible resources for communities and to encourage reporting. This is being led by the Inspector for the Hate Crime Team, corporate comms and the Strategic Hate Crime Delivery Group chaired by the Head of Prevention. The first version of the Hub is expected to be launched in quarter three.

The report also gives a brief summary of current hate crime performance data, stating a decrease of 11.6% as of August 2024 compared to the same period of the previous year. The report states that while almost all NPAs have seen reductions in hate crime, 2 NPA's have had an increase, Melton and Rutland at 12.8% (increase of 6 occurrences) and Charnwood at 2.5% (increase of 5 occurrences). The board understand that hate crimes are under-reported and want to see figures and positive outcomes increase.

The report goes on to state that the work of the Hate Crime team and wider Force continues to contribute positively to the following PCP priorities:

- Policing in communities
- Supporting safer communities
- Getting the most out of our partnerships
- Curbing violent and knife crime

PCC response: Lizzie Starr opened discussion by querying what is the Force's assessment of under-reporting of hate crime. DCC Sandall responded that he does not believe Forces will ever be in a position to say that it is not being under-reported. DCC Sandall added that the Force are very pro-active in encouraging reporting particularly after the East Leicester disorder.

Mrs Starr went on to ask that of the reports reviewed by the Dedicated Decision Makers (DDMs), how many of these are later identified as having a hate crime element not initially captured by officers. DCC Sandall responded that he did not have this figure to hand, however informed the board that DDMs produce a monthly report in which this data would be available. DCC Sandall advised however that he does not believe it to be a significant number and that it is usually a case of a missed box being ticked when process has otherwise been followed correctly and victim support is still in place with protocols being followed as usual.

Referring to the NPA SPOCs in each area dedicated to following up with hate crime victims, Mrs Starr asked whether they meet regularly to share best practice. DCC Sandall responded that the central team co-ordinate the SPOCs and maintain an oversight of all areas and commanders.

Mrs Starr lastly queried the area of Charnwood, noting that they have experienced the highest rates of reported hate crimes but the lowest satisfaction rates. CC Nixon responded that the Force are fully aware of the reasoning behind these reports, referencing a particular hotel in Charnwood from which a number of reports have been made as a result of a protest occurring there earlier in the year. The board were assured that the Force are aware of this sharp rise and the reasonings behind it.

7. AOB

a) Counter Fraud Internal Report

Overview: The PCC requested a paper on how the Force are progressing against the recommendations as set out in the Counter Fraud & Whistleblowing internal audit report.

Force update: The board received a report from the Force authored by Supt Ali Tompkins which analysed the incidents identified in the previous year. Most instances involved activity related to working practices and sickness reporting.

The report also details that the CCU is working with the OPCC to publish a joint Anti-Fraud and Theft Policy incorporating all the OPCC and Police departments. A draft has been compiled and is currently being finalised within the OPCC.

PCC response: The PCC noted a sharp rise relating to counter fraud offences internally in Leicestershire Police over the years. DCC Sandall clarified that this related to cases of fraudulent working practices. DCC Sandall informed the board the force proactively identified the concerns and addressed them and highlight that officers and staff have now left the force and OPCC.

DCC Sandall noted that typically cases of fraud in Force refer to false expense claims, however DCC Sandall assured the board that the Force have a tight grip on false claims by tracking overtime and ensuring that expenses have receipts attached.

b) Firearms Licensing

Overview: The PCC requested a paper from the Force on firearms licencing processes and current turnaround times due to some correspondence in the OPCC public inbox plus verbal comments to the PCC on slow turnaround times for firearms licenses.

Force update: The report describes a backlog in grants and provides contextual information behind this such as vacancies within the administrative team which have happened as a result of the financial challenge and budget deficits. The report details that the risks are mitigated by prioritising demand renewals. The report details that recruitment is ongoing.

PCC response: Mrs Starr noted an increase in the number of pending licences compared to the figures from the 2023 CGB paper on firearms licencing and sought clarification from the Force that this did not equate to a significant number of firearms licences in people's possession that have expired. Mrs Starr suggested whether the Force could issue temporary permits to alleviate some pressure. In response, DCC Sandall stated that the Force reviewed 5 years worth of licences and only one licence was found to be incorrectly issued. Panel agreed that this was a remarkable achievement. DCC Sandall noted that there has been an increase in firearms licence possession by 100%+ which is a significant increase in demand.

DCC Sandall informed the board of ways that the Force are working to manage this demand, such as possibly introducing the use of video technology to do home checks for firearms safety and compliance checks which would have otherwise required a home visit that would take hours of officer time. DCC Sandall noted that the firearms team is smaller now than in 2023, and so the team is trying to manage becoming more efficient with less resource. Asking again whether temporary permits could be issued, DCC Sandall responded that this has been explored in the past and would not work locally due to risk factors. CC Nixon discussed the possibility of the rural crime team assisting to support increased demand and carry out some checks which was well received by the board, this will be explored in Force and fed back at a later date.

Meeting closed 16:58

Date of next meeting: 20th November 2024



**POLICE & CRIME
COMMISSIONER**
for Leicester,
Leicestershire & Rutland

Your Communities - Your Commissioner

Police and Crime Panel
2nd December 2024
Annual Scrutiny Reports

Report Date	November 2024
Report Author	Lizzie Starr, Director of Performance and Governance
Security Classification	Official

Purpose of Report

1. In his role as the Police and Crime Commissioner (PCC) the Commissioner is required to hold the Chief Constable to account for the performance of the force.
2. The PCC brings this report to outline for the Police and Crime Panel how he is fulfilling his duty by holding the Chief Constable to account using independent scrutiny functions, namely JARAP (Joint Audit and Risk Assurance Panel) and the Ethics and Transparency Panel.

Request of the Panel

3. In their role to scrutinise the actions and decisions of the PCC, the Commissioner requests that the panel examines the contents of this report. He would specifically like to ask the panel their opinion on the following questions;
 - a. Is the Panel content in the regime of independent scrutiny that the PCC has in place?
 - b. Would the panel like to make any recommendations to the PCC in relation to this matter?

Background, Relevant Data and Trends

Joint Audit and Risk Assurance Panel

4. In line with the principles of good governance as laid down by the Chartered Institute of Public Finance & Accountancy (CIPFA) and the Financial Management Code of Practice for the Police Service of England and Wales, this independent Joint Audit, Risk & Assurance Panel (JARAP) was established in 2013, covering the separate roles and offices of both the Police & Crime Commissioner (PCC) and the Chief Constable.
5. The purpose of the JARAP is as an independent body to seek assurance over the adequacy of the following:
 - The risk management and the internal control framework operated by the Police and Crime Commissioner and Chief Constable.
 - The effectiveness of their respective governance arrangements.
 - The appointment, support, and quality of the work of internal and external auditors as they provide assurance on risk management, internal controls, and the annual accounts through their work.
 - Financial and non-financial performance to the extent that it affects the PCC and Chief Constable's exposure to risk, weakens the control environment and undermines their ability to provide good value for money.
 - The financial reporting processes.

The full responsibilities of the JARAP are contained within the [Terms of Reference](#).

6. The Home Office Financial Management Code of Practice states that the Police and Crime Commissioner and Chief Constable should establish a joint independent audit committee. The committee should be a combined body which will consider the internal and external audit reports of both the Police and Crime Commissioner and the Chief Constable.
7. The JARAP will advise the Police and Crime Commissioner and the Chief Constable according to good governance principles and will adopt appropriate risk management arrangements in accordance with proper practices. In establishing the Joint Audit, Risk and Assurance Panel (JARAP) the Police and Crime Commissioner and Chief Constable shall have regard to CIPFA Guidance on Audit Committees.
8. The JARAP meet approximately four times a year. The calendar of meetings are agreed at the start of each year.
9. Scrutiny and pre-approval of the statement of accounts of the PCC and Chief Constable will take place either at a JARAP meeting or by the Statement of Accounts being shared with a nominated member or members before submission to external audit.
10. The JARAP is currently made up of five independent panel members which includes an elected Chair and Deputy Chair. Recruitment to the panel has aimed to attract applications from across all diverse communities and geographies that the Leicestershire Police serves.
11. The profiles for each member of the JARAP panel is shown below:

Luke Pulford (Chair) - was appointed as member of JARAP on 13th May 2013 and then became a Chair with effect from Wednesday 1st November 2017. Luke first moved to Leicester to study Business Management and Enterprise at De Montfort University. Most of Luke's professional career has been spent working with or in small businesses in the city. He started his first business aged 15 and since then has launched and worked with several start-ups. Luke is now managing a business incubation unit as well as advising local growing businesses. Outside of work Luke sits on the board of a successful charity called Saffron Young People's Project. Luke also supports young entrepreneurs through the Prince's Trust.

Wendy Yeadon (Vice Chair) - was appointed as a member JARAP on 1st June 2021 and then appointed as Vice/Deputy chair 1st November 2021. Wendy served for 32 years in the police service, including Nottinghamshire, Bedfordshire and latterly Leicestershire Police. Wendy retired in October 2010, having served at all ranks up to Assistant Chief Constable, prior to her retirement.

Wendy then developed, and maintains, a healthy portfolio career, working mainly with professional regulators including, but not limited to, the Association of Chartered Certified Accountants (ACCA); The Nursing and Midwifery Council (NMC); The Judicial Conduct Investigation Office (JCIO) and Social Work England (SWE). Wendy chairs the organisations' professional misconduct hearings to ensure the public are protected and in the public interest. In addition, she works for the Judicial Appointments Commission (JAC), interviewing and assessing candidates for judicial posts.

Wendy's role with the Joint Audit and Risk Assurance Panel (JARAP) indicates her continued desire to serve the public and to scrutinise the Police and Crime Commissioner and the Chief Constable, for service provision in Leicester, Leicestershire and Rutland.

Janette Pallas - was appointed as a member of JARAP on 1st November 2017. Janette is an independent business growth coach and mentor working predominantly with technology-based businesses. Janette has lived in Leicestershire since birth and has a keen interest in the business, sporting, academic and wellbeing success of the County. Janette has managed a number of large public sector programmes and understands the financial and governance constraints around public bodies. Janette has been involved in educational and sporting social enterprises and is passionate about supporting people in their health and wellbeing.

Kitesh Patel - was appointed as a member of JARAP on 1st June 2021. Kitesh is an audit and risk professional with extensive experience of internal audit, risk management and internal controls in both the public sector and automotive industry. Kitesh grew up and lives in Leicester and attended De Montfort University where he studied Accounting and Finance. Kitesh has a keen interest in the wellbeing of the county and ensuring the Police and Crime Commissioner and Chief Constable have fulfilled their responsibilities to ensure the best use of resources and public money.

Pradeep Khuti - was appointed as a member of JARAP on 1st April 2022. Pradeep's experience in the Housing, Regulatory/Law & Order and Health sectors has been gained through his various portfolio career in public appointments. His experience includes serving as a Group Non-

Executive Director for a Regional Housing Association (also a developer), having sat on its Audit & Risk Committee and Care Quality & Regulatory Compliance Committee. Pradeep serves as a Magistrate and has developed and maintains working with professional regulators to ensure public protection and maintain the public interest. He has been a member or Chair of professional disciplinary tribunals for The Bar Tribunal & Adjudication Service, The Nursing & Midwifery Council and serves as a lay member for The Institute & Faculty of Actuaries. In terms of the health sector, Pradeep sits as a Hospital Managers Panel Member (Mental Health Act) for Leicestershire Partnership Trust NHS, as a Public Advisory Group Member for The NIHR Public Health Intervention Responsive Studies Team (PHIRST) and as a PPI Senate Member for Health Innovations East Midlands. Pradeep has grown up and lives in Leicester.

12. The full annual report of the JARAP panel is attached as **Appendix 1**.
13. The OPCC will soon start planning for recruitment of new JARAP members, due to the Chair's second four-year term coming to an end. Once new members are elected there will also need to be a re-appointment of a chair and deputy.

Ethics and Transparency Panel

14. The purpose of the Ethics and Transparency Panel (the 'Panel') is to provide greater public trust and confidence in ethical and transparent policing through independent operational scrutiny. The Panel is a non-executive body and has no executive or legal powers, other than those outlined and specifically delegated in the Panel's Terms of Reference.
15. The Panel is an advisory body set up to provide operational independent assurance that policies, reports and crime sampling is being considered and managed in an ethical and proportionate manner. It is important for the public to be aware of how Leicestershire Police and the Office of the Police and Crime Commissioner (OPCC) make decisions, especially with regard to the service offering to victims of crime and the issues affecting organisational culture.
16. Through the Panel, more emphasis is able to be placed on policies, processes and procedures allied to reducing corrupt behaviour, malpractice, misuse/abuse of powers or other types of criminal behaviour. It also provides the public with an insight into the ethical impact of planned organisational changes, and an opportunity to scrutinise force values, the application and for reflective learning.

17. Whilst there is no statutory requirement for a joint Ethics panel, there is legislation that places a duty on PCCs and Police forces to community scrutiny of certain police functions.¹
18. There is, therefore, a clear mandate for Chief Officers and PCCs to facilitate community scrutiny; to uphold their commitments to serve their communities with transparency and accountability; and to give a voice to the public.
19. To date, there have been nine Ethics and Transparency Panel meetings since the Panel's reconstitution in September 2022. Panel meetings take place quarterly with the Panel convening for a public meeting four times a year. Panel meetings are scheduled a year in advance with dates being circulated to attendees and published on the website. Similarly, with any dip-sampling and/or review sessions, annual scheduled dates are shared with members in advance of the sessions. A forward plan for 2024-25 is in place and is a live document that includes future topics, scrutiny dip-sampling and papers that have been requested for Panel meetings.
20. The Panel is currently made up of ten members, which includes an elected Chair and Deputy Chair. Recruitment to the panel has aimed to attract applications from across all diverse communities and geographies that the Leicestershire Police serves. Four of these members were recruited recently through an open transparent interview process.
21. Members are appointed for an initial two-year term that can be extended through re-application by members pending a thorough review by the Commissioner. The maximum period of appointment for all Panel members is four-years. Of the current ten Panel members; three members have completed two years, and two members have completed one year with four members recently having been recruited in October 2024.
22. The profiles for each member of the Ethics and Transparency panel is shown below:

Vipal Karavadra (Chair) - Vipal is the founder and director of Fluid Funding Limited, focusing on planning, launching and growing a whole of the market finance commercial brokerage. He is currently a Non-Executive Director for Leicester Partnership Trust (LPT), a Board Member for the Leicester Asian Business Association (LABA) and an

1. ¹ Paragraph 5 of PACE Code A - PACE Code A 2023 - GOV.UK
Section 96 of the Police Act 1996 (Police Act 1996) as amended by Section 14 of the Police Reform and Social Responsibility Act (PRSRA) 2011 (Police Reform and Social Responsibility Act 2011)
Section 34 PRSRA

Enterprise Partner - LLEP Mentor at the Princes Trust. Vipal is also a Trustee for Rainbows Hospice.

Kathleen Harris-Leighton (Vice Chair) - is the CEO and founder of the Women Empowerment Network and also is a member on various Boards to help represent many voices across Leicestershire. Kathleen is very passionate about our diverse communities and the importance of how we all communicate effectively with each other and Leicestershire Police.

Matthew Youngs - is a graduate-entry student at the University of Warwick's Medical School. Prior to this, he worked as a Graduate Management Trainee at Loughborough University where he was a Project Manager in Organisational Strategy Delivery and also conducted an institution-wide review of due diligence processes. He has held trustee positions and non-executive directorships in a number of organisations including the National Association of Nightlines, Leicestershire & Rutland Wildlife Trust, and Loughborough University Council.

Louise Bradley - is a researcher with a PhD in social psychology who has worked in the field of sexual and criminal exploitation for many years to improve services and outcomes for young people and their families affected. Louise also works for a Sexual Abuse Rape Advice Centre (SARAC), a charity that offer supports to those affected by sexual violence.

Kieran Breen - has spent 30 years working in the development sector in the UK, East Africa, Latin America and the Caribbean and Canada and is currently CEO of Leicestershire Cares. He has specialised in developing private, public and third sector partnerships to tackle poverty and inequality as well as managing large education and health programmes. Since 2016, Kieran has been very involved in developing practice and policy around business and community partnerships. He has also written widely on local government, deliberative democracy and the issues faced by young people.

Lisa Baker-Vine - is an LGBTQ+ inclusion consultant based in Loughborough and has been running her own business for the last six years. She works with private, public and third sector organisations to support LGBTQ+ people and individuals and organisations who are striving for LGBTQ+ inclusion. Lisa has over nine years' experience working directly for and with LGBTQ+ communities. Prior to running her own business, she worked for local, regional and national charities in addition to working for an MP and MEP.

23. Profiles for the four new members are still being developed.
24. The Panel has recently implemented a new enhanced scrutiny structure with four new review functions, in addition to the review of body-worn video footage, that Panel members undertake routinely on a quarterly basis as part of their role as panel members.
25. These new scrutiny functions sit underneath the Ethics and Transparency Panel as sub-panels and facilitate the dip-sampling and review of Public Complaints, Custody Detention Scrutiny Panel, Hate Crime Scrutiny Panel and Out of Court Resolutions (OOCR) Panel. An Annual Report for each of these is provided to the Panel on a quarterly basis, with each of the four sub-panels receiving a deep dive on rotation.
- a. **Q1: Out of Court Resolutions (OOCR)** – involves the scrutiny of adult cases and the review of a paper provided by the Youth Offending Service (YOS) which were dealt with by OOCR with 30% being domestic cases. There will be a requirement to review whether the handling was classified as appropriate or inappropriate. The Lead Member will be required to sit on the independent panel and report to ETP.
 - b. **Q2: Custody Detention Scrutiny Panel** – involves the scrutiny of custody records selected at random to review the detainee's journey through custody and provide assurance that they have been managed in an appropriate, ethical and proportionate manner. This will supplement the work of the Independent Custody Visitors (ICVs) and will be done with the support of the OPCC.
 - c. **Q3: Hate Crime Scrutiny Panel** – involves the scrutiny of closed hate crime cases selected at random, reviewed by an independent Hate Crime Panel. The Lead Member will be required to sit on the independent panel and report back to the ETP on themes and update on any immediate actions (learning for individual officers) to be handled following the meeting.
 - d. **Q4: Review of Public Complaints** – involves the scrutiny of closed complaint cases selected at random and reviewed to assess how well the complaint was handled, whether the outcome was appropriate and identifying any themes or trends both for individual and organisational learning. There is also an opportunity to review themes with regard to misconduct cases and have oversight over Professional Standards performance.
26. The relevant tools, training and support are provided to all Panel members for each of the respective sub-panels scrutiny areas to allow them to undertake their roles.

27. The full annual report of the Ethics and Transparency panel is attached as appendix two.
28. Both annual reports are on the agenda for discussion between the PCC and Chief Constable at Corporate Governance Board in November, where the feedback will be discussed and formal responses to both papers provided to the respective panels.

----- **End of Report** -----

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Annual Report of Joint Audit Risk and Assurance Panel 2023-24

CHAIR'S REPORT TO THE JOINT AUDIT RISK AND ASSURANCE PANEL FOR THE YEAR ENDED 2023-2024

Foreword by the Chair

The 2023-24 marked the start of a welcome period of stabilisation within the senior leadership team of the OPCC as well as that of the Force.

JARAP were pleased to welcome Claire Trewartha as a permanent appointment to the role of CEO of the OPCC and also the confirmation of appointment of Kira Hughes as the CFO.

Throughout the year, since their appointments, we have worked closely with both of them and seen significant improvements as a result of their work. We are very grateful for their efforts and the impact they have had.

The panel would again like to thank Andy Champness for stepping in as interim-CEO at short notice to provide the stability that was needed for our work and his work prior to handing over to Claire.

Attendance at meetings by Rani Mahal has been appreciated by the panel and we hope this has helped to showcase the work done by all staff and attendees to the PCC.

JARAP membership has remained the same throughout this year. We are however conscious that soon it will be time for more changes to the panel and are planning ahead for recruitment activities. We want to ensure that happens in good time to allow for a professional handover between old members and new ones.

We note with disappointment the continued delays to the signing of external auditors accounts for the last couple of years, note the serious impact this is having and are thankful for the hard work and patience of the teams in both the Force and OPCC who are effected by this. Hopefully a solution will be in place soon as we, as well as the whole sector, cannot continue with things as they have been this year.

I am confident that JARAP has once again provided the correct level of scrutiny as well as support for the Force and the PCC ensuring that adequate assurances have been provided in a number of areas.

We have continued to improve the documentation and processes that the Panel use, this has been incredibly valuable and has helped to keep our work and meetings as efficient as possible. I am grateful to officers for their support in this area and commitment to driving performance. I am still very confident that our systems and processes are very strong compared to others in the region and at every meeting we see first hand the benefits this brings to our work.

In particular we have continued to work to ensure that the papers for the meetings are as concise as possible and an easy document for members of the public to read.

This year we have made progress with the scheduling of JARAP meetings to ensure they fit better with internal processes around risk review timelines and also external factors such as half term holidays to encourage maximum attendance.

I must put on record my thanks to all the panel members for their hard work and dedication through this year, I have been so impressed with the work that has been done. This is especially true of my Vice-Chair during this period Wendy Yeadon, I am very grateful.

Over the year we continued to review our terms of reference to seek to make further improvements to the way the panel operates. I believe strongly in continuous improvement and will review the terms of reference each year to make sure they reflect the way the panel works and incorporates good practice wherever possible.

There has, in my opinion, been the right level of challenge between the Members and the OCC and OPCC to ensure a positive working environment but also more importantly support through a "Critical Friend" focus. Hopefully this will continue to improve now we have stability within the senior roles of the OPCC.

The relationship between the panel, internal and external audit has been very good during this period and I feel that all members have a very healthy relationship and engagement that I hope will continue. We have a strong relationship with both and know we can reach out to each other as needed should anything need to be raised or discussed.

With the continued pressure on policing nationally around budgets, and also increased demand, we hope that the appointment of a new government will provide some stability over the coming years that can be reflected in future reports. We also hope that it will bring with it a desire to support the PCC and force with the additional funding required.

This report covers the activities of the JARAP for the year 2023-2024.

Luke Pulford
JARAP Chair

1. Role of the Panel

- 1.1 This is the 11th annual report of the Joint Audit Risk and Assurance Panel (JARAP) created under the Home Office Financial Code of Practice for Police Services.
- 1.2 The purpose of the JARAP as an independent body is to seek assurance over the adequacy of the following:
 - The risk management and the internal control framework operated by the PCC and Chief Constable.
 - The effectiveness of their respective governance arrangements.
 - The appointment, support and quality of the work of internal and external auditors as they provide assurance on risk management, internal controls and the annual accounts through their work.
 - Financial and non-financial performance to the extent that it affects the PCC and Chief Constable's exposure to risk, weakens the control environment and undermines their ability to provide good value for money.
 - The financial reporting process.
- 1.3 The full responsibilities of the JARAP are contained within the Terms of Reference.
- 1.4 The JARAP were appointed in April 2013 and became operational during the 2013/14 financial year.

2. Panel's Terms of Reference

- 2.1 The terms of reference of the Panel follow the guidance provided in the Corporate Governance Framework and are reviewed on an annual basis.
- 2.2 The terms of reference were not amended during this period and remained the same throughout the financial year 2023-24. They were regularly reviewed throughout the period and as part of the annual effectiveness review carried out in March 2024 but amendments were not deemed to be required.

3. Panel Membership and Meetings

- 3.1 The Panel met four times during the year.
- 3.2 The meetings were all open to the public.
- 3.3 During the some meetings there were items that were agreed would be redacted due to being of a sensitive operational nature but the vast majority of JARAP business over the year was publicly available. Agendas, meeting papers and minutes are placed on the OPCC website for the public to view.
- 3.4 The panel has five members. There were no changes to membership this year.
- 3.5 Panel member attendance at meetings throughout the year ensured that all meetings were quorate.

- 3.6 Due to there being such a high level of change of staffing throughout the year this report will not list all the meeting attendees individually but they are listed and referenced in the meeting papers available on the OPCC website.
- 3.7 Every meeting was also attended by representatives from Internal Audit (Mazars) and External Audit (EY).
- 3.8 Membership is monitored to ensure that the JARAP has all the necessary skills and experience to fulfil its terms of reference, in accordance with the job description for JARAP members. The JARAP comprises of members who are independent of the Office of the Police and Crime Commissioner and of the Office of the Chief Constable.

4 How the Panel Discharges its Responsibilities

- 4.1 The Panel's Terms of Reference drive the Panel's workplan for the year which is reviewed at every meeting and sets out all the areas which need to be considered within the Terms of Reference during the Year.
- 4.2 There is a work programme which is updated for each meeting and sets out the areas that are planned to be considered on each of the agenda.
- 4.3 To the workplan, the Panel also added thematic reports or areas where further assurance is required and each meeting there is an item on the agenda to enable further reports to be requested for the next meeting.
- 4.4 Prior to each meeting there is a briefing which provides the panel members with an opportunity to receive a briefing on a particular matter, to meet privately with the internal and external auditors or to be shown around a particular department or departments.
- 4.5 To enable Panel members to be effective, they need to understand the plans, priorities and issues facing the Force and the OPCC. The Terms of Reference provides for members to undertake "deep dives" into thematic areas to ensure assurance and discharge their responsibilities.
- 4.6 To supplement this, members of the Panel attend Force and other public meetings where appropriate to gain an understanding of how the Force and OPCC are delivering the business and how they consider key issues and risks. There is an open invitation for JARAP members to attend certain force and PCC meetings.

5 Assessment of the Panel's performance against its Terms of Reference

- 5.1 Detailed information regarding the meetings held in 2023-24 is available from the OPCC website with all meeting minutes and papers being available.
- 5.2 Specifically, the Panel discharged the required responsibilities from the Terms of Reference as follows:

Risk Management, Governance and internal control responsibilities

- 5.3 The JARAP considered the Strategic Risk Register at every meeting. This included scrutinising and challenging assessments and scores and discussing timeliness of identified actions. The Panel suggested that JARAP meetings

be scheduled around other reporting deadlines so the panel received regular updates and as much relevant information as possible. It was also agreed that one member of the JARAP would always attend meetings of the Strategic Organisation Risk Board.

- 5.4 The JARAP also considered in detail all of the outstanding audit recommendations that had been made over a number of years and the progress made against those recommendations.
- 5.5 Furthermore, the JARAP were provided with both pre audited accounts and the opportunity to review the Statements within them.

Internal Audit responsibilities

- 5.6 Mazars continued as the OPCC and OCC Internal Auditors for the year, therefore, the Panel were not required to make recommendations in respect of appointment of auditors.
- 5.7 The Panel received an Internal Audit progress report at each meeting, presented by representatives from Mazars. The Panel were able to challenge and scrutinise the reports.
- 5.8 The Panel received the Internal Audit Annual Report for 2022-23 and reviewed the Head of Internal Audit's opinion on the reports assessments contained within which had been discussed in detail throughout the year. This report is available within the meeting papers on the OPCC website.

External Audit responsibilities

- 5.9 Grant Thornton were appointed as the External Auditors for 2023-24.
- 5.10 This year was affected by ongoing resourcing issues that caused delays with previous audits being signed off.

Report to those charged with governance – ISA260

- 5.11 The Panel is yet to receive the audit results report from the external auditors. This is due to staffing and resourcing issues at the Auditors and has been an ongoing issue that also affected last years report. Discussions have taken place with the auditors about this and we have been given assurances by them that they are working to solve this problem and stop it reoccurring again.

Annual Accounts of the PCC and Chief Constable

- 5.12 The Panel considered the Statement of Accounts 2022-23 in full for both the OCC and the OPCC, in conjunction with the letter of representation and the report to those charged with governance. The Panel were advised that there were no significant issues which needed to be brought to the attention of members, no fundamental control issues or adjusted audit differences. The Panel approved the accounts and the respective Chief Finance Officers and Chair signed the letter of Management Representation.

Information Requirements

- 5.13 The Panel considered reports at each meeting updating on progress of

implementing Internal Audit Recommendations. The panel also had pre-meeting briefings on a number of areas of particular interest to them which is found to be incredibly useful in building greater awareness of the risks and seeing the operational benefits of the work around risk management in both the OPCC and Force.

Fraud and Corruption will be reported at least every other meeting.

- 5.14 The Panel considered reports and updates on Fraud and corruption at meetings.
- 5.15 During the year any incidents or suspected incidents were brought to the attention of the chair immediately.

Ethics and Transparency Panel

- 5.16 The Ethics and Transparency Panel was in its first full year of operation as the sister panel to JARAP. Going forward JARAP hopes to work more closely with them.

Collaboration

- 5.17 The panel received regular updates on collaborative arrangements across the region within the meetings and through additional briefings.

Other Assurance Providers and Information

- 5.18 The Panel continue with their pre-meetings to be briefed before every meeting on a subject that is either relevant to the upcoming meeting or future of the Force/OPCC. This has been very useful at increasing members understanding of issues and given the Panel greater insight.
- 5.19 During this year the Chair attended several East Midlands Audit Forum's. These were useful events as they shared the latest legislative changes and best practice updates. It was also very interesting to look at the workings of other types of local audit (such as fire and rescue and local government).
- 5.20 Panel members also attended other training sessions put on by CIPFA to ensure they were kept abreast of updates to the regulations and best practice.

6. Other Activities

- 6.1 The Chair and the Vice-Chair of the Panel met on a number of occasions during the year with the Deputy Chief Constable and/or the Chief Finance Officer as appropriate to discuss the role and work of the JARAP.
- 6.2 Where appropriate, the Chair has been personally updated on confidential strategic and operational issues to ensure the right level of scrutiny has been applied and issues are being managed effectively and tracked via the risk management process.
- 6.3 As was needed the Chair and the Vice-Chair have both met with the PCC and CEO (or interim) of the OPCC and also the Chief and Deputy Chief's to deal with more serious matters.

- 6.4 The Chair and Vice-Chair held their annual meeting with the PCC to discuss the work of the panel, update him on how assured we are and share any concerns we had.



Ethics and Transparency Panel Annual Report

December 2024

Report Date	November 2024
Report Author	Vipal Karavadra, Ethics and Transparency Panel Chair
Security Classification	

Purpose of Report

1. As an advisory body to the Police and Crime Commissioner (PCC), the Ethics and Transparency Panel is required to provide assurance to the Commissioner that ethics and integrity are embedded within Leicestershire Police and that the highest levels of professional standards and delivery of policing services to the public are being upheld, adding value beyond audit and scrutiny.
2. The Chair on behalf of the Ethics and Transparency Panel, brings this report to outline for the PCC how they are fulfilling their duty through the scrutiny of policies, reports and deep dives including the consideration of emerging local and national issues and current ethical dilemmas facing the force.
3. The purpose of this report is to highlight the work of the Panel and provide reassurance that policing is being carried out in a way that enhances internal and external trust and confidence in ethical governance and decision-making.

Request of the Board

4. In their role to advise on ethics and integrity, the Chair on behalf of the Ethics and Transparency Panel requests that the PCC and Chief Constable considers the contents of this report. The Panel would specifically like to ask the PCC and Chief Constable their opinion on the following questions;
 - a. Are they content in the way that the Ethics and Transparency Panel has held the Chief Constable to account on this important subject?
 - b. Would the PCC or Chief Constable like to make any recommendations or provide any feedback to the Ethics and Transparency Panel in relation to this matter?

Summary

5. Over the last year, Leicestershire Police ('the Force') and the Office of the Police and Crime Commissioner (OPCC) has demonstrated good standards of ethical conduct and service standards. This has been evidenced to the Ethics and Transparency Panel ('the Panel') in many ways, with one example being Leicestershire Police's self-evaluation of its policies and professional standards, in light of the Baroness Casey report into activities within the Metropolitan Police. This was a voluntary step that was supported by the Ethics and Transparency Panel.
6. The Panel have been pleased to see Leicestershire Police demonstrate high standards across various areas of the force, for example the force's LGBTQ+ policy and applied practice and the trauma informed approach that continues to be adopted in custody detention environments. There are however some areas where the Panel feel that standards could be further improved, for example the

considerations around and the impact of issuing of Out of Court Resolutions (OOCR) and evidence of victim blaming language frequently being used by staff and officers in documentation and in reports. The Panel feels that this is an organisational concern and is something both the OPCC and Leicestershire Police should prioritise and address in light of the Casey Review. Although this is progressively being challenged and addressed within the Domestic Abuse Resolution Team (DART), the Panel have not yet been assured that this is being addressed force wide or as fully as would be expected.

7. The panel has, on behalf of the Police and Crime Commissioner, scrutinised the Force's values and their application in a number of ways, including the use of a rolling action log to allow tracking of recommendations and feedback and through familiarisation visits to several departments. These have included Custody, Professional Standards, Tactical Support Team, Contact Management Department, Firearms, Road Policing, Communications Team, Prevent (terrorism strategy), DART and the Safeguarding Hub. Through this, Leicestershire Police and the OPCC have both provided the Panel with a focus for reflective learning and an understanding on ethical issues. This is reflected in and evidenced by the briefing provided to the Panel on the Israel-Palestinian Protests that were managed in a local industrial estate in Leicester and through the report submitted to the Panel at the September 2023 meeting with regard to the East Leicester Disorder that occurred locally.
8. The panel has had positive discussion within and outside of the organisation, especially but not exclusively, around issues affecting organisational culture. The Panel feels reassured that Leicestershire Police and the OPCC has considered the ethical impact of any planned organisational changes. The Panel understands that the force will have to continue to make significant budgetary related savings, having been briefed on outline plans around how these savings are to be gained and how the impact of them will be mitigated against. The Panel acknowledge the difficult times ahead but are assured the Force has plans in place to limit the affects as best as possible, especially with regard to front line policing.
9. As key part of the Panel's role is to help restore and maintain public trust and confidence in the police. The behind closed door approach exposed by the Casey review means cultural change needs to happen within the force and this is something the Panel will continue to support Leicestershire Police to embed.

Panel Background

10. Over the past 12 months the Ethics and Transparency Panel has convened over 10 times in the form of formal panel meetings and scrutiny sub-panel meetings to undertake crime sampling and reviews alongside attending various training sessions and ad hoc meetings when required. All Ethics and Transparency Panel meetings this year have been well attended by Panel members and Force representatives and the quorum has been met for every meeting. All meetings this year have had a good mix of representation and discussion and/or challenge.
11. There are currently 10 members on the Panel with differing lengths of tenure:
 - Vipal Karavadra (Chair) – member since September 2022
 - Dr Louise Bradley – member since September 2022
 - Matthew Youngs – member since September 2022
 - Kieran Breen - member since September 2023
 - Kathleen Harris-Leighton - member since September 2023
 - Lisa Vine - member since September 2023
 - Dr Denis Tanfa – member since October 2024
 - Nikki Plant - member since October 2024
 - Katie Walker - member since October 2024
 - Frances Deepwell - member since October 2024
12. The recent appointments will allow the Panel to further broaden its reach and cover more ground with respect to scrutiny and providing that assurance for public trust and confidence. This is especially important in light of the new enhanced scrutiny structure introduced this year.
13. This new structure involves 4 scrutiny sub-panels that undertake dip-sampling and reviews to supplement the work of the panel and provide a deeper insight into the application of processes, policy and procedure. Currently, the four sub-panels consist of the following areas of scrutiny:
 - Review of Public Complaints
 - Custody Detention Scrutiny Panel (CDSP)
 - Out of Court Resolutions (OOCR) Panel
 - Hate Crime Scrutiny Panel
14. All Panel members are assigned to a panel(s) dependent on area of interest and capacity on the Panels and are considered the lead member for that Panel on behalf of the Ethics and Transparency Panel. All 4 panels run on a quarterly reporting cycle and provide an annual report to the Ethics and Transparency Panel for comment. In the last year, an annual report has been provided by the OOCR Panel and the CDSP with the Hate Crime Scrutiny Panel Annual Report being due in December 2024.
15. The following information summarises the work of the Panel throughout these meetings over the last 12 months including the work of the scrutiny sub-

panels which have been regularly attended by the respective lead ethics members.

Review of Policies and Procedures

16. Over the last 12 months, the Panel have been provided with unfiltered access to policies and procedures across the force in relation to a range of topic areas including, but not limited to; Leicestershire Custody Procedures, the Strip Search of Females in Police Custody and Use of Force and the Policy and Guidance around the use of Spit Guards. The Panel has also had the opportunity to review and suggest amendments for the draft Trans and Non-binary Searches; Staff and Detainees Policy. A lead member from the Panel, with a background in LGBTQ+ and inclusion, is continuing to support and work with the force to refine the policy.
17. On the whole, the Panel has felt that any feedback and comment provided has been taken onboard swiftly and without issue. The Gifts and Gratuities Register is reviewed quarterly by the Panel to ensure that acceptance of any gifts and/or gratuities is reasonable and proportionate in the circumstances. An example of the feedback given to the force is for them to provide further detail around the value of gifts and/or gratuities in order to allow the Panel to make informed decisions about whether they feel that it was appropriate for the gift and/or gratuity to be accepted in the situation recorded and ensure that the register as transparent as possible.

Ethical Dilemmas

18. The Panel has felt that the ethical dilemmas discussed at the meetings have been an important element of the Panel meetings. The Panel is provided with a different ethical dilemma that the force is currently or could be faced with, whose impact could be both local and/or national for discussion. Over the last 12 months, the Panel have provided comment and feedback on ethical dilemmas such as; the force's attendance at the Leicester Pride Parade, the force's decision on whether to engage in the Stonewall Workforce Equality Index and considerations around the force's approach and treatment towards Juveniles in Custody.
19. The Panel is pleased with the open discussions that they have been able to have with Leicestershire Police in respect of the above ethical dilemmas and with supporting members, as the Panel agrees that their comment, perspectives and feedback has always been received well.

Body Worn Video (BWV)

20. Over the last 12 months, the Panel has been provided with 8 randomly selected instances of Body Worn Video (BWV) footage for review in Panel meetings. As part of the Panel's scrutiny function, the use of force, proportionality and officers' general behaviour and interaction with the public are all elements that are taken into consideration when forming a view on whether the force and individual officer's responses to incidents have been appropriate and well handled.
21. Overall, the Panel has felt that the BWV footage reviewed over the last year has demonstrated examples of good practice and reasonable use of force. The Panel have been provided with the opportunity to review a range of incidents captured on BWV such as, stop and search, road traffic collisions, taser and high end tactics. A good example of this can be seen from the March meeting where the Panel was able to review BWV footage of spit guards being used when arresting a non-compliant suspect. The Panel commented on the professionalism of the officers involved in the incident, noting the exceptional patience that is required in these situations. The panel have felt reassured that spit guards are only used by officers as a last resort and preventative measure in relation to their own safety once all other avenues of de-escalation have been exhausted.

Ethics and Transparency Panel Scrutiny Sub-Panels

Review of Public Complaints

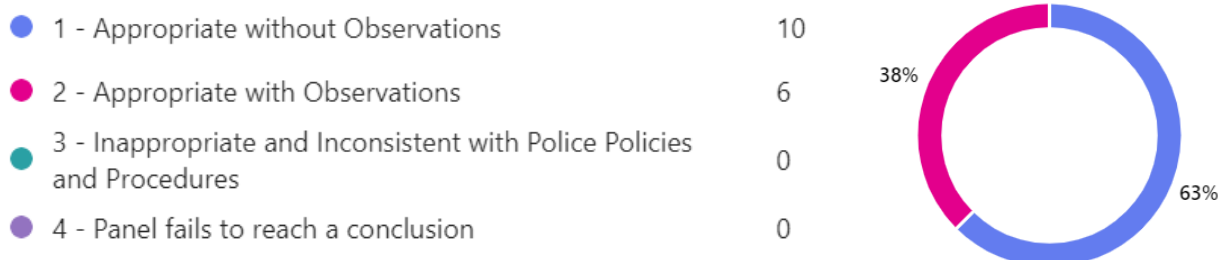
22. The purpose of reviewing closed public complaints is to scrutinise any irregularities, examine the code of conduct, behaviour, performance and adherence to policy and procedure of the police whilst performing their duty in protecting the public. The reviewing is undertaken exclusively by Ethics and Transparency Panel members and meetings are scheduled 4 times a year with a representative from the OPCC and Professional Standards present.
23. Panel members select up to 8 closed complaints each from a spreadsheet containing case numbers, the allegation result and types of complaints; for example impolite language, police action following contact, lack of fairness and impartiality and various others. When cases are collated, there can be a significant number of pages, including supplementary BWV footage which can take those reviewing some time to get through. The Panel recommends that a RAG rated overview be provided when selecting cases to provide an insight into serious and less serious complaints with a worry that the cases that really require review are not being scrutinised. Panel members also suggest that quality control be considered in relation to monitoring the standard of feedback being provided by members as this could be inconsistent.
24. As part of the review, Panel members complete an online feedback form which contains a number of questions including:
- Have the allegations been clearly identified

- Has the Complaint Handler responded to each of these allegations
- Do you feel that the outcome provided by the Complaint Handler was appropriate
- Overall Feedback

25. There are 4 categories used to code the review of complaints:

1. Appropriate without Observations
2. Appropriate with Observations
3. Inappropriate and Inconsistent with Police Policies/Procedures
4. Panel fails to reach Conclusion.

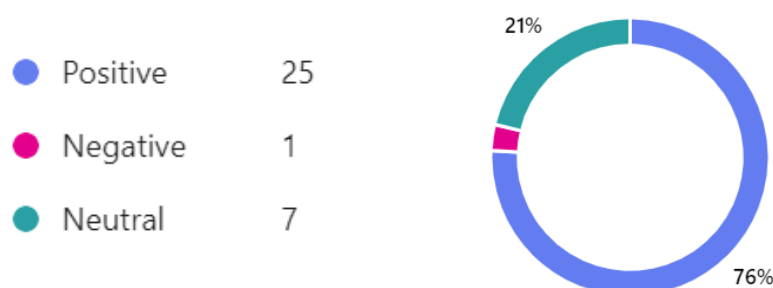
26. In the last 12 months, there have been 16 closed complaints reviewed by Panel members with the following observations:



27. Despite some observations, overall, the Panel were assured in all 16 cases that Leicestershire Police have been effective at dealing with the review of complaints and no gaps in assurance were identified. The Panel has generally been impressed with the methodical, transparent and professional way that complaints are handled and investigated. It is clear to the Panel that the force takes complaints seriously and are committed to reflecting and learning from feedback.

28. However, the Panel has also highlighted that in some cases, police officers have not seemed to understand basic aspects of key legislation and/or procedure when carrying out their duties. It is to be noted that this is to be an ongoing staff development issue and to be tracked for the future. The Panel also notes that often when officers are dealing with mental health and wellbeing issues, it is not clear if they are the correct people to be dealing with the situation at hand and there should be some consideration given to appropriate training and/or alternative support staff who should also be involved.

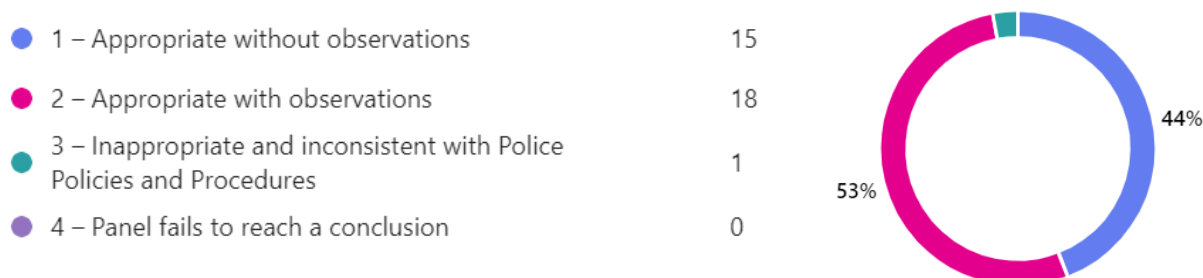
29. The purpose of the Custody Detention Scrutiny Panel (CDSP) is to review historic custody records to ensure that both local and national policies, procedures and legislation has been followed. The Panel objectively reviews a detained persons journey through the custody environment to provide assurances around lawful, proportionate and necessary implementation of police detention and custody procedures which are fundamental to public trust and confidence. The Panel is made up a selection of 6 Ethics and Transparency Panel members and Independent Custody Visitors (ICVs) and meetings are scheduled 4 times a year with a representative from the OPCC and Custody present.
30. The Panel reviews a number of randomly selected custody records with the view to evaluating the professionalism, appropriateness, and timeliness of documentation for each individual who passes through custody. In addition to this, the panel also holds an advisory role, sharing feedback on quality assurance and updates to procedure.
31. A number of topic areas are reviewed which are shaped by local and/or national data or policing area concerns raised, with topics including, but not being limited to, strip search, juveniles, mental health and use of force.
32. Since the inception of the CDSP, the Panel has convened 3 times; May, August and November 2024. Across these 3 meetings, there have been a total of 34 custody records reviewed, covering multiple custody suites and a range of demographics. When reviewing the custody records, the Panel considers a variety of different questions including, length of detention, rights and entitlements, observational levels, mental health support and where applicable strip search and juveniles.
33. Of the 34 records dip-sampled over the last 12 months, the overall feedback provided on the custody records reviewed by the Panel:



34. Similarly to the review of complaints, There are 4 categories used to code the review of complaints:
1. Appropriate without Observations
 2. Appropriate with Observations
 3. Inappropriate and Inconsistent with Police Policies/Procedures

4. Panel fails to reach Conclusion.

35. In the last 12 months, there have been 34 custody records reviewed by Panel members with the following observations:



36. The Ethics and Transparency Panel members sitting on the CDSP felt that despite some observations, overall they were assured in all 34 cases that Leicestershire Police have been effective at dealing with detained persons in custody. It was identified that there was some gaps in assurance around no rationale being provided for keeping a juvenile in custody overnight and an instance where no verbal instruction was giving to the detained person by Custody Staff on the cell CCTV being pixelated in the toilet area. This would have been particularly important in this case as it was clear that the detainee required an interpreter.

37. A positive theme however, identified by the Panel in the May 2024 meeting was the thorough and timely nature of documentation that took place in custody suites. Individuals were booked in quickly and there was clear reporting of welfare checks and food/drink offerings. It was acknowledged that the speed with which individuals were booked in was a national requirement but one that was also likely to vary, reflecting the demand on the Force across the Leicester, Leicestershire and Rutland.

Out of Court Resolution (OOCR) Panel

38. The term 'Out of Court Resolutions' (OOCR) refers to a range of options available to the Police to use in certain cases as an alternative to a prosecution. By using these alternative resolutions correctly, the Police can deal with less serious offences, and offenders with little or no previous offending history in a way that is both proportionate and rehabilitative.

39. The purpose of the OOCR Panel is to scrutinise the appropriateness of use when it comes to Out of Court Resolutions. At each Panel meeting, the Panel observes 15 adult cases and 15 youth cases that are dealt with through an OOCR and the cases need to include 30% domestic incidents in line with national guidance. The panel then classify if the OOCR was handled

appropriately and consistently in line with Police Policies and/or the CPS Code of Practice.

40. There are 4 categories used to code the handling of cases:
1. Appropriate and consistent with Police Policies and/or the CPS Code of Practice,
 2. Appropriate with observations,
 3. Inappropriate and inconsistent with Police Policies and/or CPS Code of Practice
 4. Panel fails to reach a conclusion.
41. The panel meets virtually twice per year and membership includes; Magistrates, Police, CPS, and local services such as Turning Point and Victim First.
42. In the last 12 months, there have been 2 Panel meetings which took place on 7th March 2024 and 12th September 2024. Due to constraints within the Force and changes with OOCR that had recently been made, only 15 adult cases (5 were domestic) were reviewed in the March 2024 meeting:

1. Appropriate and consistent with Police policies and/or the CPS Code of Practice	1
2. Appropriate with observations	8
3. Inappropriate and inconsistent with Police policies and/or the CPS Code of Practice	6
4. Panel fails to reach a conclusion	0

43. In the September meeting 15 adult cases (5 were domestic) and 15 youth (5 were domestic) were scrutinised.

Adults:

1. Appropriate and consistent with Police policies and/or the CPS Code of Practice	5
2. Appropriate with observations	3
3. Inappropriate and inconsistent with Police policies and/or the CPS Code of Practice	7
4. Panel fails to reach a conclusion	0

Youth:

1. Appropriate and consistent with Police policies and/or the CPS Code of Practice	9
2. Appropriate with observations	5
3. Inappropriate and inconsistent with Police policies and/or the CPS Code of Practice	1
4. Panel fails to reach a conclusion	0

44. Following the September meeting, the Panel felt that Leicestershire Police was not effective when using OOCRs for adults, evidenced by 7 cases out of 15 being inappropriate and inconsistent with police policies and/or the CPS Code of Practice. The common issues identified were:
- Misuse of OOCR and not taking an offence forward to CPS/court when it should have been due to the seriousness of offence or offending history,
 - Not getting Inspector sign off when it was a policy requirement to do so,
 - Not referring offender to appropriate and relevant support services to impact behaviour; and
 - Issuing a voluntary referral when a conditional referral was more appropriate.
45. The Panel identified that there were some safeguarding concerns that were not properly risk assessed leaving victims, including potential victims, at future risk. A lack of appropriate safeguarding was also noted, which the Panel felt was most concerning as it means that the Leicestershire Police is not fulfilling their duty when it comes to protecting vulnerable people, especially in the event that something were to go wrong, it would directly impact public trust and confidence. It was also noted that when domestic cases were being reviewed, some summaries contained victim blaming language. This has been a recommendation made from other areas of the Panel's scrutiny and has been identified as a wider issue associated with domestic and sexual violence.
46. The Panel found that the youth cases observed scored much better, with 9 cases being appropriate and consistent with Police Policies and/or CPS Code of Practice. It has been noted that there is more wrap-around care and support for youths, which includes greater service involvement as cases go to a panel specifically for youths which is multidisciplinary and focused on the needs of the child. It was highlighted by the Panel that for adult cases where there are challenges to mental health and wellbeing, it is not only pushing people into offending but there is no equivalent 'vulnerable adult' panel. Exploring the feasibility of a 'Vulnerable Adult' Panel has been fed back as a recommendation as it has been identified that there is a gap from vulnerable children becoming vulnerable adults.
47. Where the Panel found that cases that were appropriate and consistent with Police Policies and/or CPS Code of Practice, it was found that officers seemed to fully understand the policy relating to OOCR for example, a gravity matrix was completed to assess risk, Inspector sign off was done when needed, and officers made suitable and impactful referrals to support services. The Panel provided views around education and providing positive feedback for officers so that they have the skills and knowledge needed to use OOCRs effectively in practice.

48. Compared to the last review in September 2023, the Panel found that there has been an improvement in the number of cases that were appropriate and consistent with Police Policies and/or CPS Code of Practice.

Hate Crime Scrutiny Sub Panel

49. The purpose of this sub board is to scrutinise the manner in which hate crimes are dealt with and ensure both national and local policies and procedures have been followed.
50. The panel is the OPCC's only entirely voluntary panel and following a successful recruitment drive in April 2024, has 8 full time volunteers who attend 4 panels per year at FHQ. This panel is diverse in its representation and has several members with lived experience of hate crime.
51. The Panel review up to 3 cases of hate crimes per meeting which are selected at random by the OPCC. The panel then classify if the hate crime was handled appropriately and consistently in line with police policies and procedures.
52. There are 4 categories used to code the handling of cases:
1. Appropriate and consistent with Police Policies,
 2. Appropriate with observations,
 3. Inappropriate and inconsistent with Police Policies,
 4. Panel fails to reach a conclusion.
53. Two panels have been held in 2024 and the results from the two combined are as follows:

1 (Appropriate and consistent with Police policies)	1
2 (Appropriate but with observations)	2
3 (Inappropriate and inconsistent with Police policies)	1
4 (Panel fails to reach a conclusion)	0

54. Overall we have had a positive impression of the Hate Crime Panel meetings themselves and the effectiveness of how the Force deal with Hate Crimes. This is primarily based up on two cases which were assessed, alongside discussions with police officers in attendance.
55. There was a general feeling that the police officers present were aware of any failings and willing to improve and the Hate Crime Panel members were able to ask questions and challenge ways of working, whilst consistently engaging in a respectful and open discussion. This was particularly encouraging.

56. It was the role of the Hate Crime Panel to answer specific questions for each case, e.g. was the victim given a chance to say what they wanted to happen, as only one example. It was noted that questiones were not always answered in the software e.g. 'N/A', 'No' and 'Yes' were given, rather than just one correct answer. This made it challenging for the Hate Crime Panel Members to scrutinise and give a clear answer of 'Yes' or 'No' to specific questions.
57. This is where the police officers in the meeting were helpful, as they could highlight where something was suggested in the report and surmise what might have happened. However, this is not enough for the Hate Crime Panel to be able to scrutinise effectively.
58. Additionally, a homophobically motivated hate crime was mis-categorised as a racial/religiously motivated hate crime. This is not ideal for accurate statistics and data.
59. A notable change has already been implemented as a result of the Hate Crime Scrutiny Panel. A change of language on the Police recording system Niche has been implemented on the 15th October 2024 from 'gender expression' to 'gender identity' when describing how individuals identify themselves in regards to gender. This change is a direct result of the panel and will support victims going forward in feeling better represented by the Force. This is an excellent result for the short time that the panel has been running.

Recommendations

60. When considering the above summary, the Ethics and Transparency Panel makes the following recommendations to the Chief Constable and Police and Crime Commissioner.
1. Continue to promote and develop partnerships with local community groups and leaders. These are especially important given the multicultural demographic of Leicestershire and Rutland, which should continue to be celebrated.
 2. Work needs to be done around the use of Out of Court Resolution, the appropriateness of when and how utilised.
 3. Consider the issue of victim blaming and the use of language around this.
 - a. This needs to be LLR priority for both the Chief Constable and Police and Crime Commissioner.
 - b. Prioritising a policy around challenging victim blaming language and rephrasing terminology used Force wide is a simple, low cost, conscious change that would greatly impact public perception both directly for victims and also indirectly within the public when they hear how the Force chooses to speak about victims. The DART team has a workbook on 'language matters' so the policy is already there it just needs

to be actioned Force wide and consciously upheld by all staff in all forms of communication including internal reports and communication regardless of these not being available to the public and therefore public scrutiny.

- c. The DART team within the Force is leading the way with challenged such language who have deisgned an Investigation Workbook with a section alled 'language matters' to challenge and rephase such language and terminology. With the support of Leadership this should be rolled out across the whole Force to ensure cultural change all teams as victim blaming is damaging to victim and the Force as it impacts public trust and confidence and in light of the Casey Review is something the Force should priortise.

----- **End of Report** -----



Police and Crime Panel for Leicester, Leicestershire and Rutland

2nd December 2024

Rape Performance

Report Date	2 nd December 2024
Report Author	Lizzie Starr, Director of Governance and Performance Siobhan Peters, Director of Strategy, Partnerships and Commissioning
Security Classification	Official

Purpose of Report

1. In his role as the Police and Crime Commissioner (PCC) the Commissioner is required to secure efficient and effective policing for Leicester, Leicestershire and Rutland and hold the chief constable to account for the performance of the force.
2. The PCC brings this report to outline for the Police and Crime Panel how he is fulfilling his duty by commissioning services to support victims of crime, specifically domestic and sexual offences and to outline how he is holding the Chief constable to account for the performance of the force in relation to rape offences.

Request of the Panel

3. In their role to scrutinise the actions and decisions of the PCC, the Commissioner requests that the panel examines the contents of this report. He would specifically like to ask the panel their opinion on the following questions;
 - a. Is the Panel content in the way that the PCC has held the Chief Constable to account on this important subject?
 - b. Would the panel like to make any recommendations to the PCC in relation to this matter?

Summary

4. It is the opinion of the PCC that the Chief Constable has made significant improvements in relation to the Force's performance in delivering positive outcomes for victims of rape offences. Nationally this is a challenging area for all police forces, however there is still work to be done to improve the offer to victims and deliver justice.
5. The PCC is satisfied with the performance and support offered to victims of rape and serious sexual offences through the commissioned services, however, has requested that more investigation into what prevention work can be commissioned is researched.
6. The PCC is confident that there are strong working relationships between the Force and representatives from the OPCC who regularly attend force operational and strategic meetings to ensure that commissioned services are appropriate and in line with those areas of most need.

Background, Relevant Data and Trends

Rape Performance

7. Rape performance was brought to the last Corporate Governance Board on the 21st November 2024 for discussion.
8. Rape continues to be a force priority, with a dedicated team of detectives progressing all Rape and Serious Sexual Offence investigations, complemented by the recent introduction of a Rape Response Investigators cadre.
9. This month (November 2024) has seen the refresh of the Force Rape Delivery Plan, with areas of enhanced focus and greatest opportunities within the 4 areas of Preventing Victims from being harmed, better Protecting the Public, ensuring the force and our staff are fully Prepared to identify and respond to Rape and increasing the number of offenders being Pursued and brought to justice being identified.
10. The force detection rate, as of October 2024, is currently 6.3%, which reflects a slight increase on previously reported performance (6% when reported into March 2024 CGB) and a continued upwards trajectory – but remains below the agreed initial target of 8%.
11. The Force is currently placed in the bottom half of all Police Forces for total rape outcomes, and whilst the percentage margins between top and bottom is small, there is an ambition to improve this performance. This is tracked and monitored through the Layer 3 board, which is chaired by ACC Michaela Kerr.
12. 1475 rape offences having been reported in the previous 12 months (1st October 2023 to 30th September 2024). This equates to 1.3 reported rapes per 1000 of our recorded local population.
13. The PCC scrutinised the performance of the Force in relation to rape offences and has tasked the OPCC with linking in with the Force to see where the PCC and OPCC can support with prevention activity through commissioned services to reduce the likelihood of rape offences.

Op Soteria Update

14. Leicestershire Police hosted the College of Policing Operation Soteria Team in August to discuss our Operation Soteria Transformation Plan and receive feedback on areas of strength and opportunity following our self-assessment of our preparedness to embed Operation Soteria principles and national learning.

15. ACC Kerr and Rape Business Leads were present, as was the allocated Soteria Change Manager and a Senior CPS Manager to ensure that we maximised any insights and demonstrated a robust cross-sector leadership commitment to those.
16. Key strengths identified by the national team included our focus on suspects, our Threat Assessment Tool and relationships with partners: with CPS, the OPCC Commissioning Team and SARC being specifically highlighted as exemplars of strong, professional relationships improving service to victims
17. Areas for enhanced focus included better use of Early Investigative Advice opportunities and staff workloads – albeit the latter related not to numbers of cases being carried by officers (described by the team as ‘healthy’), but on ensuring the types of cases allocated to teams and individuals was more balanced.
18. These have been included in the refreshed Rape Delivery Plan and continue to be overseen via the Chief Officer Chaired Layer boards.
19. Our Operation Soteria implementation plan has now been signed off and supports both the current delivery plan priorities and our longer-term transformation ambitions.
20. An inspection into the 9 forces who were early adopters of Operation Soteria was undertaken by HMICFRS 2023, with the report published in August this year and the aim being to map out the benefits and challenges of the National Operating Model for Rape.
21. This report outlines 14 recommendations for the Home Office, Ministry of Justice, College of Policing, National Police Chiefs’ Council and Chief Constables to embed the lessons from the adopter phase. 7 of these are to be implemented by Forces and will be (or have already been) adopted by Leicestershire Police.
22. These recommendations are already incorporated in our Soteria Transformation and Rape Delivery Plans and will be tracked through the Layer 3 Vulnerability Board.

Lightening Review

23. To further drive-up performance and providing a better service to victims, In July a thematic ‘Lightening Review’ was commissioned by the Chief Officer Team, with the specific focus of identifying opportunities to improve our rape detection rate and deliver faster justice for victims.

24. The Lightning Review team included Subject Matter Experts from across the Force and from The College of Policing, coordinated by the Corporate Services Team and made 14 recommendations to improve operational activity regarding rape investigations
25. All 14 recommendations from the Lightning Review have been accepted by the force and have been embedded into the updated Force Rape Delivery Plan, with progress being tracked by the Detective Superintendent Lead and reported into the Layer 3 Vulnerability Board Chaired by the Assistant Chief Constable.
26. These recommendations encompass updates to Force Policy, a stronger focus on repeat victims and offenders, greater use of technology to support victims and changes to cross-department resourcing and allocation arrangements

LCJB

27. Enhancing justice for victims of rape continues to be an area of focus in the Leicestershire Criminal Justice Board, with commitment from partners to ensure a fully connected, whole-system approach from report through to court.
28. This includes recently strengthening the CPS and Police Joint Operational Meetings to have a specific meeting for Rape and Domestic Abuse offences and increased sharing of data to identify and address post-charging challenges and reduce delays in trials being concluded.

Commissioning services/ Partnership

29. Priority 2 of the Partnership VAWG Strategy outlines how we will respond to violence against women and girls, this includes our response to victims of rape.
30. We understand that men and boys and those of other genders are also victims of rape, and any work which advances a better response to women and girls will subsequently improve our response to rape across wider demographics.
31. Priority 3 develops the partnership response to supporting victims and survivors. We are striving to ensure there is long term support to victim/survivors, for example by providing counselling and onward support, this is however dependent on MoJ funding which is not known post March 25 at this point.

SARC (Sexual Assault Referral Centre)

32. Leicestershire Adult Sexual Assault Referral Centre based at Juniper Lodge New Parks supports victims of RASSO (Rape and Serious Sexual Offences) over the age of 18. The commissioned service sits alongside the SARC offering ISVA (Independent Sexual Violence Advocates) support with specialist support

for male victims, victims from BAME communities, neurodivergent victims and victims from the LGBTQ+ communities. The service also offers CHISVA (Children's ISVA support to victim/survivors under 18).

33. Victims are supported through forensic examinations, evidence collection, immediate crisis support and are referred for onward therapy and counselling, which can take place at Leicester Rape Crisis Centre.
34. In Quarter 2 the centre received 74 referrals (5 which declined and 5 from out of area) and supported 70 individuals, 64 females and 6 males, 50 of which were referred via the police, 4 self-referrals with the remainder from substance use services, GPs and voluntary sector organisations.
35. 42 forensic examinations were conducted including one in hospital. Each individual has a safeguarding plan raised and alongside therapy referrals the centre made onward referrals to substance use services, the mental health crisis team and specialist ISVAs.
36. As part of service delivery, the centre offers essential medication options as required such HIV Prep and Emergency Contraception; 6 clients started HIV Prep medication, 20 clients were given emergency contraception, 19 commenced Hep B vaccination schedules, with 27 clients being referred to Sexual Health Services to receive specific or extended treatment.
37. The SARC provides 24-hour availability for forensic examination and met the 100% compliance metric to provide forensic examination within 60 minutes of being called out. No medication, patient safety, out of hours or forensic management incidents or client complaints have been reported in the financial year to date.
38. In conjunction with the SARC the OPCC identified that in order to gain onward referral support a victim needed to attend the SARC so that a needs assessment with a crisis worker could be made.
39. We have commissioned a 12-month pilot to provide additional Crisis worker capacity, coupled with Good Sam App access to SARC staff, facilitated by attending police officers, 24 hours a day will support victims who do not wish to attend SARC receive the same level of wraparound support.
40. Recruitment and vetting have been completed, and the pilot is expected to start in December. Good Sam is already used across other police channels and allows for WhatsApp style video calls, translated into multiple languages in real time, free to the victim with no digital footprint on the victim's device.

EM CYP SARC (East Midlands Children & Young Peoples Sexual Assault Referral Centre)

41. East Midlands OPCC Authorities co-commission with NHS England (lead commissioner) the East Midlands Children & Young Peoples Sexual Assault Referral Centre, located in Nottingham and Northampton.
42. This service support CYP who have been raped or seriously sexually assaulted. Referrals can be for recent and non-recent offences.
43. In Quarter 2 2024 20 CYP were assessed at the CYP SARC, 22% of the overall number seen, with LLR being the second highest referrer to the service. 15 were referred for rape, 5 for sexual assault.
44. There were no males referred in the period, all referrals were female. 18 referrals were made by the police and 2 by social care. Of those referred 3 were LAC children, 8 displayed self-harm behaviours and 4 were identified with a learning disability. 18 were White British, due to identifiable factors the ethnicity of the remaining children cannot be provided.
45. All cases referred were non parental rape or sexual assault, perpetrators were no relation, other family member or family friend. Referral to onward therapy where appropriate was offered to 18 CYP and declined by 4.
46. The EM CYP SARC make presentations to appropriate agencies to improve knowledge and understanding, in Quarter 2 the team presented to Leicester Children's Services.

Commissioned ISVA service (Independent Sexual Violence Advocate)

47. Last quarter (July to September 2024) the commissioned Independent Sexual Violence Advocate service received 238 referrals: referrals can be from the police, from other agencies and through self-referral.
48. Of these 105 were from the city, 126 from the county, 5 from Rutland and 2 from outside the area. All 238 referrals were triaged, 23 declined further engagement, of the remaining 212, 100% were supported through a dedicated support plan. The average length of support is 12.5 months but can be as long as 7.4 years due to court backlogs in the criminal justice system.

Partnership working

49. At the next SPB Exec (28/11/24) the OPCC will be raising the re-launch of Female Offender Strategy to support work for women and girls in or at risk of being in the criminal justice system.

50. We know that many women and girls in the criminal justice system have been subject to RASSO (Rape and serious sexual offences) and in many cases ongoing sexual violence.
51. The partnership will be asked to come together to respond to this call to action. The Director of Strategy, Partnerships & Commissioning sits on an East Midlands wide working group with OPCC's and probation to progress this strand of work.
52. The OPCC sits on the R2SV (Responding to Sexual Violence) Delivery group which consists of all sexual violence partners across LLR to share best practice, identify delivery gaps and create progressive solutions.
53. The last R2SV meeting was addressed by the CPS (Crown Prosecution Service) Regional Lead for RASSO who talked through the delays and backlog in the criminal justice system regarding rape cases and steps that were being taken to mitigate this including scrutiny panels to assess cases and make forward recommendations.

Community Safety Partnership

54. Several CSP (Community Safety Partnerships) have utilised CSP funding to deliver sexual violence education, prevention, and targeted work. These include:
 - a. Love 4 Life in Charnwood delivering an accredited level 4 relationship and sex education focused workshop on 'what it means to be a man', with staff going into 6 schools within Charnwood borough and delivering a whole day workshop, to an identified year group reaching around 180 young people per year group, totalling 1100 young people within Charnwood Borough
 - b. In Blaby Solomon Theatre Group will deliver three sessions of a drama workshop for secondary schools in the district covering alcohol use, healthy relationships and consent supported by BDC children's workers and Police.
 - c. Hinkley & Bosworth CSP are providing personal alarms and anti-spiking drinks covers, as are Northwest Leicestershire CSP.
 - d. Rutland CSP use funding to deliver targeted support to a small group of young girls that have various unmet needs and require concentrated inputs that are bespoke to them. So far, they have successfully supported two separate cohorts. Their needs include high risk CCE/CSE concerns. Some experience missing episodes, placing the girls in dangerous situations, where substance misuse was a feature and they were at risk of, or were already experiencing, exploitation.

Safer Streets work

55. The OPCC were successful in obtaining Safer Streets 5 funding to facilitate educational VAWG (Violence Against Women & Girls) work primarily focussed on education and prevention and developing Bystander programmes.
56. An element of this delivery involves the development of a range of age-appropriate resources and activities which can be used by schools, youth/community groups, and sports clubs working with children and young people (and particularly boys) in Leicester, Leicestershire and Rutland.
57. These resources will focus on improving awareness of sexual, dating and relationship violence, on how to seek support and/or to report incidents if they happen, and how to safely intervene/support children and young people affected by it.
58. This intervention also includes consultancy from subject matter experts to review resources and activities on VAWG / Sexual harassment, stalking, violence with and without injury, rape and other sexual offences.
59. The age ranges covered by this preventative work is 11 to 19, two distinct programmes have been developed for under 15's and 16- to 19-year-olds and training plus dedicated resource will rolled out to 45 community organisations by March 2025.

----- **End of Report** -----

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**POLICE & CRIME
COMMISSIONER**
for Leicester,
Leicestershire & Rutland

Your Communities - Your Commissioner

Police and Crime Panel
2nd December 2024
Commissioning Update Paper

Report Date	2 nd December 2024
Report Author	Siobhan Peters, Director of Strategy, Partnerships and Commissioning Lizzie Starr, Director of Performance and Governance
Security Classification	Official

Purpose of Report

1. This report is brought to the board to provide an update into the commissioning activity and a summary of progress to date.

Request of the Panel

2. In their role to scrutinise the actions and decisions of the PCC, the Commissioner requests that the panel examines the contents of this report. He would specifically like to ask the panel their opinion on the following questions;
 - a. Is the Panel supportive of the work update provided by the PCC?
 - b. Would the panel like to make any recommendations to the PCC in relation to any of the work outlined within the report?

Background, Relevant Data and Trends

3. The commissioning function within the OPCC comprises of 6 portfolio areas;
 - a. Victims Services
 - b. Vulnerability and Safeguarding
 - c. Prevention
 - d. Community Safety - Commissioners Safety Fund, Community Safety Partnerships
 - e. Other - People Zones
 - f. Income – MOJ Grant, Safer Streets, Serious Violence Duty
4. The strategic commissioning from the OPCC plays a key role in the delivery of the Police and Crime Plan, the partnership VAWG strategy, the CSPs Community Safety Partnerships strategies and the Duty to Collaborate which is undergoing consultation as well as supporting delivery of services and improvements within the Force.
5. The delivery of the commissioning function is managed through a recently implemented governance structure. This includes a strategic commissioning group that meets (every 2 months) to develop a close and effective working relationship between the OPCC commissioning team and relevant parts of the Police to deliver high-quality and high-functioning commissioned services which deliver on the priorities within the Police and Crime Plan.
6. The OPCC are also in the process of setting up a quarterly Commissioning Performance Board (CPB) to discuss and present all performance and evaluation data across all commissioning portfolios.

7. Once we have embedded this new meeting it will further enhance the governance structures around our commissioned services and regular updates will be provided to the PCC and subsequently the Police and Crime Panel.
8. Service agreements and contracts are aligned to overarching commissioning strategy which sets out the commissioning intentions for the financial year and describes how the OPCC will implement its part of the Commissioner's Police & Crime Plan.
9. The OPCC utilises funding from a range of sources to commission services to deliver the objectives in the Police and Crime Plan and Commissioning strategy. As well as a commissioning budget allocation from the PCC, the OPCC benefits from external funding grants from both the Ministry of Justice (MoJ) and the Home Office (HO).
10. The external grants received from MoJ and HO are directed to specific activities as specified by the awarding body and the OPCC is required to regularly report progress against agreed outputs.

Description	Total Budget
Victim Services	£1,412,614
Vulnerability and Safeguarding	£772,416
Prevention	£803,215
Community Safety	£1,039,675
Other	£626,091
Ministry of Justice V&W grant	-£1,185,866
PCC Commissioning Budget	£3,468,145
Other grant:	
Safer Streets 5	£348,903
DA Perpetrator programme	£371,859
MOJ ISVA/IDVA Funding	£669,809
MOJ DASV Funding	£435,343
Serious Violence Duty Funding	£194,313
Additional Grant Income	-£2,020,227
Total Commissioning Budget	£3,468,145

11. The Additional Grants include;
 - a. MoJ grant is provided to fund services for victims, including those who have suffered sexual violence or domestic abuse
 - b. Serious Violence Duty Funding - awarded to fund the work required by the introduction of the Serious Violence Duty in 2023

- c. Safer Streets Round 5 - is a grant award made to PCCs to tackle neighbourhood crime, violence against women and girls and anti-social behaviour
 - d. Domestic Abuse Perpetrator Funding – is to support the delivery of interventions for domestic abuse perpetrators.
12. The OPCC manages the PCC commissioning budget allocation, and the external grants received from MoJ and HO through four funds which are managed and reported on separately. These funds are then appropriately allocated to the respective portfolios to finance the delivery of the various commissioned services.
 13. The commissioning team maintain an operational risk register which is reviewed and overseen at the Senior Management Team meeting on a monthly basis. Strategic commissioning risks are escalated to the OPCC risk register when required through this forum, this risk register is scrutinised and reviewed by the independent Joint Audit and Risk Assurance Panel.
 14. The key risk currently being managed is the uncertainty over funding beyond the end of March 2025 which will not only affect grant funding but core service delivery. Given the likely timing of the budget announcements there is potential for significant disruption to local services.
 15. This risk has been mitigated as far as can be with an increasing number of services are committed through multi-year contracts, there are several key services which are only funded until the end of FY24-25 and which will be decommissioned without commitment of future funding. The PCC has also underwritten certain services, for example the Violence Reduction Network to support any transitions required due to changes in funding.
 16. The OPCC is continuing to work on this to identify the full range of impacts which could result and the key milestones at which decisions on future service provision will need to be made. The OPCC is working with providers on exit strategies and reduced funding options and has prioritised spend should funding decrease.

Portfolio Updates:

Victims Services

17. The PCC has made available funds to set up and develop a Victims Lived Experience Group. Members will be selected from those who have been in receipt of victim services and will be remunerated to help shape victim services moving forward and to feedback to a victim providers group newly established in the police.

18. The Victim First service commissioned by the OPCC through Catch 22 has been in place since April 2024 and has undergone a recent first six-month review. The service has received 8143 referrals for contact in the six-month period of which 513 were under 18 and 613 were between 18 and 25 years old.

19. The OPCC, in collaboration with NHS England (lead commissioner) and the four other police authorities of the East Midlands (Nottinghamshire, Lincolnshire, Derbyshire and Northamptonshire) are progressing the continued commissioning of the combined East Midlands Children and Young Peoples Sexual Assault Referral Centre (EM CYP SARC). The service is based in Nottingham and Northampton and in the last quarter supported 20 referrals of children and young people from LLR.

20 A key area of focus for this work during FY24-25 will reviewing arrangements and implementing any changes required by the new Victim & Prisoner Act 2024.

21. The Act contains a number of measures which aim to improve the end-to-end support for victims including:

- a. sending a clear signal about what victims can and should expect from the criminal justice system;
- b. strengthening local and national transparency and oversight of how relevant criminal justice bodies treat victims at local and national level so we can identify problems and drive-up standards; and
- c. improving support for victims to cope, build resilience to move forward with daily life, and feel able to engage and remain engaged with the criminal justice system.

22. The Act will place a duty on PCCs and other criminal justice bodies to keep compliance with the Victims Code of Practice under review, encourage local collaboration, gather insights into local performance, and drive the necessary improvements.

23. It will also introduce a joint statutory duty on PCCs, Integrated Care Boards and local authorities to work together when commissioning support services for victims of sexual abuse, domestic violence, and other serious violence, so that services can be strategically coordinated and targeted where victims need them.

Vulnerability and Safeguarding

24. The PCC commissions services to support victims based on vulnerability. Jointly commissioned by the county, the city and the OPCC the Bereaved by Suicide service supports secondary victims of those bereaved by suicide through counselling and prevention work.

25. The PCC also commissions substance use delivery elements, including DToA (Drug Test on Arrest) which drug tests individuals arrested on trigger offences,

e.g. acquisitive crime and offers the option of an Ra (Required Assessment) with Turning Point Drug and Alcohol Services to engage perpetrators into treatment services rather than criminal services.

Prevention

26. The PCC through a Home Office grant provides DA Perpetrator services across LLR with associated victim/survivor partner support. In addition, the PCC commissions a pathway for young adult males (18 to 25 years old) as an identified and distinct at-risk group of entry into the criminal justice system. The interventions use lived experience workers to signpost and divert.

27. HM Government introduced the Serious Violence Duty through the Police, Crime, Sentencing and Courts (PCSC) Act 2022. Section 6 of the Crime and Disorder Act was also amended to ensure Community Safety Partnerships (CSPs) have the prevention and reduction of serious violence as an explicit priority in their strategies.

28. The role of Police and Crime Commissioners (PCCs) is outlined in the legislation and the accompanying [Statutory Guidance](#). Whilst not subject to the Duty themselves, PCCs have a key part to play in supporting delivery and may choose to assist specified authorities (duty holders) in the exercise of their functions. This includes convening and chairing meetings, administering grant funding and monitoring specified authorities exercising of their Serious Violence Duty functions. (Section 14 PCSC Act).

29. PCCs were also able to draw down temporary funding to support duty holders and the wider partnership to discharge their duties.

30. It was agreed by the PCC and partners that the labour cost funding would fund additional posts largely focussed on support for CSPs given there was already a central VRN team focusing on the system-wide response.

- a. A Data Analyst to produce locality-based violence profiles and on-going analytical support until March 2025.
- b. Two Partnership Officers to work between SPB, the VRN team and CSPs.
- c. A Board Officer to ensure work focusing on serious violence is well-connected to other related priorities (for example exploitation and substance use) and to improve communication between the SPB Executive, CSPs and other relevant Boards.

31. The VRN team continues to offer support and capacity to duty holders in discharging their duties as well as continuously building a wider network of partners, including communities, to play their part in preventing violence. The funded posts will continue to offer support to CSPs in relation to data and evidence, developing locality-based partnerships and local problem-solving as

relevant to each CSP. As the latter resource is more time-limited, it is essential that partners, with support from the PCC, ensure this is used to make sustainable progress and delivery of the Duty becomes business as usual.

Community Safety

32. For the 2024/25 financial year, CSPs were granted their highest level of funding to date due to efficiency savings made from the previous 2023-23 financial year and implementation of improved monitoring processes.

33. How each CSP area decides to spend their funding varies depending on local priorities but also emerging threats that appear at the time. At CSP meetings, local priorities are discussed as well as any emerging needs; if an issue arises that needs to be addressed, partners will propose and agree solutions and then put in a request to us at the OPCC for funding which is then subsequently released.

34. CSPs tend to be unique in that sense from area to area on how well they are run, how projects are agreed collectively, and how priorities range from static on-going issues that are prevalent year after year in that specific area, to dynamic priorities arising where some funding is required for temporary needs. This makes it difficult to draw firm conclusions from one year's expenditure and use this as a basis to make projections for the future issues they may need funding for.

35. The data packs being redeveloped by the OPCC should help give more direction for partners on their key areas to focus on. Our CSP funding has also enabled us to influence priorities each local level to meet our objectives, for example, the introduction of the DISC Business Crime initiative which has been introduced into numerous districts to meet promises made around protecting businesses. The CSP funding is therefore incredibly beneficial in enabling us to influence partners and have work delivered on our behalf through them (local experts) as delivery vehicles.

36. The total allocation of funding for 24/25 is shown below:

CSP Area	Normal Yearly Base Funding	Additional Uplift 24/25	Total Budget
Leicester City CSP	£ 271,818.47	£ 41,603.01	£ 313,421.48
Charnwood CSP	£ 89,530.24	£ 13,703.00	£ 103,233.24
Blaby CSP	£ 52,665.76	£ 8,060.73	£ 60,726.49
Hinckley and Bosworth CSP	£ 51,217.55	£ 7,839.07	£ 59,056.62
Safer Northwest Leicestershire Partnership	£ 53,776.10	£ 8,230.67	£ 62,006.76
Harborough CSP	£ 37,479.75	£ 5,736.44	£ 43,216.19
Oadby and Wigston CSP	£ 32,554.58	£ 4,982.62	£ 37,537.20
Melton Mowbray CSP	£ 31,335.75	£ 4,796.07	£ 36,131.82
Rutland CSP	£ 19,296.80	£ 2,953.46	£ 22,250.26
Grand Total	£ 639,675.00	£ 97,905.07	£ 737,580.06

37. To date, 62 projects across LLR are in progress with a total expenditure of approximately £463,973.01. There is a remaining budget of approximately £273,607.03 yet to be drawn with 4 months of the financial year remaining.

38. To date there has been one round of the Commissioners Safety fund in 2024/25, which opened on the 8th August and closed on the 5th September, this was a general round in which £200k was available for bids of up to £10,000.

39. 88 applications were submitted during this time, with 1 application later being withdrawn, therefore leading to a total of 87 applications. The applications were assessed in line with the Commissioners Safety Fund criteria and moderated by a panel 16/09/2024 – 18/09/2024. Of the 87, 21 applications scored 71% or above, 11 scored between 65% - 70% and 55 scored less than 64%.

40. Due to the exceptional volume of applications and the quality of bids received, the decision was made to recommend awarding those applications scoring 71% or higher. It is recommended that the PCC fund the following 21 projects. This equates to a funding commitment of £206,006.89.

41. The PCC is dedicated to ensuring that small, community focussed organisations have the opportunity to access funds that will prevent crime in their local area. He will continue to champion communities and was involved in the moderation process of the bids.

Other

42. Following the Angolini Enquiry a Stalking Super Complaint was raised with recommendations for police forces, PCC's and partner agencies. The OPCC is in the response period to the recommendations which requires PCC's to undertake a review of stalking specific victim services by March 2025.

43. The People Zones team work very closely with the Community Payback team within Leicestershire Probation. Following the last update, there are now more projects in the pipeline and the team is working with the Regional Manager of the Community Payback team to implement a monitoring and evaluation framework for any future projects, to allow the People Zones team to monitor and measure the success and outcomes of the Community Payback projects. Results will be shared with the Police and Crime Panel when this has been implemented.

44. This year the fourth cohort of the Community Leadership Programme (CLP), in partnership with the VRN (Violence Reduction Network) was delivered. This bring the total number of CLP participants overall from cohort 1-4 is 66.

45. In July 2024, the People Zones team closed the first round of grant funding for the 2024/2025 financial year and awarded a total of £35,890.47 over five separate projects. All projects had to thoroughly demonstrate elements of long term sustainability and explain how they fit with the key themes of the People Zones research report. The People Zones team have now launched Round 2 of the 2024/2025 financial year grant funding which closes at the end of October.

Income

46. In July 2023 the Home Office announced the details of the fifth round of Safer Streets funding to tackle violence against women and girls, anti-social behaviour and neighbourhood crime.

47. The OPCC worked with local community safety partnerships to develop three bids into this round of funding.

48. All three bids were successful, and this was received in late October 2023 but subsequent changes to the available funding was made in December by the Home Office, as part of a wider announcement on police funding. As a result Leicestershire OPCC received £431,689 for FY23-24 and £348,903m for FY24-25 (a reduction from the original sum of £180k originally confirmed for FY24-25).

49. The team have been working closely with the CSPs to deliver the projects outlined in the bids to ensure delivery of outcomes within the required timescales and below;

Project 1 – VAWG – LLR Wide

- a. Co-design with young people
- b. Age appropriate VAWG resources
- c. Bystander programme
- d. Community Grants
- e. Behaviour Change campaign

Project 2 – ASB – Melton Mowbray

- a. Target Hardening for up to 130 homes
- b. ASB Training for staff
- c. Streetvibe (targeted outreach programme)
- d. Lighting in hotspot areas
- e. CCTV
- f. WCCTV Help point
- g. Buddhi by M (educational programme)

Project 3 – Neighbourhood Crime – Oadby and Wigston

- a. Target Hardening of up to 400 homes

- b. Redeployable CCTV
- c. The conversion of lamp posts and installation of CCTV
- d. The installation of two fixed columns to allow for the installation of mobile CCTV when needed
- e. Cocooning of up to 1300 homes
- f. Neighbourhood Crime campaign

Impact of Commissioned services

50. Indicative impact data is included for each of the portfolio areas, however as with all commissioned services, it is difficult to attribute the impact of certain services directly to services as often this is due to a combination of factors.

51. As mentioned previously, the evaluation and performance arrangements of the commissioned services will be strengthened through the new Commissioning performance board, for which this information will be presented and reviewed on a regular basis.

Victim Services

52. In Quarter 1 of 2024/25, over 2900 (2933) referrals were received by Victim First, 759 of which were referred from Leicestershire Police. 100% of service users were satisfied with the support they received from the service.

53. Within this time period, 80 were referred to other services for example counselling, mental health nurse or housing.

54. 246 victims in this time period felt that they were better able to cope and build resilience to move forward with daily life following engagement with the victim support service

55. Alongside the support provided directly to victims, the team spent the following on community engagement providing information and advice on the service, focusing on the support available to victims and witnesses of crime and anti-social behaviour:

- a. 18.5 hours spent at community and networking events
- b. 104 people in the community or service users, provided information on Victim First.
- c. 56 professionals provided with information on Victim First

56. In relation to the briefings provided to professionals or organisations, 100% of the participants indicated that their knowledge and understanding of Victim first had increased.

Vulnerability and Safeguarding

57. Studies have consistently highlighted the arrest event as a key point to initiate a drug-specific intervention, DToA (drug testing on arrest) was initially introduced to

divert detainees into treatment, ensure compliance with existing programmes and to develop an early warning system to prevent relapse.

58. The table below provides some performance measures for the most recent 6-month period (Jan-22 to Jun-22) of the OPCC commissioned provision (pre-enhancement) vs the latest 6-month period (Sept-23 to Feb-24) of the enhanced provision.

	OPCC Specification(6-Months: Jan 2022 - Jun 2022)	DToA 'enhanced' model (6-Months: Sept 2023 - Feb 2024)
No: Individuals identified as being associated with substance misuse	633	1408
No: Drugs tests actioned	132	624
No: Positive drug tests	78	334
No: Required Assessments booked	63	301
No: Required Assessments attended	28	189
No: Entering treatment via Required Assessment	5	77
No: Entering treatment via voluntary pathway	2	51
Total No: Entering Treatment	7	128
No: Naloxone Kits issued	0	96

59. The DToA programme can clearly evidence that the custody suites provide a great opportunity to identify individuals for whom substance use whether that be drink or drugs is a contributing factor in their current behaviour and offending, and to engage with this cohort in a meaningful way. Rather than just signpost to services or offer an appointment several weeks in the future, the Force can intervene there and then, assessing, offering harm-reduction/support and getting these individuals straight into treatment if we can motivate them to do so, capitalising on the reachable moment that custody provides us with.

Prevention

60. In relation to the DA perpetrator provision, referrals have continued to increase into the service with 48 referrals in Q2 24/25, an uplift of 77% compared to the same period of the previous year.

61. The majority of referrals continue to be from CYPS (Children and Young people services) but it is encouraging that this quarter we have seen an increase in referrals from the Police. In terms of areas covered by the service, we have also noted an increase in referrals from Rutland this quarter. This could be partly linked to the service

briefing delivered to Rutland professionals but several of the referrals were received prior to that. It is encouraging that we are connecting with clients in areas that historically we have found it more difficult to reach.

62. In terms of starters and completers of interventions and courses during this quarter:

- a. 9 started The Second Step (rolling 24 week group intervention – intakes every 6 weeks)
- b. 2 completed The Second Step
- c. 3 completed Step Up Dads (10 week parenting group)
- d. 3 started 121 intervention (this usually lasts between 22 – 24 weeks) and one remains on 121 intervention from last quarter
- e. 2 started Foundations (8 week Awareness raising course) on a 121 basis

63. During Q2, 13 victim/survivors were engaged in regular support with the Partner Support Service and eight were having intermittent support. Throughout the period of Q2, 64 victim/survivors were in the assessment stage of Partner Support (some of these will have gone on to full support, some will have been closed due the case being unsuitable for our service, some may have declined support following initial contact and some will still remain in the assessment stage awaiting the outcome).

64. The VRN team continues to monitor and report performance relating to serious violence to SPB with reporting being available to CSPs through the additional Analyst. This is also reported to the PCC during VRN briefings.

65. With regards to the Home Office's prescribed success measures, an outline of performance is provided below. This has been tracked since the VRN commenced its work in 2019 (albeit the measures originally focused on under 25s) and will continue to be monitored locally. Reductions have been seen in this period in relation to all success measures with the exception of homicides (all ages). The VRN continues to prioritise under 25s as a group disproportionately affected by violence although the scope has now broadened under the new definition brought about by the SV Duty.

	Home Office Success Measure		2019/20	2023/24	Volume change compared to 2019/20	% change compared to 2019/20
Police	A reduction in knife-enabled serious violence and especially among those victims aged under 25	All ages	864	810	-54	-6.3%
		Victim U25	364	316	-48	-13.2%
	A reduction in homicides and especially among those victims aged under 25 involving knives	All ages	10	13	3	+30.0%
		Victim U25, involving knives	3	0	-3	-100.0%
Health	A reduction in hospital admissions for assaults with a knife or sharp object and especially among those victims aged under 25	All ages	51	38	-13	-25.5%
		Victim U25	19	13	-6	-31.6%

Community Safety

66. In the latest performance packs produced by the OPCC for the Community safety partnerships, eight out of the nine areas are showing a reduction in volumes of total offences for April – Sept when compared to the previous period.

67. Some further examples of the impact of the Community safety partnership funding are outlined below:

- a. Charnwood - In Q1 of 2024/25 the area saw an increase of 67.5% in Burglary Dwellings. The increase has been seen in both Burglary Home reports and Burglary Unconnected Building reports (predominantly breaks to sheds). The CSP funded target hardening items to tackle the rise in Burglary dwellings across Charnwood and increasing the personal safety of Charnwood residents. The latest data suggests that the average monthly volume from the past 3 months has reduced by 10 offences, when compared to this previous 3 months.
- b. Safer Northwest Leicestershire Partnership – The partnership has funded a number of interventions to reduce the impact of the Nighttime economy and violent crime which includes enhanced CCTV cover, licensing checks, knife arches and drugs dogs for example. The rolling year to date figures suggest that violent crime (Violence with Injury offences) have reduced by 18.8% when compared to the previous period.
- c. Hinckley – The CSP has continued to invest and enhance the DISC system to target shoplifting and increase evidential opportunities. This system is instrumental to bridge the communication between the shops and Hinckley Police, it enables both parties to identify suspects and prolific shoplifters. The area has seen a significant uplift in number of shoplifting offences recorded when compared to the previous 12m (51.8%) which suggests that there is increased confidence to report shoplifting offences. Alongside this increase in offences, the positive outcome rate for shoplifting offences in the area has also significantly improved and now sits at 44.8%, a difference of 16pp.
- d. City – The CSP has used their CSP funding to partner with the BID Leicester to fund a St Johns Ambulance first aid community response, aimed at providing a first aid service for the evening and night time economy. These resources are strategically based around the city throughout the night, - where demand permits, they also attend calls on behalf of East Midlands Ambulance Service. This provides a reassuring presence for business owners, bar staff and door security – the team also engage directly with venues and utilise Citywatch radio to communicate with other agencies, CCTV etc. Current data on this intervention indicates they have treated over 500 patients (527) over 41 shifts, which has resulted in over 306,999 calls being avoided and an estimated £332,491 costs saving to the NHS.

Other

68. The full evaluation report from Mapping for Change (MfC) around the People Zones project was commissioned in March 2024 has now been released and shared with the OPCC.

69. The evaluation enables the OPCC and partners to understand the progress against the desired impact of the project and highlights the key achievements and risks.

70. The report highlights that although each People Zone is at a different stage of their journey that there is clear appreciation of the project and that the first 12 months since relaunching the zones has built strong foundations for the future.

71. The data used for the evaluation shows significant improvements in the perception of crime and anti-social behaviour across all areas, with improvements in feelings of safety in all areas also.

72. A reduction in the number of victims has been achieved in each of the three areas. This could be due to the perceptions and feelings of safety as mentioned above.

- a. Thringstone & Whitwick – victim numbers fell by 31%
- b. Bell Foundry – victim numbers fell by 26%
- c. New Parks – victim numbers fell by 30%

Income

73. The impact of the Safer Streets interventions will be measured by refreshing police and survey data that was initially used to identify the hotspot areas. This data will be refreshed towards the end of the project to assess the full impact of the interventions. The data used initially varied per each bid, for example;

74. The Neighbourhood crime bid (Oadby and Wigston) focussed on Burglary offences but also considered all Neighbourhood crimes and Bicycle theft offences and ASB offences

75. The ASB bid focussed on ASB volumes and took into account the following crime types; criminal damage, arson, public disorder and drugs offences

76. The VAWG bid was based off the VRN strategic needs assessment and focussed on VAWG-related crime issues.

77. Some of the already delivered interventions, fly tipping cameras for example are already starting to produce results. This camera has already been used in

progressing some current investigations which have resulted in actions against offenders.

78. Indicative data suggests the following impacts are already being realised;

- a. Melton CSP area data packs suggests that for the whole district, for those crimes types targeted the area is reporting a –16% reduction when comparing the period April-Sept 2023 to April – Sept 2024, in offences (Criminal Damage, Public Disorder, Drug Offences and Arson).

Volume Of Offences - Melton	April-Sept 2023	April-Sept 2024	% Difference
<i>Criminal Damage</i>	210	186	-11.4%
<i>Public Disorder</i>	213	177	-16.9%
<i>Drug Offences</i>	53	41	-22.6%
<i>Arson Offences</i>	22	7	-68.1%

- b. Oadby and Wigston is reporting a –34% reduction in residential burglary offences and a reduction of –11% in all Neighbourhood Crime offences.

Number of Neighbourhood Crime Reports (<i>Burglary, Robbery of Personal Property, Theft From the Person & Vehicle Crime</i>) (Understanding Occurrences/Occurrences Processing app)	2022 Montly Average (Jan-Dec 22)	2024 Monthly Average (Jan-Oct 24)	Average Monthly Volume Difference
<i>Burglary - Residential</i>	8.4	7.8	-7.1%
<i>Theft From the Person</i>	0.75	0.6	-20.0%
<i>Vehicle Crime</i>	5.6	6.6	17.8%
<i>Robbery of Personal Property</i>	0.4	0.2	-50.0%

79. The above data must be caveated as this doesn't exactly match the parameters of the bid areas however gives an indicative idea on the direction of travel and impact of this work.

80. Further to the above, as part of the target hardening element of the Oadby and Wigston bid, a survey has been completed on all residents receiving the products.

- a. Over 90% of residents (91.5%) have indicated that the measures implemented increase your confidence and trust in the Police
- b. 80% of residents stated that the measures will reduce their fear of crime

----- **End of Report** -----

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**LEICESTER, LEICESTERSHIRE AND RUTLAND POLICE AND CRIME
PANEL: 2 DECEMBER 2024**

REPORT OF THE PANEL'S SECRETARIAT

POLICE AND CRIME COMMISSIONER'S FINANCE UPDATE

Purpose of report

1. The purpose of this agenda item is to provide an update on the finances of the Office of the Police and Crime Commissioner (OPCC) and Leicestershire Police in advance of the Panel considering the Police and Crime Commissioner's proposed Precept 2025/26 and Medium Term Financial Strategy at the Panel meeting on 5 February 2025.
2. At the time of publishing the agenda for this meeting the report had not been received from the OPCC so this report is to explain to members and the public what the report and agenda item will cover.

Background

3. In his role as the Police and Crime Commissioner (PCC) the Commissioner is required to secure efficient and effective policing for Leicester, Leicestershire and Rutland and set a budget and precept.
4. In accordance with Local Government Finance Act 1992, the Commissioner is required to set a balanced budget.
5. The Local Government Finance Act requires the Commissioner by law to set the policing precept for Leicester, Leicestershire and Rutland. For 2024-25 the PCC increased the Precept by £13.00 per annum (4.76%) for police purposes to £286.2302 for a Band D property.
6. Section 9 of the Police Reform and Social Responsibility Act 2011 and Section 143 of the Anti-Social Behaviour, Crime and Policing Act 2014 states the PCC has powers to commission services and make grants, primarily aimed to tackle crime reduction/prevention, and support victims and vulnerable people, or those affected by crime.
7. Leicestershire Police is facing a budget deficit due to budget cuts and increasing costs. A programme is in place to identify savings to close the budget gap. The focus is on making budget decisions to ensure that Leicestershire Police can remain operationally viable and continue to deliver statutory functions.

Panel meeting on 2 December 2024

8. The Panel asked the PCC to provide a report for the meeting on 2 December 2024 giving an update on the Medium Term Financial Strategy with a particular focus on the in-year savings programme and sustainability plans. It was hoped that the report would give Panel members a sense of the progress that has been made and the overall context before the Panel considers the Medium Term Financial Strategy in more detail at the Panel meeting on 5 February 2025. This report has not yet been received but when it is it will be circulated to Panel members and published on the Leicestershire County Council website.
9. It is expected that Kira Knott, Chief Finance Officer at the OPCC will be present at the meeting on 2 December to help answer any questions the Panel may have.

Officer(s) to contact

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Police and Crime Panel for Leicester, Leicestershire and Rutland

2nd December 2024

Update on the how the PCC and Force are implementing the recommendations that were provided as part of the Police and Crime Panel Tasking group S106 funding review.

Report Date	13 th November 2024
Report Author	Kira Knott, Chief Finance Officer
Security Classification	Not Protectively Marked

Purpose of Report

1. In his role as the Police and Crime Commissioner (PCC) the Commissioner is required to secure efficient and effective policing for Leicester, Leicestershire and Rutland, appoint a Chief Constable and hold them to account and to establish a Police and Crime Plan and deliver such a plan, set budget and precept.
2. The PCC brings this report to outline for the Police and Crime Panel how the PCC and Force are implementing the recommendations that were provided as part of the Police and Crime Panel Tasking group S106 funding review.

Request of the Panel

3. In their role to scrutinise the actions and decisions of the PCC, the Commissioner requests that the panel examines the contents of this report.

Background, Relevant Data and Trends

4. The Police and Crime Panel endorsed the recommendations in the Task Group report S106 review which was presented to the Police and Crime Panel on 14th December 2022. The recommendations were as follows:
 - A. The Force to take steps to repurpose s106 agreements that are no longer viable through liaison with local authority planning officers and developers to ensure that funding is secured.
 - B. The Force to produce a defined list of items to be linked to its Investment Strategy and which can be used for repurposing agreements.
 - C. The Force to progress work in partnership with planners and/or Community Safety Partnerships to align timescales and awareness of new larger developments and to co-ordinate needs with other infrastructure projects.
 - D. The Police and Crime Commissioner to provide for resource to enable establishment of sufficient officer support to the s106 area of work and to facilitate the spend of s106 monies and pursuit of new bids.
 - E. The Police and Crime Commissioner/Force to develop and introduce a monitoring system to enable oversight and management of all s106 agreements and to monitor use of monies received.
 - F. The Police and Crime Commissioner/Force to liaise with planning officers in determining any new method for future bids.

Update on Progress

5. The Force's S106 Contribution officer has met with the S106 officers for each of the District and Borough Councils in the County and Rutland. Separate bi-monthly or quarterly meetings now in place with all Local Authorities.
6. Achieving drawdown of monies from agreements due to expire within the next 12 months is a key priority for the Force.
7. The force has identified a number of projects to maximise the use of S106 funding.
8. S106 contributions are to be spent on 'capital items', not 'revenue-based' items. Innovation is recommended where possible, and no replacement items are proposed to replace worn out equipment. In respect to Estate or accommodation new, altered, or extended buildings fall within the suitable criteria. The other consideration is that S106 agreements are for the benefit of the residents of the development. This can be achieved by including Estate or equipment which provides a benefit to the area of the development or elsewhere within Leicester, Leicestershire and Rutland.
9. Set out below are a number of projects which have been identified as capital projects and meet the criteria to be funded from S106.

Agreed Project	Budget	Received	Outstanding
1 Firearms Building	£447,000	£409,444	£37,556
2 Nato helmets	£52,000	£41,135	£10,865
3 Specials Van	£17,000	£15,002	£1,998
4 Electric Vehicles	£170,000	£108,645	£61,355
5 Evidence Gathering Equipment	£15,000	£15,000	£0
6 CMD	£436,000	£86,185	£349,815
7 Occupational Health	£175,000	£126,351	£48,649
8 Lutterworth Office	£60,000	£60,000	£0
9 NWL Car Park	£94,983	£94,983	£0
10 Oakham Police Station	£70,943	£70,943	£0
11 Training Equipment	£95,806	£28,237	£67,569
12 Electric Bike Market Harborough	£2,637	£2,637	£0
13 Handheld Speed Cameras	£21,998	£21,998	£0
14 Star Link Drone	£2,004	£0	£2,004
15 Rural Vehicles	£163,834	£0	£163,834
16 Crime Reduction Initiatives	£23,000	£0	£23,000
17 Blaby NPA Crime Reduction Initiatives	£18,737	£0	£18,737
	£1,865,942	£1,080,560	£785,382

10. A number of bids have been rejected by local authorities. The S106 officer will be meeting with planning officers in due course to discuss reason for rejection and ensure bids are CIL compliant. Since September 2 expressions of Interest and 4 new bids have been submitted to local authorities. Approximately £134k of drawdowns have been received since September.
11. A police contribution of £25,070 has been secured in a new S106 Legal Agreement in Blaby District Council
12. Work is ongoing to align S106 future forecast with the needs of the Force. This includes identifying further projects in the NPA areas, identify smaller projects which fit the spending criteria for current agreements and align the strategic plans with current larger agreements which need to be drawn down over the medium to long term.

----- **End of Report** -----



**LEICESTER, LEICESTERSHIRE AND RUTLAND POLICE AND
CRIME PANEL: 2 DECEMBER 2024**

**REPORT OF THE DIRECTOR OF LAW AND GOVERNANCE –
LEICESTERSHIRE COUNTY COUNCIL**

**ANNUAL REPORT ON COMPLAINTS AGAINST THE POLICE
AND CRIME COMMISSIONER**

Purpose of the Report

1. This report is intended to provide the Police and Crime Panel with an update on complaints relating to the Police and Crime Commissioner (PCC) over the last 12 months.

Policy Framework and Previous Decisions

2. At its meeting on 20 December 2012, the Panel delegated authority to the County Solicitor (now the Director of Law and Governance) to:
 - (a) act as the first point of contact for complaints.
 - (b) make decisions in consultation with the Chairman of the Panel as to whether -
 - a complaint has been made which requires resolution under the complaints procedure;
 - that complaint should be referred to the Independent Police Complaints Commission (IOPC);
 - the complaint should be subject to the informal resolution process.
 - (c) make arrangements for the process of informal resolution.
 - (d) in consultation with the Chairman and Vice Chairman, to resolve complaints informally or to arrange for a meeting of the Sub-Committee of the Panel to resolve complaints informally.

3. The Panel reviewed and updated the complaints procedure as part of its review of the Constitution in December 2021 and the process referred to above was amended in one respect to provide for the delegation to refer relevant complaints to the IOPC to the Chief Executive of the Office of the Police and Crime Commissioner (OPCC).

Background

4. The Police Reform and Social Responsibility Act 2011 and the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 set out certain responsibilities on the Police and Crime Panel to deal with complaints against the PCC and conduct matters.
5. The Regulations require the Panel:
 - a. to make suitable arrangements for receiving and recording complaints;
 - b. to undertake the initial sorting of complaints to determine whether they appear to have criminal elements which would require referral to the Chief Executive of the OPCC (who in turn is responsible for deciding whether to refer on to the Independent Office for Police Conduct;
 - c. to informally resolve complaints that do not have a criminal element. Informal resolution is intended to represent a locally agreed process involving engagement with the complainant and the person complained against. It does not permit an investigation of the complaint, and the Panel is prohibited from taking any action intended to gather further information other than inviting comments from the complainant and PCC.

Complaints against the PCC received in 2024

6. Since the last report was issued in December 2023 there have been three complaints received, as follows:

Complaint	Issue	Outcome
01/24	Historic operational policing issues and complaints about senior officers. Two complaints relating to the PCC or his office arising from photographs on social media accounts.	One complaint relating to the PCC subject to informal resolution by the provision of information and the other complaint was rejected.
02/24	Complaint about response times.	Resolved by informal resolution/advice provided.

03/24	Complaint about the operation of the PCC's private social media account and operational policing issues.	Resolved by informal resolution as to how to progress complaints about operational policing and an explanation in relation to the social media account.
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No misconduct was evidenced in any of the complaints.

Equality Implications

7. There are no equality implications arising in relation to the issues referred to in this report.

Human Rights Implications

8. There are no human rights implications arising in relation to the issues referred to in this report.

Officer to Contact:

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