



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

**Date/Time:** Monday, 8 September 2025 at 2.00 pm

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

**Contact:** Damien Buckley (Tel: 0116 305 0183)

**Email:** Damien.Buckley@leics.gov.uk

### **Membership**

Cllr. Les Phillimore (Chairman)

Cllr. Shital Adatia	Mr. D. Harrison CC
Cllr. Liz Blackshaw	Cllr. Kevin Loydall
Parisha Chavda	Salma Manzoor
Cllr. Sarah Cox	Cllr. Michael Mullaney
Cllr. Elly Cutkelvin	Cllr. Christine Wise
Cllr. Bhupen Dave	Cllr. Darren Woodiwiss
Cllr. Mohammed Dawood	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](http://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 9 June 2025.	(Pages 3 - 10)
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. Update on Panel Membership.	(Pages 11 - 16)



6. Police and Crime Commissioner's Annual Report 2024/25. (Pages 17 - 42)
7. Police and Crime Commissioner's Update. (Pages 43 - 66)
8. Public Disorder. (Pages 67 - 72)
9. Section 106 Update. (Pages 73 - 76)
10. Police Funding Formula. (Pages 77 - 84)
11. Date of next meeting.

The next meeting of the Panel is scheduled to take place on Monday 22 September 2025 at 2.00pm.

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

Minutes of a meeting of the Leicester, Leicestershire and Rutland Police and Crime Panel held at County Hall, Glenfield on Monday, 9 June 2025.

PRESENT

Cllr. Shital Adatia  
Cllr. Liz Blackshaw  
Cllr Garth (Bill) A Boulter  
Cllr Sharon Butcher  
Parisha Chavda  
Cllr. E. Cutkelvin  
Cllr. Bhupen Dave  
Cllr. Mohammed Dawood

Mr. D. Harrison CC  
Cllr. Jim Knight  
Salma Manzoor  
Cllr. Michael Mullaney  
Cllr. Les Phillimore  
Cllr. Christine Wise  
Cllr. Andrew Woodman

In attendance

Rupert Matthews – Police and Crime Commissioner  
Charlotte Chirico - Deputy Police and Crime Commissioner  
Claire Trewartha – Chief Executive, Office of the Police and Crime Commissioner

1. Election of Chairman.

It was moved by Mr Dan Harrison CC and seconded by Cllr Garth (Bill) A Boulter:

“That Mr Dan Harrison CC be elected Chairman for the period until the next Annual Meeting of the Council.”

It was moved by Cllr Andrew Woodman and seconded by Cllr Liz Blackshaw:

“That Cllr Les Phillimore be elected Chairman for the period until the next Annual Meeting of the Council”.

The Chairman informed members that both candidates had been duly proposed and seconded. In accordance with item 4 of Standing Order 27 a secret ballot would therefore take place.

The Chief Executive announced the results of the ballot, as follows:

Two votes for Mr Dan Harrison CC and thirteen votes for Cllr Les Phillimore. The motion “That Cllr Les Phillimore be elected Chairman for the period until the next Annual Meeting of the Council” was carried.

Cllr Les Phillimore – In the Chair

2. Election of Deputy Chairman.

It was moved by Cllr Les Phillimore and seconded by Cllr Christine Wise:

“That Cllr Liz Blackshaw be elected Deputy Chairman for the period until the next Annual Meeting of the Council.”

It was moved by Cllr Shital Adatia:

“That Cllr Bhupen Dave be elected Deputy Chairman for the period until the next Annual Meeting of the Council”.

However, there was no seconder for this motion so the motion could not be put.

The motion “That Cllr Liz Blackshaw be elected Deputy Chairman for the period until the next Annual Meeting of the Council.” was put and carried. Thirteen members voting for the motion and two against.

RESOLVED:

That Cllr Liz Blackshaw be elected Deputy Chairman for the period until the next Annual Meeting of the Council.

3. Minutes of the meeting held on 9 March 2025.

The minutes of the meeting held on 24 March 2025 were taken as read, confirmed and signed.

4. Public Question Time.

There were no questions submitted.

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

The Chairman advised there was one urgent item for consideration, a report of the Director of Law and Governance for Leicestershire County Council, concerning a Review of Panel Membership.

The reason for urgency was to allow for the need for further conversations to take place with appointing Councils regarding the political balance of the Panel.

With the agreement of the Committee, the report was considered under item 12 on the agenda (minute 12 below refers).

6. 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.

7. Police and Crime Commissioner's Update.

The Panel considered a report of the Police and Crime Commissioner (PCC) which outlined for the Police and Crime Panel how he was fulfilling his duty through his work or the work of his deputy and office throughout January to March 2025. A copy of the report, marked ‘Agenda Item 7’, is filed with these minutes.

Arising from discussion, the following points were raised:

- (i) The Chairman raised concern that there had been a 4.2% reduction in funding for the Victims Grant. As a result of this cut, the PCC had concluded ten projects on their end date of 31 March 2025. These included projects that provided onward counselling and support to specific groups such as men affected by domestic abuse. The PCC stated that the reduction was to Ministry of Justice (MoJ) funding from which police and crime commissioners commissioned practical and emotional support services for victims, based on their assessment of local need. The reduction in funding would therefore have an impact on victim-support services nationally. The Panel noted that the OPCC had written to the Government regarding the impact that the reduction on funding would have on services and victims.
- (ii) A question was raised regarding the type of data collected at community days and how this informed the PCC's priorities. The PCC stated that he met with a number of people during community days and that a range of issues within those communities were often raised. The Panel noted that the outcome of all community days were tracked by the Office of Police and Crime Commissioner (OPCC). The issues raised by residents would either be reported to the neighbourhood commander, be raised with the Chief Constable, be considered by its Corporate Governance Board, or it could be an issue which was within the OPCC's remit to commission services for. A similar process would be followed following operations of increased police presence in particular areas.
- (iii) With regards to dog unit kennels at Leicestershire Police Headquarters, the PCC stated that he had visited the kennels on a number of occasions and had joined a group of police and dogs on duty. A member of the Panel highlighted a petition by the Thin Blew Paw Foundation which called on the Government to introduce mandatory financial support for retired police dogs. The PCC stated that he had discussed this issue with the Chief Constable, however it was decided that it was an unnecessary resource as police dogs were often successfully rehomed with members of the public.
- (iv) A question was raised regarding whether there was any evidence to suggest that there had been a reduction in crime or improved trust as a result of the work delivered through the People Zones initiative. The initiative was designed to build on the positivity and skills of communities around Leicester, Leicestershire and Rutland in order to make these areas safer for residents. The PCC stated that the initiative was evaluated externally and that the results of this evaluation had been presented to the Panel at a previous meeting.
- (v) Concern was raised that 4.6% of victim/survivors of domestic abuse and 14% of victim/survivors of sexual violence withdrew from engaging with the criminal justice system (CJS) despite the support available. The PCC acknowledged this concern and emphasised that this issue was being witnessed nationally. Rape cases were taking an increasingly long time to reach trial, which led to significant delays in the justice system and caused additional distress to victims. The OPCC would continue to work with the Force and victim support services to ensure that victims receive regular communication and the best level of support. In light of concerns raised by the Panel about rape offence outcomes, a sub-group of the Panel had been established in order to provide additional scrutiny of the Police and Crime Commissioners activity and the performance of Leicestershire Police when it comes to rape offences, in terms of outcomes for victims. The work of that sub-group would be shared once it had concluded.

- (vi) A question was raised regarding the OPCC's governance model, in ensuring accountability of the chief constable or effectiveness of commission services, beyond internal reporting. The PCC stated that some external scrutiny panels were established by the OPCC but were operated independently of the PCC. Both the Ethics and Transparency Panel and the Joint Audit and Risk Panel was filled by representatives recruited from the community. The Corporate Governance Board monitored the activity of such panels and provided an update to the Police and Crime Panel, where there were no concerns relating to sensitivity.
- (vii) The Panel were pleased with the work undertaken by the Violence Reduction Network (VRN). The VRN, an alliance of groups, organisations, and communities, aimed to prevent and reduce serious violence locally. However, some of the Panel felt that there was a large amount of data contained within the report and that members of the public could find it difficult to interpret the complex level of detail.

#### RESOLVED:

That the report which outlined for the Police and Crime Panel how he was fulfilling his duty through his work or the work of his deputy and office throughout January to March 2025, be noted.

#### 8. Corporate Governance Board Update.

The Panel considered a report of the Police and Crime Commissioner (PCC) 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 8', is filed with these minutes.

Arising from discussion, the following points were noted:

- (i) A question was asked regarding how the Corporate Governance Board ensured that that oversight translated into measurable accountability in terms of recommendations relating to leadership instability. Some members of the Panel felt that there had been a large staff turnover within the Office of Police and Crime Commissioner (OPCC). The PCC stated that the Board had not looked into the issue directly. The Panel noted that of a chief officer team which consisted of six individuals, only one of those positions had changed. The PCC stated that there were often a number of reasons why members of staff chose to leave the OPCC, similar to that in other public sector organisations.
- (ii) In relation to concerns regarding staff turnover within the Force, it was noted that a Deputy Chief Constable had stepped up to act as Temporary Chief Constable. The PCC had made a commitment that the arrangement would be in place for at least 12 months, in order to give that area a level of stability.
- (iii) A member of the Panel asked how the OPCC had responded to key challenges and whether the Corporate Governance Board had recommended any changes to strategy as a result of key challenges. The PCC stated that he was confident that the Board was robust in working towards holding the Chief Constable to account. Corporate Governance Board papers were presented to the Panel on a regular basis and the Panel were invited to highlight areas which they think are missing from the scope of work undertaken by the Board.

- (iv) A question was raised as to whether a review had taken place relating to a public disorder event which had occurred in Leicester in 2022. The PCC stated that an internal report had been drafted with input from police officers from outside of the Force. This report would feed into a national enquiry on the issue. The Report outlined a number of recommendations which the PCC, through the Board, received assurances from Chief Constable that all of the recommendations had been applied. The PCC stated that the Force had responded swiftly and appropriately to the public disorder event, and that learning had been applied to the strategy for responding to similar events.
- (v) The Panel were pleased with the work which had been undertaken by the PCC and the Force on Operation Pedalfast. Operation Pedalfast was Leicestershire Police's city centre response to the use of illegal/modified e-scooters and e-bikes which did not conform to Electrically-Assisted Pedal Cycles (EAPC) regulations. The operation had been successful from an educational and enforcement prospective. The PCC stated that it could be possible to replicate the operation in others of the County.

**RESOLVED:**

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

**9. East Midlands Special Operations Unit (EMSOU) Collaboration.**

The Panel considered a report of the Police and Crime Commissioner (PCC) relating to the East Midlands Special Operations Unit (EMSOU). A copy of the report, marked 'Agenda Item 9', is filed with these minutes.

In response to a question asked about progress made within the EMSOU since March 2023, the PCC highlighted that covert surveillance teams had specialised, which had led to a greater level of effectiveness at dealing with specific aspects of surveillance. The unit had also introduced a dedicated detective superintendent role which would be responsible for financial investigations. The Panel noted that the Chief Constables and Police and Crime Commissioners across the region met regularly in order to review performance within EMSOU.

**RESOLVED:**

That the report relating to the East Midlands Special Operations Unit (EMSOU) be noted.

**10. Monitoring the Police and Crime Plan 2024-29.**

The Panel considered a report of the Police and Crime Commissioner (PCC) which provided an update on the arrangements to monitoring the delivery of the Police and Crime Plan 2024 – 2029, that commenced in April 2025. A copy of the report, marked 'Agenda Item 10', is filed with these minutes.

In introducing the report, the PCC stated that headline metrics, contained within the Police and Crime Plan 2024 – 2029, would be tracked by the Office of the Police and Crime Commissioner (OPCC). Performance and progress would be monitored on a regular basis through its Corporate Governance Board. This performance monitoring provided the PCC with assurances as to whether the Police and Crime Plan was having

an impact on levels of crime. Progress against these metrics would be presented to the Panel as part of the regular update it received on the work of the Corporate Governance Board.

Arising from discussion, the following points were made:

- (i) The PCC emphasised that the Force and the OPCC had both a named senior contact and an internal Single Point of Contact (SPOC) relating to each delivery strategy relating to headline metrics within the Police and Crime Plan. In the event that the Panel were keen to scrutinise in more detail the progress against a particular delivery strategy, the relevant senior contact and SPOC would be in a position to provide further information.
- (ii) With regards to public scrutiny of the Police and Crime plan, the PCC stated that it had been supported by the Corporate Governance Board for the OPCC to undertake work in order to enhance public scrutiny of the Plan. In addition to community days, the PCC conducted engagement work with community safety partnerships, members of the public, and elected representatives and the OPCC would trial a public question function to enable the public to ask targeted and strategic questions regarding the delivery of the plan. Regular reporting to the Panel would ensure that the public had the opportunity to monitor the delivery of the Police and Crime Plan.

RESOLVED:

That the contents of the report on the arrangements to monitoring the delivery of the Police and Crime Plan 2024 – 2029 be noted.

11. Date of next meeting.

RESOLVED:

It was noted that the next meeting of the Commission would be held on 8 September 2025 at 14:00.

12. Urgent Item: Review of Panel Membership.

The Committee considered an urgent report of the Director of Law and Governance for Leicestershire County Council regarding the Panel's membership and any changes required to meet the balanced appointment objective as required by legislation. A copy of the report is filed with these minutes.

The Panel was asked to take this report as urgent in order to allow the need for further conversations to take place with appointing Councils regarding the political balance of the Panel.

The Director of Law and Governance explained that the membership of Police and Crime Panels was required to represent all parts of the relevant police area, represent the political make-up of the relevant local authorities (when taken together), and have the skills, knowledge and experience necessary for the police and crime panel to discharge its functions effectively. However, the current membership of the Leicester, Leicestershire and Rutland Police and Crime Panel for 2025/26 did not reflect the requirements for precise political balance. There had been a number of complexities in achieving political



balance for the municipal year 2024/25, which resulted in the composition of the Panel not aligning precisely with the mathematical requirements for political balance. Following the annual meetings of appointing Councils, the membership of the Police and Crime Panel for 2025/26 again did not reflect the requirements for precise political balance. The Panel proposed comprises one additional Labour member and no Green appointee.

The Panel indicated that membership of the Panel met the balanced objective, as far as reasonably practicable and that no further steps should be taken.

A member of the Panel raised concern that the Police and Crime Commissioner (PCC) had written a letter to local authorities outlining his concern that the membership of the Police and Crime Panel for 2025/26 did not reflect the requirements for precise political balance.

A member of the Panel placed on record their concern that the PCC had publicly made suggestions regarding the proposals for Local Government Reorganisation in Leicestershire.

Members of the Panel wished to place on record their thanks to Mrs. Deborah Taylor CC for her work as Chairman of the Panel since 2021.

**RESOLVED:**

- (a) That the Panel met the balanced objective, as far as reasonably practicable, and that no further steps be taken.
- (b) That Schedule 1 of the Constitution should be amended to reflect the Panel's currently membership as four Conservative members, four Labour members, three Liberal Democrat members, one Reform member, and one Independent member.

2.00 - 3.47 pm  
09 June 2025

CHAIRMAN

This page is intentionally left blank

**LEICESTER, LEICESTERSHIRE AND RUTLAND POLICE AND  
CRIME PANEL – 8 SEPTEMBER 2025**

**UPDATE ON PANEL MEMBERSHIP**

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

**Purpose of Report**

1. The purpose of this report is to outline a change to panel membership and confirm that membership of the Police and Crime Panel reflects the requirements for precise political balance.

**Background and Current Arrangements**

2. The Panel reviews its membership at its Annual General Meeting and/or following elections which may have affected the Panel's political balance.

**Legal Position**

3. The Police and Crime Panel is a joint committee of the relevant Local Authorities. The statutory requirement is for a Police and Crime Panel of 10 Councillors and 2 Independent Members. The ten Councillors must include one from each local authority in the area.<sup>1</sup> The Panel may not exceed 20 members in all. When the Panel was established in 2012 the decision was taken to establish a Panel of 15 Members made up as follows:

- 8 Members representing the County Area (7 nominated by the districts and 1 by the County)
- 4 City Members
- 1 Rutland Member
- 2 Independent Co-opted Members.

This was to ensure that 'all parts of the relevant police area were appropriately represented hence the decision to allow 4 City representatives to reflect the fact it accounts for nearly 1/3rd of the population served by the Police. The Police and Crime Panel size was agreed with the Home Office and any change will require approval by the relevant Minister.

4. In making the appointments to the panel there is a requirement to '*secure that (as far as is reasonably practicable) the balanced objective is met*<sup>2</sup>'. This

---

<sup>1</sup> Sched 6 Police Reform and Social Responsibility Act 2011

<sup>2</sup> Sched 6 para 31.

means that local authority members of the Police and Crime Panel (when taken together) must -

- (a) represent all parts of the relevant police area.
- (b) represent the political make-up of -
  - (i) the relevant local authority, or
  - (ii) the relevant local authorities (when taken together);
- (c) have the skills, knowledge and experience necessary for the police and crime panel to discharge its functions effectively.

5. The most recent Home Office guidance<sup>3</sup> issued in 2023 simply reflects the above stating: *'When appointing panel members, local authorities must consider, as far as is practicable, the balanced appointment objective laid out in the 2011 Act. This includes the make-up of the local areas, including the political make-up, and the required skills, knowledge and experience for the panel to function effectively. With the Home Secretary's consent, panels are able to co-opt further members, both elected and independent, up to a maximum panel size of 20.'*

*Applications to co-opt additional panel members can be made for either of two reasons.*

1. *Co-opting additional independent members (more than two) – this may be to ensure the panel meets the balanced appointment objective, so that it has the necessary skills, knowledge and experience.*
2. *Co-opting additional elected members – as well as the above, additional elected members may be requested to ensure the panel represents all parts of the relevant police area and the political make-up of the relevant local authorities'.*

It should be noted that the co-option is subject to Home Office ministerial approval.

6. There is no guidance on the qualification about practicability referred to above but generally this would be considered by assessing the balance between the difficulty/effort in achieving the outcome (the balanced objective) vs the difficulty (usually cost but that is not relevant in this case) of achieving the outcome. Broadly it will mean that the County Council as host should, working with the other local authority members, do all that it can to achieve the balanced objective but it is accepted that this may not always be possible i.e. there may be a good reason which prevents this being achieved in some cases.
7. The importance of the issue, and the balanced objective requirement reflecting the democratic process and electoral mandate, means that the effort required to achieve the outcome would be expected to be significant. Inconvenience

---

<sup>3</sup> <https://www.gov.uk/government/publications/police-and-crime-panels/police-fire-and-crime-panels-guidance#panel-arrangements>

caused because allocations have already been made by the relevant local authorities (by convention appointing Community Safety Partnership Chairs) would be unlikely to be regarded as sufficient to meet the test – especially when there are a number of options (including changing the composition of the Panel by co-option etc) which have not yet been explored.

### **Current Political Balance**

8. Following the County Council election in May 2025, the political balance and allocation for the municipal year 2025/26 is as follows:

	Conservative	Labour	Lib Dem	Green	Ind	Reform
	4.57	2.98	3.15	0.64	0.81	0.85
Allocation	4	3	3	1	1	1

9. Following the annual meetings of appointing Councils, the membership of the Police and Crime Panel for 2025/26 did not reflect the requirements for precise political balance. The Panel proposed comprised 4 Conservative members, 4 Labour members, 3 Liberal Democrat members, 1 Reform member, 1 Independent member i.e., 1 additional Labour member and no Green appointee.
10. On 5 August 2025, Harborough District Council notified the Director of Law and Governance at Leicestershire County Council that it had reviewed its appointment and had appointed Cllr Woodiwiss of the Green Party, rather than Cllr Knight of the Labour Party.
11. The change in appointment by Harborough District Council means that membership of the Police and Crime Panel now reflects the requirements for precise political balance.

### **Members (Local Authority)**

<u>Conservative</u>  Cllr Phillimore Cllr Woodman Cllr Adatia Cllr Dave	Blaby District Council North West Leicestershire District Council Leicester City Council Leicester City Council
<u>Labour</u>  Cllr Blackshaw Cllr Cutkelvin Cllr Dawood	Charnwood Borough Council Leicester City Council Leicester City Council
<u>Liberal Democrat</u>  Cllr Mullaney	Hinckley and Bosworth Borough Council

Cllr Loydall Cllr Wise	Oadby and Wigston Borough Council Rutland Council
<u>Reform</u>  Mr Dan Harrison	Leicestershire County Council
<u>Green</u>  Cllr Woodiwiss	Harborough District Council
<u>Independent</u>  Cllr Butcher	Melton Borough Council

### **Members (Independent)**

12. Following a recruitment process completed in February 2022, two Independent Co-opted Members were appointed. Their term of office will end on 1 February 2026.

Parisha Chavda
Salma Manzoor

### **Next Steps**

15. Schedule 1 of the Constitution will need to be amended to reflect the current membership.

### **Recommendations**

16. The Panel is asked to:
- (a) Note the change to panel membership and that membership of the Police and Crime Panel reflects the requirements for precise political balance.
  - (b) Agree that Schedule 1 of the Constitution should be amended to reflect the current membership.

### **Background Papers and Published Documents**

- (i) The Police Reform and Social Responsibility Act 2011:  
<https://www.legislation.gov.uk/ukpga/2011/13/contents>
- (ii) Leicester, Leicestershire and Rutland Police and Crime Panel Arrangements  
<https://www.leicestershire.gov.uk/about-the-council/how-the-council->

[works/other-bodies/leicester-leicestershire-and-rutland-police-and-crime-panel/the-police-and-crime-panel](#)

- (iii) Report of the Director of Law and Governance on Review of Panel Membership considered by the Police and Crime Panel on 9 June 2025 - <https://democracy.leics.gov.uk/ieListDocuments.aspx?CId=1029&MId=8070&Ver=4>

**Officers to Contact:**

Lauren Haslam, Director of Law and Governance  
Leicestershire County Council  
Tel: 0116 305 6240  
Email: [Lauren.Haslam@leics.gov.uk](mailto:Lauren.Haslam@leics.gov.uk)

Damien Buckley, Democratic Services Officer  
Leicestershire County Council  
Tel: 0116 305 0183  
Email: [Damien.buckley@leics.gov.uk](mailto:Damien.buckley@leics.gov.uk)

This page is intentionally left blank





**POLICE & CRIME  
COMMISSIONER**  
for Leicester,  
Leicestershire & Rutland  
Your Communities - Your Commissioner

**Police and Crime Panel**  
***8<sup>th</sup> September 2025***  
***Draft Annual Report***

<b>Report Date</b>	8 <sup>th</sup> September 2025
<b>Report Author</b>	Lizzie Starr, Director of Governance and Performance
<b>Security Classification</b>	Official

## **Purpose of Report**

1. The PCC brings this report to outline for the Police and Crime Panel how he is fulfilling his duty to prepare and publish an annual report covering the activities throughout the 2024/25 financial year.

## **Request of the Panel**

2. As per the Police Reform and Social Responsibility Act 2011 (PRSA 2011), the panel is asked to provide feedback on the report and is invited to ask the Commissioner further questions on the activities within the report.

## **Background, Relevant Data and Trends**

3. As previously stated, as per the PRSA 2011, the PCC is required to share an annual report with the Police and Crime panel that sets out;
  - a. the exercise of the body's functions in each financial year, and
  - b. the progress which has been made in the financial year in meeting the police and crime objectives in the body's police and crime plan.
4. The attached report is submitted in draft form to allow the Panel to make comments and feedback before a final version is published.

## **Officer to contact:**

Lizzie Starr, Director of Governance and Performance

Elizabeth.Starr@leics.police.uk

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

## APPENDIX

The Office for the Police and Crime Commissioner for Leicester, Leicestershire and Rutland Annual Report 2024 – 2025.

## Contents

PCC Foreword:.....	2
Key Achievements .....	3
Communications and Engagement.....	4
Commissioner in the News .....	4
Community Engagement .....	4
Informing the Public.....	5
Developing the 2025-2029 Police and Crime Plan.....	7
Commissioning and Partnerships.....	8
Commissioning.....	8
Income Generation .....	9
Community Partnership Funding.....	12
Commissioner’s Safety Fund .....	14
Violence Reduction Network .....	15
People Zones .....	15
Community Leadership Programme .....	16
Local Criminal Justice Board .....	16
Finance .....	17
The Policing Budget .....	17
Scrutiny, Assurance and Statutory Duties .....	18
HMICFRS .....	19
Strategic Policing Requirement (SPR) .....	20
Other Statutory Duties.....	21
Get in Touch .....	23

**APPENDIX**

## PCC Foreword:

\*Foreword from the PCC to be included here\*

## Key Achievements

- **11,724** enquiries through the mailbox.
- **17** FOIs responded to.
- **237** community engagements.
- **170** Complaint reviews completed.
- Misconduct hearings resulting in 31 days work for our independent panel members.
- **942** volunteered hours.
- **40,012** Neighbourhood Alert subscribers.
- **64** Crime prevention projects funded in partnership with the Community Safety Partnerships (CSPs).
- **£354k** invested in community safety small grants.
- **£1.4mil** invested in victim support services.
- **£7.4mil** secured a total of income for the force area in 2024/25.
- **3,900** Responses to surveys.
- **593,800** social media reach.
- **97.5%** Victim Satisfaction victim support service Catch 22.
- **16,146** victims supported.
- **87%** of victims supported feel better able to cope and have enhance resilience to move on with daily life.
- **-13%** reduction in recorded serious violence offences in the fifth-year anniversary of our local Violence Reduction Network (VRN).

## Communications and Engagement

### Commissioner in the News

1. Link to news article titled: [£250K crime prevention project aims to make Melton safer](#)
2. Link to news article titled: [Leicestershire PCC welcomes increased scrutiny into the investigation of hate crimes \(harboroughmail.co.uk\)](#)
3. Link to news article titled: [Police crackdown on Leicestershire car cruising issue - BBC News](#)
4. Link to news article titled: [New safety features making Melton people safer](#)
5. Link to news article titled: [Young driver course aims to limit serious crashes in Rutland](#)
6. Link to news article titled: [Leicestershire PCC Matthews addresses policing issues in Measham and Donisthorpe](#)
7. Link to news article titled: [Police and crime commissioner Rupert Matthews praises work on hate crimes in Rutland and Leicestershire](#)

### Community Engagement

Engaging directly with the public I represent is incredibly important to me. As such I have continued with my rigorous community engagement schedule over the year since my re-election in May 2024. My 'Community Days' remain my main platform for engaging with communities, business and local representatives across Leicester, Leicestershire and Rutland. Over the course of 43 Community Days this year, I have completed a total of 134 engagements. Outside of my Community Days I have also undertaken a further 103 engagements across the City and 2 Counties, ensuring as many people as possible can engage with me as Police and Crime Commissioner (PCC) and can share their views on crime and community safety.

I believe that my Community Day initiative, where I meet with local residents, businesses, elected and community representatives, provides a real insight into how communities feel on the ground. It also allows them to feedback to me their concerns, which I can then escalate as required. From this regular direct feedback, I have been able to shape my local policies and delivery, feedback, action and where appropriate escalate strategic themes and concerns to the Chief Constable throughout my 1-2-1's, which over the course of the year we have held over 25. A few examples of this in practice are detailed below:

- I have heard that Road Safety is a real concern around local residents in small villages and town centres and that there is a strong community interest in proactively working with local groups and authorities to introduce crime prevention items. To aid and support this local appetite to drive change, I have redesigned my grants processes to enable the funding to be more widely used to

## APPENDIX

tackle local community concerns, aligned with my Police and Crime Plan where road safety is a key priority.

- I have spent time with local shop owners and keepers around the City and two Counties to learn about their concerning experiences with verbal and physical assaults; a crime which I find completely abhorrent. Having witnessed the fear of being assaulted that some of these workers and owners have just going about their daily work, I have since funded the purchase of 110 body worn video cameras to be supplied to local businesses to increase the feelings of safety and act as a deterrent to these offences.

*Imagery: This image shows a map of Leicester, Leicestershire and Rutland with dots covering the map showing the locations of the PCC's engagements for the year.*

## Informing the Public

During the year I have continued to raise awareness of our work through multiple mediums, both digital and physical. Through the Office of the Police and Crime Commissioner (OPCC) website, social media channels, regular published articles featured in local newspapers, as well as door-to-door publications, I have ensured our information has reached most households in the region. We always take the opportunity to inform the public on my work, the OPCC's work, local funding awards, and how we constantly work to improve community safety. To keep up to date with my work and the work of the PCC and OPCC, you can follow us these platforms:

- **Facebook** – leicsPCC
- **Instagram** – leicestershireopcc
- **X, formerly known as Twitter** – leicsPCC
- **Nextdoor** – [Leicestershire OPCC](#)
- **LinkedIn** – leicsPCC
- **Neighbourhood Link** - [Home Page - Neighbourhood Link](#)

## Consultation:

We have a duty to consult the public and other stakeholders on key decisions, such as the Police and Crime Plan, annual Council Tax Precept, and policy matters. This year my main focus was on my Police and Crime Plan consultation, ensuring it delivered a blueprint that will deliver on the issues that matter most to residents and businesses. Almost 3,000 residents and more than 1,100 key partners and stakeholders completed my consultation, and their views directly shaped the Police and Crime Plan for Leicester, Leicestershire and Rutland 2024-2028.

I also surveyed the public regarding the policing precept, which garnered almost 1,350 responses. The overwhelming majority of respondents supported a maximum increase

**APPENDIX**

in the policing precept. This allowed Leicestershire Police and I to set a balanced budget for 2025/26 and allow us to continue to deliver on the improvements and successes of recent years.

I am keen to keep building on our survey engagement and creating new opportunities for the public to directly feed into scrutiny processes.

### Our Campaigns:

Throughout 2024-25 I ran multiple targeted campaigns to raise awareness of important issues relating to crime, community safety and key issues contained within my Police and Crime Plan. A number of campaigns covered are below:

- National Rural Crime Week
  - Link to article titled: [Spotlight shines on the success of the force's Rural Crime Team in Rural Crime Action Week](#)
- 16 Days campaign
  - Social Media Campaign highlighting services available to those at risk or those who have suffered gender-based violence.
- Restorative justice week
  - Link to article titled: [PCC highlights positive work to create safe and prosperous communities in Restorative Justice Week](#)
- Anti-Social Behaviour (ASB) Awareness Week
  - Link to article titled: [PCC welcomes drop in serious violence and ASB as national campaign gets underway](#)
- Safer Internet Day
  - Link to article titled: [New PCC-funded Virtual Reality project helps young people stay safe online](#)

The campaigns used strong imaging and messages on social media, press releases and media appearances where possible. Through partner agencies such as the Violence Reduction Network, the OPCC also funded campaigns designed to change behaviours and prevent crime.



## APPENDIX

## Developing the 2025-2029 Police and Crime Plan

Following my re-election in 2024, I spent the year developing my new Police & Crime Plan 2025-29. This plan outlines the three missions I will focus on during this next term of office.

To shape the plan for my next term I undertook a rigorous engagement exercise with both the public and stakeholders, this included a public survey that received over 3,000 responses, an external partner survey which received over 1,100 responses and a series of internal roundtables.

My vision is to see local communities, the police and partners working together to make Leicester, Leicestershire and Rutland safer by delivering against my three missions.

- Delivering for Victims and Witnesses
- Tackling and Preventing Crime and Harm
- Ensuring an Effective and Efficient Force

My plan was taken to the Police and Crime panel on the 28<sup>th</sup> October where the panel were fully supportive of the 2025-29 Police and Crime Plan linked here: [Police and Crime Plan](#)

*“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.” – Police and Crime Panel, October 2024*

I listened to the public’s views across the City and two Counties and these are reflected throughout the plan and delivery strategies. I have ensured that there is a golden thread of prevention activity throughout the new plan as I strongly believe that prevention is better than cure. In this first year whilst developing my new plan, I have already publicly advocated and invested both financially in prevention, investing over £400k in an OPCC and Police joint prevention hub and also re-designing my small grants process to ensure prevention activity is at the forefront of the commissioning work we do.

Over the next year, following the appointment of my deputy I am looking to strengthen the work we do around transparency and accessibility with you, the public. I am looking to further strengthen our independent scrutiny functions, increase the amount of information made available to you and also encourage public scrutiny of Force performance and my performance in relation to the delivery of my Police and Crime Plan.

I’m excited to deliver the plan with the support of my office over the coming years and reporting back to you the successes it brings through the Police and Crime panel, my social media and of course future annual reports.

## Commissioning and Partnerships

I have a key role in the criminal justice and community safety landscape, and in leading 'public health' approaches to tackling the underlying causes of crime.

Through bringing together community safety and criminal justice partners, I can help to ensure local priorities are joined up.

My commissioning budget for 2024-25 was £8.2m. This included £4.7m core commissioning and additional funding of £3.5m that had been secured through bids and applications.

### Commissioning

Over the last year, the office has been working on strengthening the monitoring frameworks across all our commissioned services to ensure there is a consistent and proportionate approach. This is due to be rolled out to new contracts and services from 2025 onwards and will help us to closely monitor the delivery of our services, identify what is working well, areas for improvement and focus on the outcomes being delivered.

As PCC, I have a statutory responsibility to deliver a service that provides support to victims and witnesses of crime. For this service, I receive money from the Ministry of Justice (MoJ) to the value of £2.4million.

Locally, I commission these services out and the offer to victims is currently being delivered through a variety of different means such as Victim First, helpline services, target hardening for Burglary victims, Independent Sexual and Domestic Abuse Advisors (ISVA and IDVA), sexual abuse referral centres and therapy and support services.

I have also been working on developing a new Victim's pathway service to enhance the referral service into support services for victims. For this project I held a Victims with lived experience forum in February 2025, which included a group of people with lived experience of domestic abuse and sexual violence – this was to ensure the new victim pathway is victim centric and as streamlined as possible. This new service is due to be implemented in 2025/26.

Across all my victim support services over 16,000 victims have been supported in this period (April 2024-March 2025), with nearly 12,000 of these victims being new in year referrals. I provide this support to help victims be more able to cope and to build resilience to move forward with daily life, of all the victims supported and concluded support, 87% reported that we had achieved this. This amounts to over 8,500 victims with improved resilience and better coping mechanisms.

## APPENDIX

## Income Generation

Income generation is a key workstream of the Office of the Police and Crime Commissioner, whereby my office seeks to source and apply for grant funding from central government or elsewhere and convene partners to bring in additional income into the area.

This past year, my office has generated and or secured an additional £7.4m in grant funding, this is including managing the existing £1.05m VRN Grant and £1.3m core Victim Services grants.

A key example of this additional funding generated for the force area is the Safer Streets fund of which over £1m was generated for activity over three years. The office made 3 successful bid applications for activity targeting VAWG across the Force area, Neighbourhood Crime in Oadby and Wigston and anti-social behaviour (ASB) in Melton. Of the total amount generated, £0.6m of activity was delivered throughout 2024/25, the detail of which is set out below.

For Melton Mowbray, the following interventions were delivered:

- Three CCTV cameras and four fly tipping cameras for environmental crime. This was completed and installed during year two delivery in 2024.
- 12 solar lighting lamp posts to improve visibility within an area of concern (skate park). This was completed and installed during year two delivery in 2024.
- One wireless CCTV Help Point system with dome camera. This was completed and installed during year two delivery in 2024.
- Target Hardening of 130 homes with CCTV equipment including video doorbells and CCTV cameras. This was delivered during year two delivery in 2024 with 170 homes target hardened. Due to savings made with OPCC handling procurement and delivery, sufficient stock remains to potentially double this goal outside of the delivery window.
- Streetvibe Youth Intervention: an outreach service that works in public spaces with young people to offer educational and diversionary activities. This was completed and delivered during year two delivery in 2024.
- ASB Training for seven practitioners to upskill council and police staff to enable them to improve their ability and confidence in tackling ASB within Melton Mowbray. This was completed in October 2024 with 17 council and police staff in Melton Mowbray which was 10 above the intended target of seven. Seven people completed ASB training and 10 people completed mediation training).

## APPENDIX

For Oadby and Wigston, the Safer Street 5 grant focused on Neighbourhood Crime and delivered the following:

- Target Hardening of 400 homes with CCTV cameras, video doorbells, window/door alarms and faraday pouches for keyless vehicles. This was completed November 2024 with 746 homes target hardened with items including CCTV cameras, video doorbells, window/door alarms and more.
- Re-deployable CCTV upgrades including up to 60 lamp post conversions for mobile CCTV movement, assessments and structural testing and 10 mobile CCTV camera installations. This was completed in November 2024 with all cameras up and functional with up to 60 lamp posts now available for mobile camera movements across the district.
- Two fixed CCTV Columns: to allow for the use of mobile cameras within areas of concern that does not currently have coverage. This was completed in October 2024.
- Anti-burglary cocooning items for 1300 homes. This was completed in November 2024, cocooning 1332 homes.

Overwhelmingly, residents who received or benefited from these measures across both Oadby and Wigston and also Melton reported increased feelings of safety and increased confidence and trust in the police.

In Melton, there was a 91.6% increase in trust and confidence and 80.3% reduction in fear of crime.

In Oadby and Wigston, there was a 73% increase in trust and confidence and 71.9% reduction in fear of crime.

We have also seen significant reductions in crimes when compared to the -pre intervention baselines across all targeted offence types.

- -20% criminal damage rates in Melton
- -66% arson rates in Melton
- -6% burglary rates in Oadby and Wigston
- -20% theft from person rates in Oadby and Wigston

*Quote: “As chair of CSP OWBC I can only say “the input by our partners in achieving what they did in providing a service to our community is testament to their dedication & professional conduct throughout.” - Cllr. Kevin Loydall, Oadby and Wigston Council CSP Chair.*

The Safer Streets 5 Violence Against Women and Girls (VAWG) funding was strategically utilised to address sexual violence prevention among young people aged 10–19. Efforts were focused within the targeted areas of Charnwood, Hinckley & Bosworth, and East and West Leicester.

## APPENDIX

## Educational Interventions:

Two co-designed educational packages were developed in partnership with local young people:

- SHUSH (Speaking Honestly to Understand Sexual Harm)  
Aimed at young people aged 10-15, this package explores the foundations of consent, boundaries, and understanding sexual harm.
- SHARA (Sexual Harm Awareness and Recognising Abuse)  
Designed for those aged 16-19, SHARA delves deeper into recognising abusive behaviours, promoting respect in relationships, and seeking help.

Both packages were supported by accompanying resources to enhance delivery and understanding.

## Community Delivery and Sustainability:

To embed these programmes sustainably within the community, community organisations were invited to apply for a grant of £3,252.17 to deliver the educational packages to young people and integrate these into their existing packages.

The organisations were provided with resources, access to materials for future use and training for staff.

In total, 23 organisations across Leicester, Leicestershire, and Rutland (LLR) were awarded the grant and are now actively delivering the packages within their settings.

## Behaviour Change Campaign: Check the Vibe

Alongside the educational initiatives, a youth-informed behaviour change campaign - Check the Vibe - was launched. This campaign focuses on:

- Emotional regulation
- Handling rejection appropriately
- Promoting healthy behaviours and respectful relationships

Also co-designed with young people from LLR, Check the Vibe is being rolled out as both a physical and digital campaign, targeting online spaces where young people are most active. Resources are being distributed to local organisations to extend the campaign's reach and impact.

Feedback on VAWG training: *“As a frontline youth work organisation, delivering support to young people directly, the opportunity to up-skill around VAWG themes has been*

## APPENDIX

*highly valuable to us. More and more, we are finding the need to counteract the influence and impact of myths perpetuated by social media. We found the training around ‘Misogyny and Masculinity’ particularly interesting; it left us with some ideas for tangible activity we can deliver with the boys/ young men we provide mentoring to, helping us to feel more confident in challenging unhelpful and unhealthy attitudes.” - Sav Vaid, Director, Go-Getta CIC*

Looking ahead it is anticipated a further £8.8m grant income will be received 2025-26. This is helping to tackle and prevent crime, and improve services for local residents, victims and survivors and is additional funding bought into services across our force area. This includes £3m for the Neighbourhood Policing Guarantee, £1.5m for ASB Hotspot policing, £2.3m for Victims and Witnesses including victims of Domestic Abuse and Sexual Violence and £1m for the Violence Reduction Network.

## Community Partnership Funding

Community Safety Partnerships (CSPs) are statutory partnerships in each of our local authority areas. These partnerships are chaired by the local authority community safety teams and receive annual funding from my office for the delivery of crime prevention activities.

The breakdown of the annual funding available per CSP is shown in the table below:

CSP Area	24/25 Allocation (including 23/24 underspend)
Leicester	£313,421.48
Charnwood	£103,233.23
SNWLP	£62,006.76
Blaby	£60,726.49
Hinckley and Bosworth	£59,056.62
Harborough	£43,216.19
Oadby and Wigston	£37,537.20
Melton Mowbray	£36,131.82
Rutland	£22,250.25

The Office attends Community Safety Partnership (CSP) meetings across the local authority areas to share intelligence and look at better ways of working together across a range of agencies to tackle local issues.

The CSPs are responsible for ensuring their strategy and partnerships align with the Police and Crime Plan. Over the year (April 1<sup>st</sup> 2024 – March 31<sup>st</sup> 2025), 84 projects have

## APPENDIX

been funded across the nine CSP areas. Below are some examples of how CSPs have spent their core funding during the year.

Harborough Community Safety Partnership: Youth Leisure Card (£1200.00).

This scheme refers you people at risk of involvement of serious violence and anti-social behaviour to leisure centres for gym memberships.

Four people were referred to the scheme by the community safety team, all at risk of entering the criminal justice system.

No re-offending has been committed by those entered into the scheme.

Safer North West Leicester Partnership: Celebrate Safely Project (£2000.00).

This project is a funded campaign to reduce violence over the Christmas and night-time economy period which included; licensing checks, knife arches, drugs dogs, enhanced CCTV and more.

The results from the campaign is as follows:

- Test purchasing of licensed premises for underage sales (on and off licences). Eight premises were tested, three failed.
- SIA inspection of door staff - 18 security staff were spoken to and no breeches were found.
- Licensing premises inspections for compliance with licence conditions - 20 premises inspections were undertaken. 15 villages were visited and no major issues were found.
- Taxi vehicle inspections - 10 inspections were carried out and four minor faults were found.
- Knife arch deployed - no bladed articles were found.
- Police drink drive campaign - this resulted in five arrests across the district.
- Coalville and Ashby Street Wardens deployed – no serious incidents were reported.
- Coalville Rotary Club funded five bleed kits for Coalville and Whitwick.
- Ask Angela has been promoted in all town centre pubs.
- Leicestershire Police social media reached 289.5k.

## APPENDIX

### Hinckley and Bosworth Community Safety Partnership: DISC Retail and Retail Radios (£5600.00 and £3452.00)

This funding has supported the introduction of the DISC system and retail radios to target business crime and shoplifting.

There are 150 users registered on Hinckley BID's DISC scheme, representing a whole cross section of businesses. There are 50 plus Radio-Link radios allocated and operating on the Radio-Link scheme.

The BID has reported that detection rates are now 3 times the national average, thanks to DISC system, Retail Radio (BID), CCTV (HBBC) and the close relationship with our outstanding Town centre Police Beat Team.

### Commissioner's Safety Fund

The Commissioner's Safety Fund has had two general rounds in 2024/25, offering grants towards the costs of community safety and crime reduction projects across the Force area. It has been designed to support community organisations to kick-start local projects that cut crime and anti-social behaviour and improve feelings of safety.

The Fund provided grants up to £10,000 that met the scheme criteria to be delivered within one year of receiving funding. The total value of funding available in 2024/25 was £400,000. Funding was distributed via bidding Rounds across two rounds for any project that supported any of the Police and Crime Plan's priorities.

A wide range of projects were approved, from the training of street doctors and diversionary activities for young people through to domestic abuse support projects and reducing re-offending.

The Commissioner's Safety Fund in numbers:

- 144 applications received.
- 36 applications selected to a total value of £354,429.57.
- 21 projects funded in Round 1 to a total value of £206,006.89.
- 15 projects funded in Round 2 to a total value of £148,422.68.
- Over 50,000 participants are expected to be supported through funded projects.
- Over 2,000 sessions are expected to be delivered.



## APPENDIX

## Violence Reduction Network

I have continued to work closely with the Leicestershire Violence Reduction Network (VRN), aiming to prevent and reduce violent crime across Leicestershire.

The VRN brings together partners across policing, local government, education, health and a range of other organisations ensuring there is a collective effort to prevent and reduce violence in LLR.

This year the VRN celebrated its fifth anniversary and whilst we can all celebrate the hard work of the VRN partnership to drive down serious violence, -13% reduction in all serious violence, it has also been a busy year for the partnership as they continued to extend their breadth and depth of their work.

Some of the highlights of the last 12 months include:

- 150 partners attending the annual Community Partnership Event focusing on ‘with and for’ young people.
- Provided 11 online and six face-to-face learning sessions for our communities.
- Supported over 500 young people through targeted interventions.
- Created a new anti-violence community campaign – “Voices against Violence”.
- Co-hosted a regional Hope Hack with 25 young people representing our area.

The link to the VRN annual report for more information can be found here:

[https://www.violencereductionnetwork.co.uk/files/ugd/6e2bca\\_1a0dcb944c8b443699f8fb7450018e08.pdf](https://www.violencereductionnetwork.co.uk/files/ugd/6e2bca_1a0dcb944c8b443699f8fb7450018e08.pdf)

## People Zones

The People Zones project has continued into its third year, since being relaunched in 2021, with a vision to empower communities to believe that they are the building blocks to positive change.

Some of the highlights and outcomes of the project include:

- 27 ongoing projects funded through specific grants rounds.
- 120 members of staff from schools across LLR to attend training on how to use virtual reality headsets and to receive training for the programme curriculum over eight events.
- CrimeStoppers campaign across all three areas targeting young people (for the diversion and prevention messaging), and everyone (for the awareness of reporting messaging), raising awareness of Crimestoppers and reporting crime anonymously, and the tailored campaign regarding ASB and nuisance motorbikes. This campaign reached over 22,000 people.

## APPENDIX

- Working in partnership with the Community Payback team in Probation to undertake two projects in Thringstone & Whitwick: Community Orchard and Forest Rock Wood.

## Community Leadership Programme

My office, in collaboration with the VRN, ran the fourth cohort of the Community Leadership Programme (CLP). This provided 16 local community leaders with a fully funded 12-week course that enabled them to develop their leadership style, knowledge and skills and apply this to their work with the purpose of building stronger and safer communities.

Pre-and-post survey results show notable improvements across our key measures including 88% of leaders rated their awareness and understanding of the best ways to engage with different groups and communities as either 'good' or 'excellent', whilst 65% of leaders rated their awareness and understanding of the public health approach as either 'good' or 'excellent'.

In July 2024, we held a showcase event to celebrate the fourth cohort completing the programme. Participants delivered a presentation around their leadership journey to an audience, the showcase included keynote talks from local senior leaders and provided opportunities to network.

## Local Criminal Justice Board

This year I appointed Deputy Police and Crime Commissioner (DPCC) Charlie Chirico to the role as Chair of the local Criminal Justice Board (LCJB), bringing together criminal justice organisations at police force area level to support joint working and improve services. The purpose and vision of the LCJB is to reduce crime, harm and risk by increasing the efficiency and credibility of the Criminal Justice System and therefore ensuring better outcomes for victims. I have asked the DPCC to focus on bringing the local criminal justice board partners together over the next term to develop a local criminal justice partnership strategy and drive real improvements and change through this board.

*Quote: "The people of Leicester, Leicestershire and Rutland deserve the very best. Whilst most of us will be fortunate enough not to come into contact with the criminal justice system, it is important that if we do, our victims are fully empowered, kept up to date with timely and quality communications, properly supported, in a seamless and integrated manner. I hope to put my victim centric work at the heart of everything I do as Deputy Police and Crime Commissioner, supporting and delivering on the pledges in the Police and Crime Plan". - Charlie Chirico, Deputy Police and Crime Commissioner.*

## Finance

### The Policing Budget

The work on the 2025/26 budget took place in 2024/25. This involved in-depth reviews of service budgets by budget holders, building in known factors, making prudent assumptions, and having discussions between the Chief Constable and other senior force representatives.

It should come as no surprise that the financial challenge facing Leicestershire Police for 2025/26 is greater than it has been for a number of years. While I welcome the fact the new Government increased the Government Grant for Policing by 4.8%, as expected, the outdated and inequitable police funding formula has meant that this has not been enough to cover costs for 2025/26.

Leicestershire Police were left facing a £9.2 million deficit in the wake of this announcement. Alongside this, the costs arising from the Government's changes to National Insurance Contributions have not been fully met, despite assurances that this would occur, resulting in an additional £0.3 million cost to the Force.

The future financial picture for Leicestershire is looking bleak, and this will not change unless a fundamental change is made to the way that Leicestershire Police are funded. The current funding settlement for example only spans one year. It is nigh on impossible to plan efficiently for the future without a multi-year settlement. That is why I have lobbied both the current and previous Governments on numerous occasions on this pressing issue. I look forward to the upcoming spending review in Spring where I sincerely hope the Government has the strength of its convictions to make an impactful and lasting change to whole system of police funding.

In the last three years alone, Leicestershire Police have made £14m of savings. I continued to hold regular meetings with the Force to scrutinise force revenue and capital budgets throughout 2024/25. A further £9.3m was required to be found to close the deficit for 2025/26 and a further £8.5m over the medium-term financial plan (MTFP). As central funding remains insufficient, difficult decisions have had to be made to ensure that the Force can deliver on its priorities set out in the Police and Crime Plan, Strategic Policing Requirements and Force Management Statement. The Force has reduced in size, removing 91 Police Staff Roles and 50 PCSOs over the last two years, with a further 35 needing to be removed in order to balance the budget for 2025/26.

I also fully scrutinised the OPCC budget and requested a full workforce planning exercise be undertaken to ensure the office is as lean as possible in order to fulfil its strategic responsibilities. As a result, the OPCC budget was disaggregated to reflect the activity to enable better visibility and reporting.

In light of these financial pressures, I made the difficult decision to increase the Policing Precept paid by taxpayers in Leicester, Leicestershire and Rutland by 4.89%, equivalent to a £14 per year or 27p per week increase for a Band D Property. This additional

## APPENDIX

spending, alongside cost saving exercises within Leicestershire Police and the Office of the Police and Crime Commissioner, will result in £1.1 million deficit, which will be held as an in-year efficiency target.

The Police and Crime Panel unanimously voted, at their 5<sup>th</sup> February 2025 meeting in support of my proposals to increase to the policing element of the council tax in 2025/26.

*Chart image: A diagram of a chart labelled “Summary of the Budget requirements”. The chart shows the budget requirement increase from £264mil in 2025/26 to £280.7mil in 2028/29. Net funding has increased from £254.7mil in 2025/26 to £279.1mil in 2028/29. This correlates to a funding gap of 9.3 in 2025/26, 2.9 in 2026/27, 4.0 in 2027/28 and 1.6 in 2028/29. Under the reductions rows, the savings identified is -£8.2mil with an efficiency savings target of -£1.1mil which has resulted in the revised funding gap/(surplus) as 0.*

- Impact of changes on budget deficit: XL Bully legislation changed in 2024 which has since increased costs for the Force by +£0.8mil.
- Impact of changes on budget deficit: Unfunded police staff and officer pay awards since 2022 +£7.3mil.
- Impact of changes on budget deficit: Unfunded employer’s national insurance increase in 2024/25 +£0.4mil.

Further information on the budgets of the Force and OPCC can be found via the following link: <https://www.leics.pcc.police.uk/Planning-and-Money/Finance/Finance.aspx>

## Scrutiny, Assurance and Statutory Duties

One of my key statutory responsibilities is to hold the Chief Constable to account for the performance of the force. Locally, this consists of 1-2-1 meetings with the Chief Constable and other senior force officers, a bi-monthly Governance Board (CGB meeting) and a suite of independent scrutiny functions and panels, including the Joint Audit Risk Assurance Panel (JARAP) and Ethics and Transparency Panel (ETP).

As the public’s voice in policing, it is equally important that I publish information so you can see how I am delivering effective scrutiny on your behalf. Over the past 12 months, I have:

## APPENDIX

- Attended seven Police and Crime Panel meetings where members scrutinised and supported my work on behalf of the public.
- Held six formal Corporate Governance Board meetings where I questioned and challenged the Chief Constable and his Chief Officer Team.

Furthermore, on my behalf the Office held:

- Four Joint Audit Risk Assurance Panels (JARAP) meetings focusing on governance, audit and risk management.
- Three Ethics and transparency meetings focussing on Ethical and legitimate policing.
- Four custody detention review panels, the primary objectives of which is to independently assess and report on detention and custody processes.
- Three dip sampling sessions on police complaints to ensure they were investigated appropriately.
- Three Hate Crime Scrutiny panels to review close cases of hate crimes and incidents and identify areas of individual and organisational learning.
- Two Out of Court Resolution panels to review cases when out of court resolutions were applied to ensure they were applied appropriately.
- 158 ICV visits across Leicestershire's operational custody suites: Euston Street, Beaumont Leys and Keyham Lane by our Independent Custody Visitors during which 748 detainees were actively monitored for their well-being and conditions throughout their time in custody.

## HMICFRS

His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) assesses police force performance in England and Wales. Their programme of inspections, called PEEL (Police Efficiency, Effectiveness and Legitimacy) assessments, look at how well each of the 43 forces in England and Wales:

1. Provides value for money (Efficiency).
2. Cuts crime (Effectiveness).
3. Provides a service that is fair and treats people properly (Legitimacy).
4. Focuses on vulnerability.

Over the summer of 2024, the Force was subject to a PEEL inspection again as part of the 2023-25 programme.

While challenging in some areas, I welcomed the findings of this latest inspection, and I have held the Chief Constable and his team to account on the findings of the HMICFRS PEEL response in line with our Corporate Governance Framework.

## APPENDIX

Throughout the inspection, I was kept well informed with the anticipated findings, attended the de-brief provided by HMICFRS and received regular updates from the Chief Officer Team on their prompt response to the findings within the report. I will continue to work with them to ensure all recommendations are implemented and the Force continue to provide excellent service levels to the people of Leicester, Leicestershire and Rutland.

Nationally, Forces have seen a downward trend in respect of the grades awarded from previous inspection cycles. There were only 5 Forces who were awarded more “outstanding” or “good grades” than Leicestershire, and I with the Force feel that as a benchmark, Leicestershire received an overall very positive PEEL inspection report.

*Chart image: A diagram of a chart showing the PEEL report. The PEEL report shows five levels of inspection: Inadequate, requires improvement, adequate, good and outstanding.*

*Under the “inadequate” heading, there was nothing to report.*

*Under the “requires improvement” heading, there were two points mentioned. These were: ‘Responding to the public’ and ‘Investigating crime’.*

*Under the “adequate” heading, there were two points mentioned. These were: ‘Protecting vulnerable people’ and ‘Leadership and force management’.*

*Under the “good” heading, there were four points mentioned. These were: ‘Police powers and treating the public fairly and respectfully’, ‘Preventing and deterring crime and anti-social behaviour and reducing vulnerability’, ‘Managing offenders and suspects’ and ‘Building, supporting and protecting the workforce’.*

*Under the “outstanding” heading, there was one point mentioned. This was ‘Disrupting serious and organised crimes’.*

## Strategic Policing Requirement (SPR)

The Strategic Policing Requirement (SPR) is the document by which the Home Secretary fulfils their statutory duty to set out what are the national threats, and the appropriate national policing capabilities required to counter those threats.

A review of the SPR commenced in October 2020 and the revised document was published on 20 February 2023.

The link to the above document can be found here: [Strategic Policing Requirement](#)

The revision reconfirmed the existing six threats and added a seventh, Violence Against Women and Girls. The expectations on police forces have been set out in greater detail to provide clarity on the requirements the Home Office expects forces to meet. The seven threats are as follows: Violence Against Women and Girls (VAWG), Serious and

## APPENDIX

Organised Crime, Terrorism, Child Sexual Abuse, Public Order, Civil Emergencies and National Cyber Event.

### Governance and Monitoring:

The monitoring of the requirements under the SPR are tracked through the Corporate Governance Board by way of an annual assessment. The Force maintain action trackers for each of the seven Strategic Policing Requirement areas, following an assessment of adherence to the required criteria.

As Police and Crime Commissioner, I am confident I have given due regard to the six threat areas identified in the previous SPR in my Police and Crime Plan 2025-29 and in my role of holding my Chief Constable to account.

### Other Statutory Duties

Additionally, business as usual for my office included a broad portfolio of activity including public correspondence, police complaint reviews, Freedom of Information (FOI) requests, Subject Access Requests (SARs), complaints about the Chief Constable, appointments to misconduct hearing panels and Decision Record management and information governance.

### Complaint Reviews:

Reforms to police complaints legislation in 2020 sought to improve public confidence in policing by increasing transparency and independent local oversight. The reviews process completed by my office ensures assurance is provided to the complainant that the Force is providing a fair and accessible complaints service to everyone.

Accordingly, my office was the Review Body for the majority (98%) of complaints about Leicestershire Police, in addition to holding the role of mutual oversight body, which was shared with the Independent Office for Police Complaints (IOPC). National statistics published by the IOPC during the year showed that Leicestershire continued to hold a positive position in terms of demand levels, outcomes and timeliness.

*Chart image: A diagram of a chart describing the average number of working days to complete Local Policing Body reviews and IOPC reviews.*

*The average number of working days to complete Local Policing Body reviews shows the following results: The Force shows 27 days, Same Period Last Year (SPLY) shows 43 days, Most Similar Forces (MSF) Average shows 50 days and National shows 48 days.*

## APPENDIX

*The average number of working days to complete IOPC reviews shows the following results: The Force shows 167 days, SPLY shows 145 days, MSF Average shows 162 days and National shows 148 days.*

### Complaints about the Chief Constable:

I am responsible for dealing with complaints, conduct matters, death and serious injury matters and non-police reform act misconduct or gross misconduct matters that involve the Chief Constable of Leicestershire Police, under Schedule 3 of the Police Reform Act 2002. Through my Office, I take steps to resolve and where appropriate, investigate the complaint. When concluded, the complainant is informed of the outcome, along with a clear rationale as to how and why that decision has been reached. To ensure openness and transparency, the complainant is also advised of a right of appeal to the IOPC if they disagree with the outcome. In 2024/25 my office dealt with eight complaints against the Chief Constable – none of which were upheld or met the criteria to be investigated.

### Appointment of Independent Panel to Misconduct Hearings:

I hold a statutory obligation to appoint a Legally Qualified Chair (LQC) and Independent Panel Member (IPM) for every misconduct hearing brought by Leicestershire Police - that is for misconduct investigations which meet a threshold of Gross Misconduct. Both nationally and locally there was a rise in cases during 2024-25. 2024-25 saw 16 Misconduct Hearings requiring independent panel appointments. This compared to 14 in 2023-24.

### Information Governance:

The OPCC complies with the General Data Protection Regulations (UK-GDPR) and must share certain information under the Freedom of Information (FOI) Act 2000. In 2024-25, my office maintained a comprehensive set of published documents and responded to requests made under the Act. In the year, 17 valid FOI requests were made, 94% of which were responded to within the 28 working day statutory timescale.

Under Article 15 of the UK-GDPR, all data subjects have the right to be made aware if an organisation is processing their personal data, and to obtain a copy of it from the Data Controller. This is commonly known as a Subject Access Request (SAR). No requests were made within the financial year.



**APPENDIX**

## Get in Touch

Address: Office of the Police and Crime Commissioner, Police Headquarters, St. John's, Enderby, Leicester LE19 2BX

Telephone: 0116 229 8980

Email: [OPCC@leics.police.uk](mailto:OPCC@leics.police.uk)

Website: [www.leics.pcc.police.uk](http://www.leics.pcc.police.uk)

Social media platforms:

Facebook – leicsPCC

Instagram – leicestershireopcc

X, formerly known as Twitter – leicsPCC

Nextdoor – [Leicestershire OPCC](#)

LinkedIn – leicsPCC

Neighbourhood Link - [Home Page - Neighbourhood Link](#)

This page is intentionally left blank



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

***8<sup>th</sup> September 2025***

### ***Commissioner's Update Report (Q1)***

<b>Report Date</b>	8 <sup>th</sup> September 2025
<b>Report Author</b>	Lizzie Starr, Director of Governance and Performance
<b>Security Classification</b>	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 April 2025-July 2025 (Quarter 1 2025/26)

## **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?

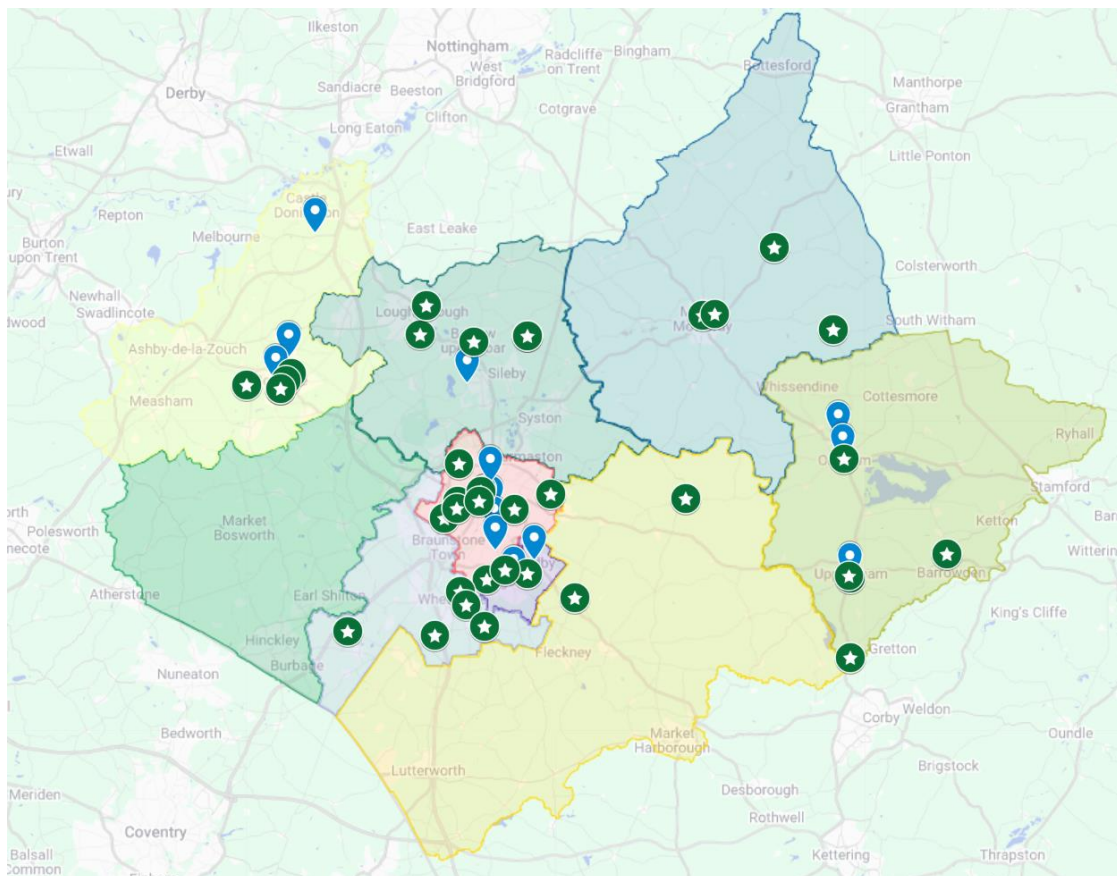
## **Summary**

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, including the commencement of the delivery of the new Police and Crime Plan. 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.

## **Section 1 - 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 engagement activity from 1<sup>st</sup> April 2025 – 30<sup>th</sup> June 2025.

7. The Commissioner undertook a total of 55 engagements in this time period.
8. The engagements of the Commissioner are categorised as 'community day engagements' and 'other engagements' classed as any engagement outside of a community day.
9. This is shown visually on the map below. The Community Day engagements are shown as stars and the other engagements are shown as pin drops:

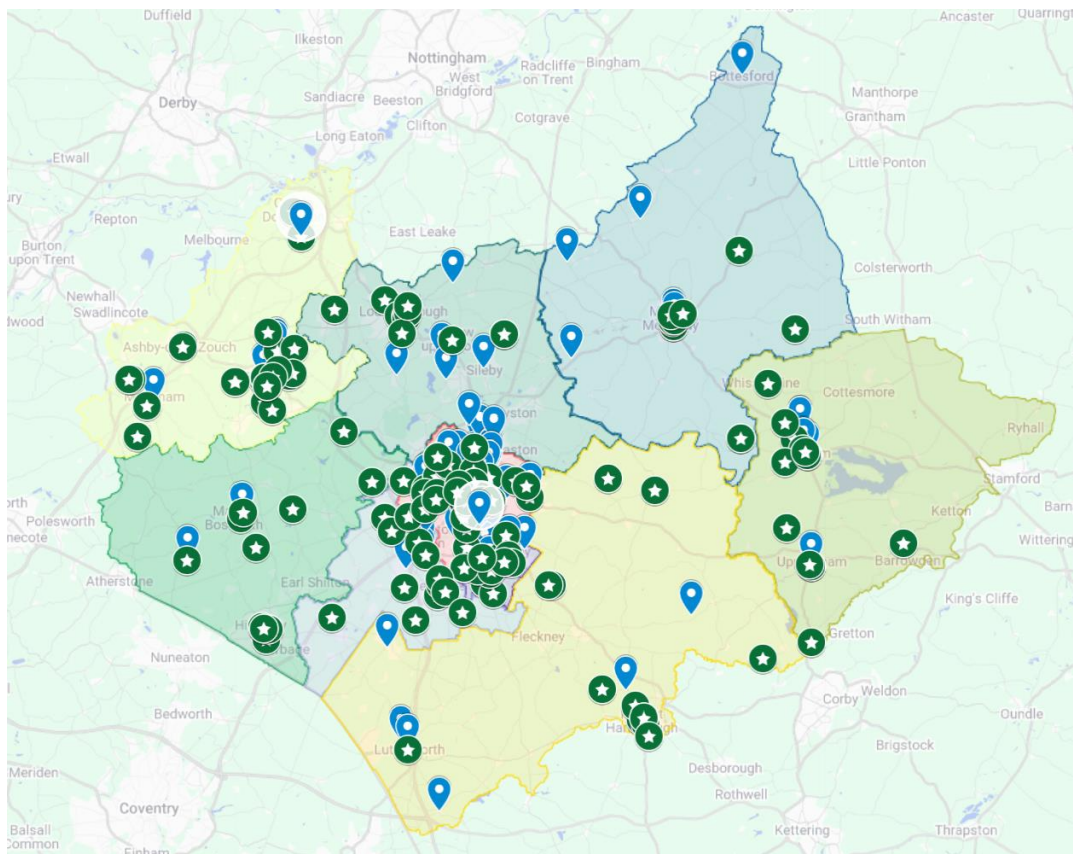


10. The engagements are cumulatively tracked on a monthly basis by the OPCC team to ensure the Commissioner is undertaking various engagements across the city and two counties and engaging with a variety of different communities and demographics across the course of a year.
11. The total engagements since the start of the current political term (from May 2024) are shown below broken down by the local authority areas.

Local Authority	Total Engagements since May 2024	Total Community Day Engagements since May 2024	Any Other Engagements
<b>Blaby</b>	24	19	5
<b>Charnwood</b>	22	13	9
<b>Harborough</b>	21	15	6
<b>Hinckley and Bosworth</b>	15	13	2
<b>Leicester City</b>	116	43	73
<b>Melton</b>	21	14	7
<b>North West Leicestershire</b>	28	23	5
<b>Oadby and Wigston</b>	23	15	8
<b>Rutland</b>	22	16	6
<b>Total</b>	<b>292</b>	<b>171</b>	<b>121</b>

12. This table shows that over the course of the current term, the Commissioner has completed almost 300 engagements and that this is spread across the local authority areas.

13. The same information is shown visually on the map below. The community day engagements are shown as stars and the other community engagements shown as pin drops.



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

- 8<sup>th</sup> April – Leicester City
  - ASB raised in 3 meetings; Aikman Flats, New College & Beaumont Leys Shopping Centre
  - Substance Abuse
- 22<sup>nd</sup> April – Melton
  - ASB
  - Rural Crime (Hare Coursing) and Rural Theft (Melton Allotments)
- 1<sup>st</sup> May – Harborough
  - ASB raised in 2 meetings relating to Harborough and Tilton on the Hill
  - Business Crime – break ins at shop on Adam and Eve Street
- 8<sup>th</sup> May – Rutland
  - Speeding in Caldecott and HGV's mounting pavements
  - Speeding throughout the County
  - Rural Crime
  - Business Crime in Uppingham & Oakham
- 15<sup>th</sup> May – Leicester City
  - ASB at Netherhall Community Centre
- 20<sup>th</sup> May – North West Leicestershire
  - ASB in Hugglescote
- 27<sup>th</sup> May – Charnwood
  - ASB in Barrow upon Soar
  - Speeding in Hoton
  - Vehicle Theft in Hoton & Seagrave
  - Rural Crime in Seagrave
- 5<sup>th</sup> June - Oadby and Wigston
  - Speeding
  - E-scooters
  - Shoplifting
- 12<sup>th</sup> June – Blaby
  - E-scooters
  - ASB
  - Car theft

### Impact of Engagement

15. The Commissioner has passed on any local intelligence to the local Neighbourhood Area Commanders on 11 occasions. These themes have also been presented to the Commissioner at the OPCC Force Performance Board, from this he has commissioned actions relating to E-scooters and also the reliability of ASB data which will be raised at a roundtable with the Force.



16. The Commissioner like to ensure that he, or his Deputy, have carried out due diligence on the projects funded, to ensure good value for public money. The commissioned services and projects visited over this time period are outlined in the table below. The Commissioner was confident that funding was being spent in line with grant conditions;

Organisation	Area and Work	Funding	Output
Grove Community Hub	CSF	£9860 (100%)	The PCC met with the Braunstone Foundation to witness the free sporting activities, events and workshops around the dangers of knives for children and young people varying between 8 – 24 years of age being provided by the organisation through CSF funding. The aim of the project is to reduce antisocial behaviour amongst young people and develop community cohesion and social inclusion of children and young people and the wider community.
Saffires Project	CSF	£10,000 (88%)	PCC met with Saffires Team at the launch of their new engagement van being used for outreach for sex workers in Leicester City. The £10,000 the Project received through CSF part funds the salary of a Street Outreach Manager who coordinates outreach sessions throughout the City. The project aim to support at least 30 at risk women, reduce the vulnerability of the women and facilitate them to exit sex work.
Love4Life	CSF	£10,000 (100%)	The PCC met with the team delivering the Safety and Empowerment for Girls project being funded through CSF. This project delivers Healthy Relationships and Online Safety/Social Media workshops for year 9 girls and workshops on Sexual Harassment and Consent, Empowering Assertiveness and Boundaries to girls aged 16 plus. The aim is to ensure girls can understand what healthy relationships look like and are able to advocate for themselves positively as well as having the power to make positive choices for themselves, and understand their self-



			worth, and have more confidence in their decision making.
--	--	--	-----------------------------------------------------------

17. For these projects it is too early to directly attribute impact to their delivery. However, the output of the projects remains on track and they were selected due to their ability to contribute to the Police and Crime Plan aims.

18. Metrics measuring the impact of the overall Police and Crime Plan will be presented to the Panel from 27<sup>th</sup> October and every meeting thereafter.

## Section 2 - Commissioning and Partnership Activity

### Contracts:

19. In Q1 the OPCC began this year's commissioning focus on Out of Court Resolutions (OOCR).

20. OOCR's enable Police to tackle low-level and first-time offences without resorting to Court. They provide a swift and tailored approach to justice, focusing on restorative measures and offender accountability, while also considering the impact on victims.

21. There is increasing evidence that OOCR's are effective in reducing reoffending, reinforce positive behaviour change and address underlying causes of offending. Not only do they reduce pressure on the criminal justice system, but they also ensure swift outcomes for victims and enhance victim satisfaction.

22. Positive differences have been recorded for violent offenders. This group proved 35% less likely to reoffend under OTP – and less likely to engage in serious reoffending when they did. (OTP - Op Turning Point, pilot OOCR programme)

23. The legal definition of OOCRs is:

Cautions. Formal warning for a criminal offence. There are two types of adult cautions:

- a. *Conditional cautions* require offenders to meet conditions designed to rehabilitate, provide reparation and punish.  
Conditional Cautions must meet the evidentiary threshold for a court referral and as such are mandatory, failure to comply can result in a breach of order and a referral back to court for sentence. Community Resolutions are not mandatory on the individual.
- b. *Simple cautions* are purely formal warnings.  
Community Resolutions (CRs). A contract between the police and accused persons in which the accused agrees to undertake specified activities designed to rehabilitate, provide reparation or punish.

24. The OPCC currently contracts a drug and alcohol OOCR offer through Turning Point, this provides Alcohol Treatment Requirements (ATR) and Drug Rehabilitation Requirements (DRR) as an alternative to sentencing to engage offenders in treatment

services. In the current procurement piece ATRs and DRRs are excluded as they sit as part of a larger Substance Misuse contract.

25. The OPCC currently contracts three distinct OOCRs:
  - a. CARA, (Cautioning and Relationship Abuse) delivered by the Hampton Trust – a behaviour change intervention for first time, standard risk Domestic Abuse Perpetrators. The programme engaged with 25 x offenders in Q1 with additional contact calls to 6 x victim/survivors.
  - b. Reflect, delivered by Ingeus – a support and diversionary offer for 18- to 24-year-old males. In Q1 the programme delivered:  
Conditional Cautions: 22 Referrals – 16 Successful Completions – 5 Live – 1 Negative  
Community Resolutions: 83 Referrals – 40 Successful Completions – 15 Live – 28 Negatives
  - c. Female Offenders, delivered by New Dawn, New Day – holistic interventions which take into account females are predominantly victims prior to be perpetrators with onward support for Domestic Abuse, where applicable. In Q1 the service received 29 referrals, the main crime types of the female offenders were; Section 4 Public Order x 8 (threatening, abusive or insulting words or behaviour), Criminal Damage x 7 and Assault Against an Emergency Worker x 4
26. The total funding provided for the delivery of the above is 152K. All contracts have been re-aligned to end March 2026.
27. This year's OOCR procurement will bring together the above interventions and address gaps in provision with a combined contract to commence April 2026. The PCC has provided an additional 47K to provide for emergent crime types including Hate Crime and Assault Against an Emergency Worker with a combined funding allocation of 199K per year, with an intention to deliver against a three-year contract.

#### Community Based Commissioning:

28. Funding to all 9 Community Safety Partnerships (CSP) was reset to base levels as per the funding formula and contracts have all been renewed for 2025-26.
29. The allocations for each CSP area are outlined in the table below along with expenditure to date as of 08/08/2025. Charnwood CSP and Melton Mowbray CSP have used up their entire funding for this financial year already while other CSPs have yet to fully utilise or begin utilising their funds. Several discussions for projects have been held at CSP meetings and we expect expenditure across CSPs to occur as applications are received to the OPCC in the coming months.

CSP Area	2025-26 Allocations	2025-26 Expenditure	2025-26 Remaining CSP Balance
Leicester	£271,818.47	£145,252.00	£126,566.47
Charnwood	£89,530.24	£89,530.24	Nil.
SNWLP	£53,776.10	Nil.	£53,776.10
Blaby	£52,665.76	Nil.	£52,665.76
Hinckley and Bosworth	£51,217.55	£26,921.00	£24,296.55
Harborough	£37,479.75	Nil.	£37,479.75
Oadby and Wigston	£32,554.58	Nil.	£32,554.58
Melton Mowbray	£31,335.75	£31,335.75	Nil.
Rutland	£19,296.80	Nil.	£19,296.80

30. The Community Action Programme (CAP) is a collaborative initiative designed to support and empower communities across Leicester, Leicestershire, and Rutland (LLR). Operating under a unified umbrella approach, CAP brings together a range of efforts aimed at enabling local people and grassroots organisations to take meaningful action in building safer, stronger, and more resilient communities. By fostering collaboration and providing practical tools and resources, CAP hopes to amplify the voices of communities and support them in addressing local challenges effectively. At the heart of CAP are four key workstreams which contribute to the programme's overarching goals. The workstreams include:

- a. **Public Crime Prevention Advice** - CAP aims to develop and share accessible crime prevention advice with individuals and communities across LLR. This advice will be made publicly available through various channels and formats, with the intention of helping people feel more informed and confident in taking steps to reduce crime and improve safety in their local areas.
- b. **Crime Prevention Toolkit** - A toolkit is being developed to support a wide range of community stakeholders, including local groups, parish councils, neighbourhood watch schemes, resident associations, youth organisations, faith-based groups, and voluntary sector partners. The toolkit is intended to offer practical, evidence-based guidance, examples of successful initiatives, and insights into what works and what does not, in crime prevention. The hope is that it will empower communities to identify local issues and explore tailored solutions that reflect their unique needs and capacities.
- c. **Co-Produced Initiatives** - A central focus of CAP is hearing directly from communities and working alongside them to co-produce solutions that reflect their experiences, priorities, and strengths. This approach ensures that initiatives are shaped by those who know their communities best. Examples include co-produced solutions like our Violence Against Women and Girls (VAWG) projects and place-based initiatives such as People Zones, which bring residents and partners together to design safer, stronger neighbourhoods.

- d. **The Community Action Fund (CAF)** - The CAF is a key part of CAP, offering targeted financial support to help local groups turn their ideas into real, positive change. Eligible applicants include grassroots organisations, charities, parish councils, youth groups, resident associations, faith-based organisations, and other constituted community-led initiatives.

31. Grants of up to £10,000 will be available through themed funding rounds that run throughout the year. Each round is aligned with the priorities of the Police and Crime Plan, ensuring that funding supports strategic goals for community safety and harm reduction. The six priority areas are:

- a. Rural Crime;
- b. Road Safety;
- c. Violence and Vulnerability;
- d. Business Crime;
- e. Neighbourhood Crime;
- f. Violence Against Women and Girls (VAWG).

32. The first three rounds will open on the following dates:

- Rural Crime – 1st September 2025;
- Road Safety – 17th November 2025;
- Violence and Vulnerability – 1st December 2025.

33. The remaining three rounds will launch in 2026, with dates to be confirmed. This structured approach is designed to ensure funding is directed where it can have the greatest impact, supporting innovative, community-led solutions that prevent harm and improve safety.

#### People Zones:

34. The team has been working on the final round of the 2024/2025 financial year grant funding for People Zones. The round closed at the beginning of February, and 11 applications were received, totalling just over £70k. From the scoring the Commissioner was recommended to fund 6 projects at just over £40k.

35. The full list of projects funded has been uploaded to the website.

36. The New Parks People Zone celebration video has now been fully edited. It features local community leaders, residents, and grassroots organisations, showcasing key projects funded through the People Zones initiative and highlighting the impact of the programme on the New Parks community.

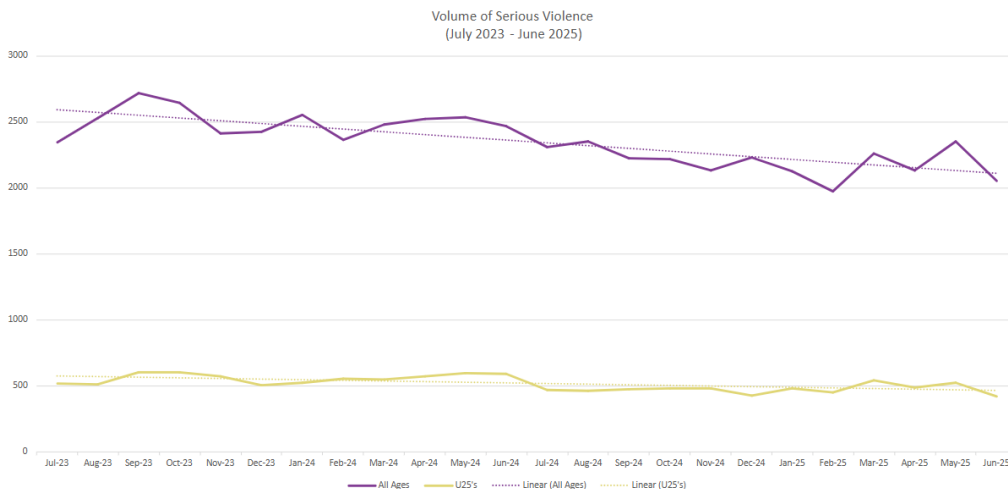
37. Each featured provider will receive their own edited version to support funding applications and promote their work. The video has not yet been publicly shared. A community-led celebration event is planned for September 2025, organised by the New Parks People Zone steering group. This event will mark the official launch of the video and celebrate the people and partnerships that embody the People Zones ethos.

38. The fifth cohort of the Community Leadership Programme concluded in Summer 2025 with 18 community leaders successfully graduating. These leaders will now join the Community Leaders Network, connecting with participants from the previous four cohorts. This cohort was delivered through a more collaborative approach, featuring a wide range of expert speakers covering specialist subjects. Survey results showed strong outcomes, with participants reporting increased confidence in writing funding bids, leading community initiatives, and applying tools such as theories of change. All respondents rated their post-programme abilities as 'good' or 'very good', and many have already begun applying their learning in practice.
39. Feedback was overwhelmingly positive, with participants praising the programme's structure, delivery, and impact. The success of Cohort 5 reinforces the programme's value and its role in empowering community leaders across Leicester, Leicestershire, and Rutland.
40. The OPCC is gradually stepping back from direct involvement in the current People Zones to enable the expansion of the model to new areas across LLR. This transition will continue until the end of the financial year, during which time support will remain in place to sustain existing projects and partnerships.
41. A refreshed People Zones model is being developed, building on the original principles of asset-based community development (ABCD) and co-production. The new approach will be used as a problem-solving framework, identifying areas of need through data and insight, particularly via the new ECINS system, and working collaboratively with communities to design locally owned solutions.
42. While the OPCC steps back operationally, it will stay closely connected to current People Zones until the end of the financial year. Communities will continue to have access to support and funding, including the People Zones Legacy Funding Round and the new Community Action Fund (CAF). These funding streams aim to sustain impact and encourage partnership-led, community-driven initiatives.
43. The team are actively shaping the future model, with a strong emphasis on co-production. New People Zones will be established in response to identified problems, ensuring the approach remains responsive, inclusive, and rooted in community strengths.

#### Violence Reduction Network:

44. Headline performance continues to show a downward trend in serious violence.

## Serious Violence Police data



- Serious violence volumes in June represent a decrease of 13% compared to May for all ages, and a larger decrease of 20% for under 25's.
- When comparing this to June-to-June last year, volumes were 17% lower for all ages, and 29% lower for under 25's.
- Both also have observed downward trends compared to the start of the graph in July 2023, with all ages 13% lower last month, and under 25's 19% lower.

45. After a long period of carrying vacancies, there have been some new additions to the VRN Team this quarter. Megan Spinks has joined the team as Prevention and Diversion Manager and Jodie March has commenced as our Research and Evaluation Officer. Through the Serious Violence Duty funding we have also extended our youth involvement partnership with the Hope Collective so will continue to work closely with Yahye Abdi, Youth Development Officer. Rahma Begum, Project Support Officer has also commenced in role and the duty funding means the OPCC and VRN partnership can continue to benefit from our local VAWG lead's, Sharan Dhillon, expertise.
46. The new data, evidence and evaluation function in the joint Prevention and Problem-Solving is progressing with almost half the roles either recruited to or in place. The biggest challenge has been recruiting to the temporary data analyst roles but this is being jointly problem-solved between the OPCC and Police.
47. There have been several developments in relation to the piloting of the Government's new Prevention Panels in our area. All VRU (Violence Reduction Unit) areas have a requirement in 25/26 to pilot a new multi-agency mechanism (a 'Panel') to identify, assess and refer into effective support, CYP (children and young people) vulnerable to being drawn into crime in VRU areas. The focus is on those CYPs (aged 10-17) who are on the cusp of offending and are not currently receiving support/intervention. There is mandatory and discretionary criteria to use in



identifying eligible young people. The VRN team are working closely with Leicester City and Leicestershire County Council to set up these panels under the governance of local Youth Justice Boards.

48. The following has commenced and/or been completed:

- The Delivery Plans for both the pilot and pathfinder panels have been submitted to the Home Office. The forecasted financial claim for 2025/26 is £197,309.80 (County) and £246,572.14 (City). Initial feedback indicates the plans will be approved in full.
- A Project plan has been completed and is now live.
- The resources within the City and County have been agreed and contracts are being drawn up between both LAs and the OPCC.
- A terms of reference and membership of the design group has been agreed and virtual and face-to-face meetings have been scheduled across July and August with an anticipated date for completion of the design phase by 1 September 2025.
- Co-production sessions with children has commenced and panels are now a standing item on the VRN's Community Oversight Group (COG) agenda.
- Initial data sharing and analysis has been completed for both the City and County in order to provide the design group with information on the in-scope children.
- The design of a communications plan is in progress.

49. In addition to the above there have been several related areas of progress:

- **Mapping:** Local partners have participated in the National Youth Agency (NYA) youth census as requested by the Home Office. The local partnership remains sceptical as to whether this will provide sufficient detail of local provision to be useful to operational staff. An alternative mapping and visualisation tool used by the OPCC for People Zones is currently being explored.
- **Toolkit for Communities:** The VRN are developing a guide/toolkit for grassroots community groups to establish and deliver safe and high-quality prevention and diversionary services to CYP. It is anticipated that this may then lead to a local quality standard.
- **Community Grants:** The VRN team has launched a Community Diversion Fund (funded through the VRN core grant and Serious Violence Duty intervention fund). This is to increase the availability of approved local diversionary activity for CYPs at risk of involvement in ASB, crime and violence. There will also be a referral route from panels/youth workers into these funded activities. More information can be found here for panel members can be found here:  
[Community Diversion Fund | LeicsVRN](#)

50. The VRN's CYP involvement work continues to progress including a successful bid for 400K to become a delivery partner in the national Peer Action Collective (PAC).

51. PAC is a youth-led model which aims to empower young people, particularly those with lived experience of crime and violence, to create positive change. It is delivered in two phases:

- a. **Peer research:** Eleven PAC Leads (16-20 years) are recruited and trained to be peer researchers and then design, carry out and analyse the research with 500 other young people. These roles are paid. The research area is policing, and young people will work with the YEF to agree the topic and research question. The young researchers will present their findings and recommendations to key stakeholders.
- b. **Social action:** Following on from the research, the same eleven young people will co-design and deliver youth-led projects to support change. They will recruit and support a wider group of 50 change makers and 100 social action participants thereby providing volunteering opportunities to a larger group of young people from within the same communities.

52. **What are the benefits?** We anticipate that PAC will:

- a. Strengthen youth involvement opportunities including the introduction of peer research into our area.
- b. Increase experience and employability of young people engaged in the project.
- c. Create high-quality peer research and insights and evidence-informed social action.
- d. Improve our understanding around the issues and solutions in relation to policing and violence.
- e. Influence change and improve our services across local and national organisations.
- f. Ensure we are connected to a ground-breaking national youth-led network.
- g. Develop our knowledge and skills around peer research so we can utilise this method on an on-going basis.

53. The VRN has partnered with a local voluntary sector organisation, Young Leicestershire, to deliver this project. Further information for the Police and Crime Panel members can be found in below briefing.

54. The VRN team has worked closely with Leicestershire Police to introduce [Pol-Ed](#) into the area so that schools have access to a wider-range of high-quality educational resources relating to CYP safety and well-being. A roll-out plan is in place with schools being invited to briefings prior to the new academic year.

55. The Live Safe educational package around 'healthy relationships' has been completed and will be launched in July 2025. Content on knife crime and healthy relationships has also been developed for the young people sections. The VRN team and Leicestershire Police are due to launch Live Safe on to a new platform,

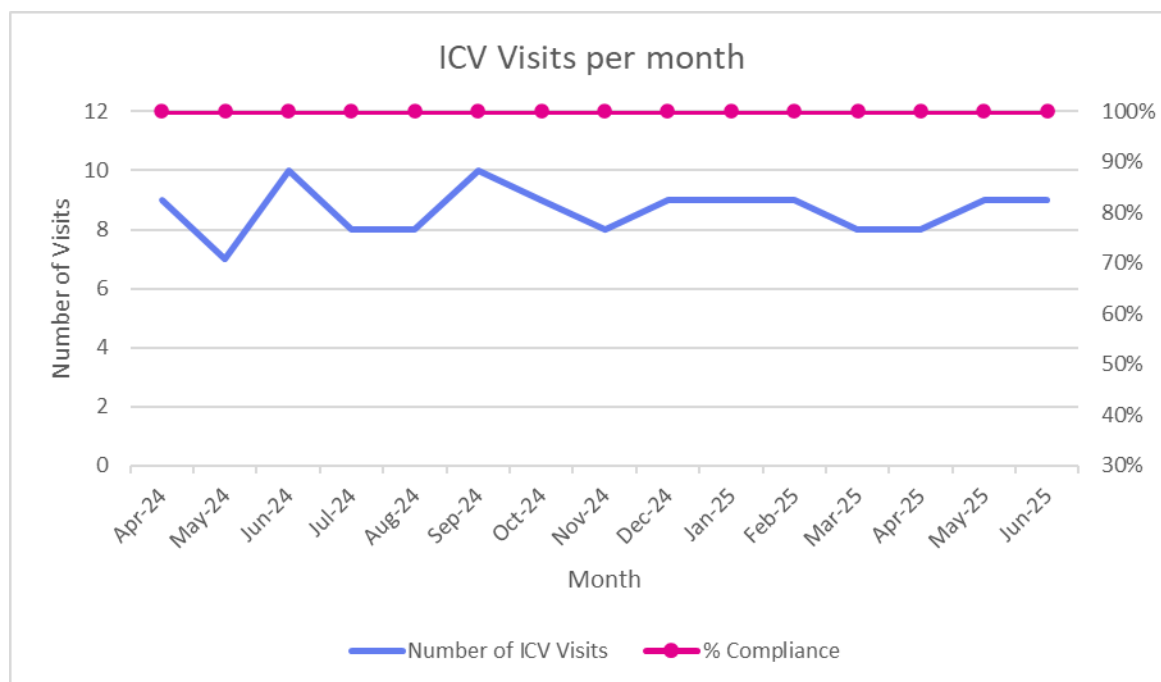


TikTok. The mobilisation stage involved co-designing the style, approach and topics with children and young people.

56. A Social Skills Training toolkit which includes written guides with a suite of supportive videos has been developed by Loud Speaker on behalf of the VRN. The roll out to the wider partnership, including youth services and education, is planned for the next three months, with a review session planned to capture insights and feedback from delivery staff.
57. As outlined in the People Zones update, cohort 5 have now completed the Community Leadership Programme. This was marked through the annual showcase event wherein all participants shared the knowledge and skills they gained during the programme and how they are using this to strengthen their work in communities. The pre and post surveys are currently being analysed and the findings will be shared later in August.
58. The VRN team has supported Leicestershire Fire and Rescue Service (LFRS) to deliver a youth intervention programme, in partnership with St Matthew Big Local. This project includes elements of LFRS's 'Next Steps' programme along with key inputs from East Midlands Ambulance Service (EMAS). The project engaged young people aged 12-17 years old from the St Matthews area and was delivered between February and April 2025. The VRN are further supporting LFRS to deliver the project in another priority area, with a cohort aged between 13-17 years old. It will also be internally evaluated before further roll-out.
59. Plans are being finalised for a universal Children and Young Person's survey relating to experiences of and solutions to violence. This has been designed by one of the VRN's evaluation partner's, Rocket Science, and is in the final stages of refinement. A partnership approach has been taken with an ask of partners to promote the survey across their Networks. CSPs will be provided with a local analysis to inform their strategies and delivery in local areas.
60. The community campaign 'Voices Against Violence' was launched in July. Voices Against Violence is a local community campaign from the Violence Reduction Network (VRN), co-produced with communities across our area. It is intended to empower communities and organisations to use their voices against violence. The campaign is built on the belief that violence is not inevitable, it is preventable and when we work together change is possible. It invites us all as individuals, as organisations and as members of our communities, to recognise the role we can play in making our communities safer.
61. The VRN training offer for 2025-26 from the VRN has been developed and will shortly be advertised across the partnership. It comprises of a mixture of on-line inputs relating to the basics of violence prevention with more specialist face-to-face sessions on topics such as Misogyny and Masculinity, Emotional Regulation and Conflict Management.

### Section 3 - Scrutiny and Governance Activity

62. 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-six visits between Q1, April and June 2025.



63. No serious issues have been observed during these visits. Two detainees requested medication. The response received from the Custody Inspector was, one detainee's alcohol levels were too high for the nurse to administer any medication. When his levels were down, he was issued medication. The second detainee refused to see the HCP initially but was later seen by another HCP and administered medication.

64. Leicestershire's ICV scheme will be participating in ICVA's pilot reviewing the treatment of Immigration detainees in police custody. The pilot commenced in April 2025, this additional work will be absorbed by ICVs during the OPCCs Custody detention Panel.

65. The Custody Detention Scrutiny Panel (CSDP) met on Tuesday 6th May 2025. A total of 36 custody records were reviewed and 4 recommendations were provided to the Custody Inspector. The work and recommendations of this panel are fed up to the Ethics and Transparency Panel.

66. The PCC has set a locally agreed target of a minimum of one visit per month to the Dog Unit Kennels at Leicestershire Police Headquarters. This has been achieved and a total of 3 visits were completed between April and June 2025. No serious issues were identified.

67. As part of the Animal Welfare Scheme, off-site visits to observe Dogs Training was introduced in June 2025. The first visit was completed on 11 June 2025 in Tamworth, 2 Animal Welfare Scheme Visitors observed dogs training and provided feedback by completing a visit report form. No serious issues were identified. They were supported by Louise from Dogs Trust. Dogs Trust has promoted the Leicestershire Animal Welfare Scheme in their Dogs Trust Newsletter.
68. The OPCC held one Ethics and Transparency Panel meeting during Quarter 1 (April 2025). The agenda included:
- a. Review of the Force's Gifts and Gratuities for the most recent quarter;
  - b. Complaints Reviews Report;
  - c. Force Complaints Report;
  - d. Police Super Complaints Regulations & Suzy Lamplugh Force Progress Update;
  - e. Pensions Forfeiture Update;
  - f. Review of BWV (Body Worn Video) to assess whether use of force was reasonable, proportionate and in line with policy.
69. Actions arising from the Ethics and Transparency Panel:
- a. The Force to provide an update for the public domain on individuals charged following the 2022 Leicester unrest (communal riots) and outline ongoing actions.
  - b. The Force to review the quality assurance of EDI (Equality, Diversity and Inclusion) training provided to staff following concerns raised by panel members and confirm if further improvements are needed.
  - c. The Force/PSD to review the IOPC (Independent Office for Police Conduct) and national complaint forms to resolve data inconsistencies.
  - d. Super Complaints to be explored further in future meetings as a useful tool for scrutiny and allows for monitoring implementation of the recommendations outlined in the Super Complaint.
  - e. Review the current structure of meetings in relation to BWV (Body Worn Video) /UoF reviews (Use of Force).
70. The Gifts and Gratuities register was presented by the Force and reviewed. The panel requested clearer explanations on whether attendance at events was part of an officer's role in community engagement, or was a personal thank you to ensure transparency. The Force agreed to provide this context in future registers.
71. Emerging national issues affecting public trust were discussed and police misconduct was highlighted as an issue. A recent incident in Leicestershire that received national attention was discussed. The Force confirmed a public statement had been issued and that compensation claims were ongoing. The panel recommended that updates from the involved parties would help support public resolution.

72. The OPCC presented a paper on the Complaints Review process. The panel discussed what constitutes a reasonable and proportionate response. It was noted that this is subjective and ultimately is determined by the case handler. Issues were raised regarding the data presented and it was found that there were inconsistencies with the IOPC form (Independent Office for Police Conduct) and the national form, meaning that the data does not line up on the centurion database. The Force confirmed that this was being investigated to try and resolve the disparity in the quality of the data.
73. The capacity of the Professional Standards Department (PSD) was raised, detailing that PSD currently deals with around 1521 complaints in a team of 12 people. It was noted that this issue is not just locally in Leicestershire but also nationally.
74. The Force also presented a paper on complaint handling, referencing quarter 3 data. Explanations were given regarding how the information and data is received. It was highlighted complaints have significantly increased in recent years. The majority of complaints come under delivery of duties and service, followed by the second highest category, which is police, powers and procedures. Leicestershire's figures are mostly in line with national trends and complainant demographics are varied.
75. An update was provided on the Force's response to the Suzy Lamplugh Super Complaint. The Force explained that the recommendations from the complaint have been turned into a delivery plan, which will be tracked by a chief officer and fed into the Vulnerability Governance Board. The panel was informed that stalking and harassment is a Force priority for 2025/2026. The Force aims to increase the use of Civil Orders due to this bespoke training and gatekeeping checks are being implemented to support this. A question was asked regarding whether Leicestershire Police have a Digital Hub, it was confirmed they do, and this is being enhanced through investment in cloud-based services for management of digital forensics. It was also confirmed that new techniques in examining mobile phones were being introduced.
76. A discussion was held on pension forfeiture. The OPCC and PSD are taking a collaborative approach in relation to decisions to pursue pension forfeiture. It was explained that decisions to pursue pension forfeiture required a clear link between the offending and the officer's service which has resulted in a loss of public confidence.
77. The meeting concluded with a dip-sample review of BWV footage to obtain the panel members' perceptions of the officer's standards and behaviour. No concerns were identified regarding officer behaviour or standards.
78. Work has now commenced preparing the annual reports for both scrutiny panels for completion in October.

79. Forty-one complaint reviews were received by the OPCC in the period April- June 2025, with 32 being closed within the same period. Two pieces of learning from these reviews have been fed back to the force for action.

	No of reviews received	No Not upheld	No completed within 28 days	No not completed in within 28 days	Learning/Recommendations made
April	14	9	9	4	0
May	16	12	12	4	2
June	11	11	11	0	0

Case reference	Learning/Recommendation
CO/01125/24	Learning has been identified for the officer to ensure that when issuing Community Resolutions, he engages with the victim and records their views on the use of this outcome on the Police systems and the Community Resolution forms.
CO/01465/24	Having failed to take action initially, PSD have been asked to escalate this matter to the officer's supervisor, to ensure that the recording of the incident dated 30 January 2025 is completed on the Police system and the victim is contacted to progress enquiries.

80. The office continues to perform well compared to the national and most similar forces in relation to the completion of the complaint reviews, completing on average of 28 days compared to the national response time of 48 days.

81. The Team have commenced work around pension forfeitures for officers that have been found guilty of a criminal conviction linked to their police service. The office holds regular meetings with the Force's professional standards department to ensure intelligence around upcoming possible pension forfeitures is shared.

82. Over the reporting period over 4,800 pieces of information has been received into the Commissioners public inbox resulting in over 1,500 responses being sent. The remaining items received in the inbox include, updates from NPA (Neighbourhood Policing area) commanders, requests for complaint reviews, newsletters and invitations for the PCC.

83. In addition to this there has been 14 pieces of formal correspondence, lobby letter, MP letters etc drafted and sent from the Commissioner in this period.

84. This includes;

- a. letters around the Criminal Justice System to the Lord Chancellor and Secretary of State for Justice Rt Hon Shabana Mahmood;

- b. Police Funding to the Minister for Policing and Crime Prevention Dame Diana Johnson and Prime Minister Sir Kier Starmer;
- c. a letter around the challenges of Chief Constable Recruitment to Shadow Home Secretary Chris Philp MP, a letter to Attorney General Rt Hon Lord Hermer KC around the sentencing decision of the Bhim Kohli case.

### Holding the Force to Account

- 85. In the period the OPCC has held two Force Performance Boards, in which the OPCC team brief the Commissioner on their work reviewing key metrics to examine where Leicestershire Police may be under/over performing which informs CGB/Roundtable agenda.
- 86. The meeting focuses on operational performance from a variety of sources, including the themes from the Commissioners engagement days, the themes in correspondence through the public inbox, horizon scanning local and national policy, force operational performance information and also insight garnered from attendance at national/regional and local meetings.
- 87. The meeting held in April resulted in eight actions being taken forwards, including;
  - a. Seeking assurance from the Force on the planned activity to tackle E-scooters over the summer;
  - b. A request for a force paper on the HMICFRS Crime Investigations release to be brought to a future CBB;
  - c. An update to the PCC on the progress of the coroner's inquiry into the death in custody in the Force's custody suites in 2023;
  - d. And an internal review of public disorder offences recorded and the correlation between these offences and ASB incidents.
- 88. The meeting held in June resulted in 7 actions being taken forwards, these included.
  - a. Rape and Serious Sexual offence case compliance to be raised by the DPCC in the next LCJB meeting
  - b. A deep dive into shoplifting and robbery offences to be developed
  - c. The PCC to raise the HSE (Health and Safety Executive) custody inspection at a Force/OPCC round table meeting
  - d. The impact of CSP funded wardens to be evaluated
- 89. Since the commencement of the new plan and financial year a new forum for the PCC to enable the PCC to hold the force to account for effectiveness, efficiency and performance for minor items has been created. This is called the OPCC and Force Roundtable.
- 90. There was one round table in Q1 (Apr-June) during which the following topics were discussed.
  - a. Rural crime capacity and resourcing;
  - b. Spending review;



- c. Force levels of current demand;
- d. The PCC updated on the progress of his new Community Action Fund as part of the wider Community Action Programme.

91. The following actions resulted from this roundtable.

- a. The PCC and DPCC to write to the Home Secretary regarding the Casey Report;
- b. The National HMICFRS taskings and areas for improvements to be included in the next CGB meeting.

92. The OPCC held one Corporate Governance Board during Quarter 1 (May 2025).

The topics on the agenda were as follows;

- a. Operational Update;
- b. Public Order Policing;
- c. Right Care Right person;
- d. Q3 performance summary;
- e. Force 2025 Savings plan update;
- f. Police and Crime Plan monitoring approach.

93. Chief Constable Sandall gave the Board an overview of the current National and International events that are impacting on Policing. This included updates such as; the ongoing national concerns around Iran and Gaza, force demand over the summer period with key events and festivals, policing around the recent elections, significant policing operations, a college of policing visit highlighting the outstanding training plans and delivery of training through the Leicestershire Academy.

94. The Board presented a paper on public order policing for which a full paper has been provided to the Panel in this pack. Whilst overall there was full assurance from the Chief Constable that the Force is resourced to meet all local and national requirements the PCC did challenge the welfare support provided to officers volunteering into these roles and was provided assurance from the Chief that the use of rest days, breaks etc are balanced with the public need. He also advised that the Force is fortunate to not have a shortage of officers wanting to take on the public order training and the force are also able to retain officers in these roles.

95. The Chief updated the PCC on the Right Care Right Person (RCRP) that since its introduction in 2024 the force has been working closely with partners to save on average 71 policing hours per day, which has been re-invested back into increasing police performance in other areas.

96. The PCC was advised that the force have been taking a 'most appropriate agency' approach since 2018 and have rolled out 4 phases and have both a monitoring group and a tactical level group. The biggest challenge remains the gap in service provision that cannot be plugged locally or nationally that the Force is currently covering. The pressure on the ambulance service can lead to Officers taking patients to hospital to bypass a 4 hour wait for an ambulance whilst on shift, and

Ambulance staff are now communicating realistic wait times to Officers on scene to allow for informed decision making.

97. A good example of multi-agency working is the Mental Health Triage Car which is used as a joint agency response and creates handover times of less than an hour.
98. The PCC asked how partners have reacted to this approach without receiving additional funding/ budgets etc. ACC Streets noted that the Force set out a strategic plan and wrote to partners with a plan to work together on setting timescales to avoid upset and concerns over the potential for the Force to be viewed as moving away from core responsibilities etc. Upon the realisation of this, the journey with partnership working has been smooth aside from some challenges around the delivery of RCRP to children – in which case nothing is closed off until Officers are completely happy with the outcome. DCC Kerr also advised that the national guidance from the MoJ, Dept of Health and the Home Office has been invaluable in overcoming resistance around the Government directives.
99. The PCC praised the hard work and recognised the pressure that the Force is under, giving his full support to this work.
100. The Board also reviewed a quarterly force performance summary produced by the OPCC, which is a key requirement of the Specified Information order for local elected bodies. This is a publicly digestible document outlining key performance metrics against the areas of the Strategic Policing Requirement and was brought as a draft to CGB to solicit views on the design and format of the report. These reports are to be jointly drafted between the Force and OPCC and published on the new OPCC website moving forwards on a quarterly basis.
101. CC Sandall updated the group on the current financial position, where the Force were challenged with closing a £9.3M gap. CC Sandall was pleased to advise there is now a much smaller gap and that is due to good planning, a collaborative approach and continued focus. The Force is currently in the best position it has been in for the last 3-4 years. However, it would be sensible to note that this could change depending on the Pay Award etc.
102. The Board was updated on the progress and arrangements for the monitoring of the new Police and Crime plan. In the meeting both the Force and OPCC agreed to the proposed approach to use the OPCC Delivery board as the main forum of accountability for the delivery of the Police and Crime Plan.

#### Delivery of the Police and Crime Plan

103. The new Police and Crime plan commenced delivery in April 2025 and the Panel have previously been provided updates regarding the monitoring arrangements for the new plan.



104. As per the previous update to the Police and Crime Panel, the OPCC reviewed its internal governance structure and have created a dedicated Board, Police and Crime Plan Delivery Board, to enable the plan to be monitoring and progress to be tracked on a quarterly basis.
105. The first delivery board was held in April 2025 and chaired by the Chief Executive. The main purpose of this board, having just entered the delivery period for the new plan was to allocate owners for areas of delivery which will be held accountable for the progress or delays in delivery within their areas and present and outline how the Police and Crime Plan tracker is to be used.
106. Moving forwards the Police and Crime Panel will be brought quarterly updates on the progress of the delivery of the Commissioner's new Police and Crime Plan.

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

This page is intentionally left blank



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

Your Communities - Your Commissioner

## **Police and Crime Panel**

### ***Public Order Policing***

### ***8<sup>th</sup> September 2025***

<b>Report Date</b>	7 <sup>th</sup> August 2025
<b>Report Author</b>	Lizzie Starr, Director of Governance and Performance
<b>Security Classification</b>	Official

## **Purpose of Report**

1. In his role as the Police and Crime Commissioner (PCC) the Commissioner is required to contribute to national and international policing capabilities set out by the Home Secretary, bring together community safety and criminal justice partners to make sure local priorities are joined up and hold the Chief Constable accountable 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 contributing to national and international policing capabilities set out by the Home Secretary, bring together community safety and criminal justice partners to make sure local priorities are joined up and holding the Chief Constable to account for the policing of large-scale public disorder.

## **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 provided assurance regarding how Leicestershire Police are prepared with the capability, capacity and equipment to be able to deal efficiently and effectively with a future situation.
5. The PCC was presented a comprehensive report by the Chief Constable on the preparedness for the force's coping mechanisms with large scale disorder to the Corporate Governance Board in May 2025, for which key points have been included in the paper below.
6. During the last five years Leicestershire Police have had several significant and protracted public order operations to include disorder and protest. The PCC was briefed on how the force continues to learn and apply the lessons from such deployments to future operations.
7. The Chief Constable was confident it has the capacity, capability and equipment to respond to future demands and the knowledge and experience to draw upon regional and national assets should it need to.

## **Background, Relevant Data and Trends**

8. There have been multiple incidents of public disorder across the UK in previous years. Thanks to social media and organised groups this disorder is now easier than ever to organise and rapid to develop. Following the disorder in Leicester in 2022 and UK wide in 2024 the risk of further public disorder developing is often a concern voiced to the PCC by public and business, especially in the urban areas of our region.
9. During the 2024 riots, Merseyside Police tactically withdrew streets during disorder on the grounds of operational necessity. This led to a lowering of confidence in the police ability to keep the community safe.
10. While the quick work of Leicestershire Police to manage communities and tensions during that period avoided the same scenes in Leicester, it is a realistic possibility of future tensions and unrest as has recently been experienced elsewhere in the country linked to anti-immigration protests. Leicestershire Police have been ongoing in their proactivity to this and are prepared both locally and in support of national mutual aid.
11. The police deal with a wide range of incidents or operations which require the use of trained public order resources. There is a common misconception that public order trained officers only deal with disorder. This is not the case and very often 'public order officers' are assigned to large scale 'public safety' events such as Diwali or a music festival as their training is such that they are used to managing the movement and safety of large crowds. They are of course also trained to deal with outbreaks of disorder which are either planned or spontaneous in nature.
12. Each force regionally and nationally has to maintain a pre-determined commitment to the Strategic Policing Requirement (SPR). The Chief Constable confirmed that the amount in place is the amount required.
13. Whilst the exact numbers of trained officers cannot be provided in the public domain, the PCC was provided with full assurance that the Force meets the requisite number of trained officers and commanders required to meet the SPR, local need and that the force continually succession plans.
14. All Leicestershire police public order public safety officers (POPS) are trained according to the College of Policing (COP) tactics manual, and all commanders have attended and passed a nationally approved and accredited COP course to include adherence to the POPs Authorised Professional Practice (APP).

15. Further to this, if the resourcing requirements exceed local capacity and capability, for example the requirement for horses or additional PSUs, then the force are able to secure additional resources from outside the force area.
16. In times such as the national disorder of 2024, national mobilisation structures will be stood up reporting directly to National Police Coordination Centre (NPoCC) and a national Gold commander appointed. ACC Streets is the Regional Mobilisation Lead (RML) and represents the East Midlands on all such national mobilisations and manages the East Midlands Regional Information Coordination Centre (EMRICC) on behalf of the region.
17. The force considers that it has all necessary kit and equipment required to meet National standards. The force holds sufficient readily accessible stock of PSU uniform and is able to replace worn or damaged items of equipment. The force has ready access to sufficient PSU carriers (vans), having just replaced an aging fleet, intermediate shields, round shields, loud hailers, lighting and fire extinguishers etc. In addition, it has sufficient evidence gathering cameras, medic kits and protest removal capability to include working at heights.
18. The PCC asked how the force assesses the effectiveness of tactics used after disorder. After every POPS deployment a hot debrief is held to ensure that positive elements or learning points are captured and disseminated into both local and national learning via a national debrief form which is completed by all those in the command chain. Fortunately, incidents of widespread disorder are rare but where this does occur then more structured, thorough and often independent debriefs are held. As an example, post the events of 2022 in Leicester, NPoCC were asked to conduct an independent review. The CoP use such learning to host numerous mandated annual CPD events for commanders where feedback from significant deployments is shared nationally.
19. The force has taken significant learning from previous operational debriefs and the value of assigning investigative oversight during the early planning phases. It is now common practice that any pre-planned POPS operation will include the requirement of an assigned Detective Inspector to provide early advice and ensure declaration of and ownership of offences in addition to managing the processing of prisoners.
20. The PCC asked what steps the force has taken to ensure proactive engagement with the public and partners before, during and in the aftermath of public disorder. The force has not experienced disorder since 2022 however in preparing the local response to the national disorder in 2024 the force worked tirelessly to engage with key local stakeholders, the wider community and partners ahead of, during and post police deployment. The

force collaborated with the Local Authorities to ensure access to CCTV provision and the clearing of building work debris which might have been used as missiles.

21. The force engaged with relevant Local Independent Advisory Groups (LIAGs) and with its network of NPA community contacts. Taking the learning from 2022 the force's approach to comms and engagement was further enhanced through regular proactive messaging using both social media 'tiles' and more detailed stakeholder communications circulated via both traditional and non-traditional media. Such messaging prevented the spread of disinformation whilst reassuring communities of the police planned response. The force assured the PCC that it is confident that the proactive approach actually reduced/prevented certain factions attending our towns and cities in solidarity of one opposing group or another.
22. Post the 2022 disorder the force has also invested in a community cohesion team who continue to support the force in ongoing community dialogue and in developing new community and force relationships.

**Officer to contact:**

Lizzie Starr, Director of Governance and Performance

[Elizabeth.Starr@leics.police.uk](mailto:Elizabeth.Starr@leics.police.uk)

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

This page is intentionally left blank





## Police and Crime Panel

**8<sup>th</sup> September 2025**

***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.***

<b>Report Date</b>	12 <sup>th</sup> August 2025
<b>Report Author</b>	Kira Knott, Chief Finance Officer
<b>Security Classification</b>	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 a 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 has robust processes and framework in place for the management of Section 106. Achieving drawdown of monies from agreements due to expire within the next 12 months is a key priority for the Force.
6. The following table sets out the current s106 agreements compared to two years ago when the Police and Crime Panel commissioned a tasking group to review the S106 process.

<b>S106 Agreements</b>	<b>12/07/2023</b>	<b>02/07/2025</b>
	<b>£</b>	<b>£</b>
Total value of all agreements	11,124,266	12,538,459
of which:		
Developments not yet started	2,933,094	2,627,489
Monies held by developers	2,030,052	3,608,607
Monies held by LA	2,663,377	2,036,188
Monies received by Leics Police	3,497,743	4,246,618
Agreements expired	-	19,931
Total monies spent	2,351,134	3,817,325
Total funds remaining	8,773,132	8,721,134

7. The force has identified a number of projects to maximise the use of S106 funding. The Force currently has £1.5m of agreements which are due to expire in 2026. The Force will continue to prioritise draw down from these agreements and identify suitable projects to fund.
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.

### **Local Authority Updates**

9. The following table shows the total spent and the amount outstanding by local authority.

Local Authority	Total Agreements £	Total Spent £	Total remaining £
Blaby	3,137,979	- 828,982	2,308,997
Charnwood	3,907,968	- 586,848	3,321,120
Hinckley and Bosworth	1,402,368	- 187,284	1,215,084
Harborough	1,777,797	- 1,009,475	768,322
Melton	560,887	- 278,959	281,928
North-West Leicestershire	1,292,905	- 571,818	721,086
Oadby and Wigston	255,237	- 221,483	33,754
Rutland	203,319	- 132,476	70,843
Leicester City	-	-	-
<b>Total</b>	<b>12,538,459</b>	<b>- 3,817,325</b>	<b>8,721,134</b>

10. As the rules are so subjective, even within Leicestershire each local authority interprets them differently, and has different processes for accessing funding. The force approach to section 106 for each of these authorities differs dependent on specific need, but consists of regular operational, tactical and strategic level meetings. The force and the OPCC have been working with the local authorities to access funds.

11. 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.

### **New bids**

12. The Force have developed a structured approach to submitting new bids and accessing funds, including an agreed template designed with local authorities and a contribution formula which takes in to account population changes and crime statistics.

13. The Force have received a number of push backs from developers that bids are not CIL Compliant even though a number of the bids replicate passed agreements that have met the CIL tests. The Force are working to ensure that bids are evidence based and meet the regulations.

14. Since the beginning of 2025 the Force has submitted 23 new bids totalling £4m.

### **Officer to contact:**

Kira Knott, Chief Finance Officer

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



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

Your Communities - Your Commissioner

## **Police and Crime Panel**

### ***8<sup>th</sup> September***

### ***Police Funding Formula***

<b>Report Date</b>	11 <sup>th</sup> August 2025
<b>Report Author</b>	Charlie Chirico, DPCC and Kira Knott, Chief Finance Officer
<b>Security Classification</b>	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.
2. The PCC brings this report to outline for the Police and Crime Panel the issues with the current funding formula and the impact on Leicestershire Police.

## **Request of the Panel**

3. To support the Commissioner in lobbying the government for a fundamental review of the police funding formula.

## **Background, Relevant Data and Trends**

4. The Police funding formula, also known as the Police Allocation Formula (PAF), is the method which the Home Office uses to decide how much central government money each of the 43 forces in England and Wales receives each year. The Home Office sets a total 'core grant' budget for policing which is separate from what forces can raise themselves through precept. It is designed to allocate funding based on relative needs of each police force, rather than their absolute needs.
5. The formula uses a combination of socio-economic and demographic indicators to estimate the workload of each police force. It divides police activity into 11 categories, including:
  - 7 crime-related categories (e.g. serious violence, burglary, robbery);
  - 4 non-crime categories (e.g. public reassurance, traffic incidents, special events);
6. Each category is weighted based on how much police time it typically consumes. For example, more funding is allocated to activities like investigating violent crime than to policing special events.

To estimate workload, the formula uses indicators such as:

- Population size and density;
  - Urbanisation (Urban v Rural);
  - Socio-economic deprivation;
  - Daytime net inflow of people;
  - Number of bars per hectare.
7. Area cost adjustment (ACA) is used to adjust the formula for forces where wages and cost of living is significantly higher.

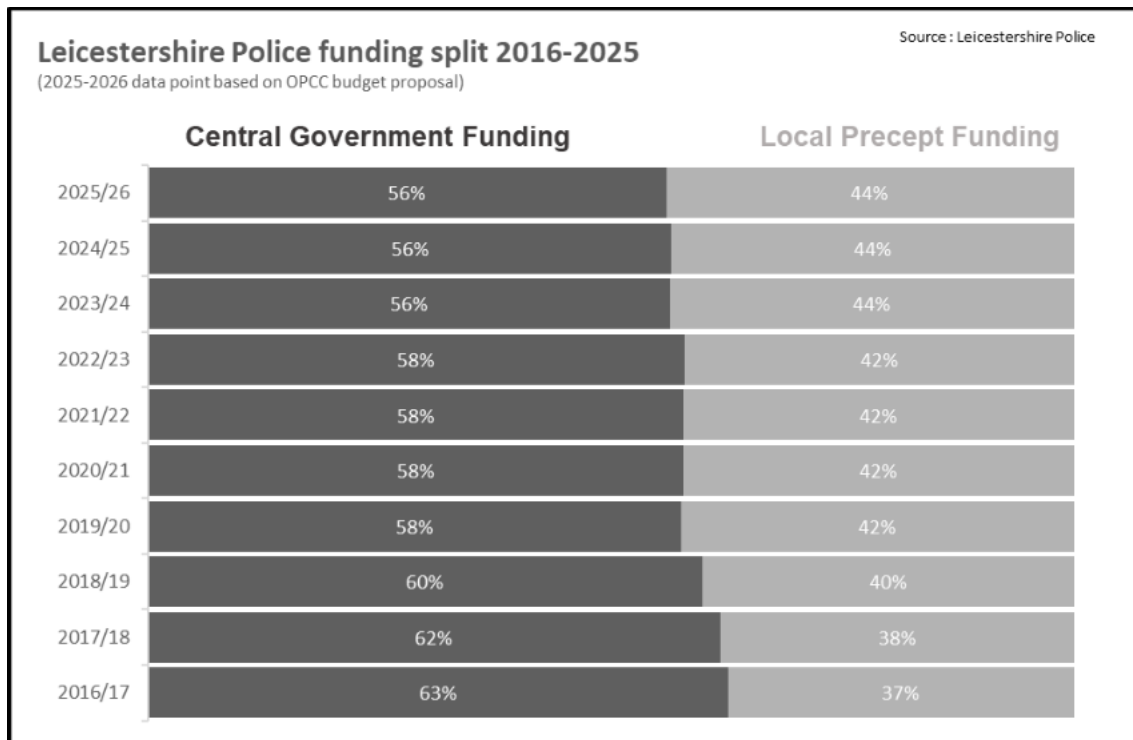
8. A “floor damping” mechanism ensures a minimum year on year grant rise of 2.5% but limits are imposed by redistributing excess gains from better funded forces.

### **Criticisms of the Police Allocation Formula**

9. The UK Police Funding Formula has faced sustained criticism from police leaders, public bodies, and independent analysts.
10. The formula was introduced in 2006 and relies on data as old as the 2001 Census. It is considered outdated and difficult to understand or justify. It uses Activity Based Costing data that stopped being collected in 2007/08 and is linked to a Local Government funding model that no longer exists. Due to its complexity, a refresh of the formula has not been forthcoming.
11. Forces with higher council tax precepts raise more funding locally, while others rely heavily on central grants. This creates regional disparities, where some forces are significantly better funded per capita than others, despite similar policing needs.
12. The formula does not reflect current policing demands, such as rising cybercrime, mental health incidents, or safeguarding responsibilities. It lacks a national picture of demand, leading to crude, across-the-board cuts that ignore local complexities.
13. The National Police Chiefs Council (NPCC) estimated that there is a £1.2 billion shortfall for policing over the next 2 years which is projected to grow, with forces selling assets, borrowing, and raising local taxes to stay afloat.

### **Leicestershire Context**

14. Leicestershire Police receive 56% of its funding from central government and the remaining 44% from local precept. There has been a shift towards local precept taxation from central government funding over the last 10 years.



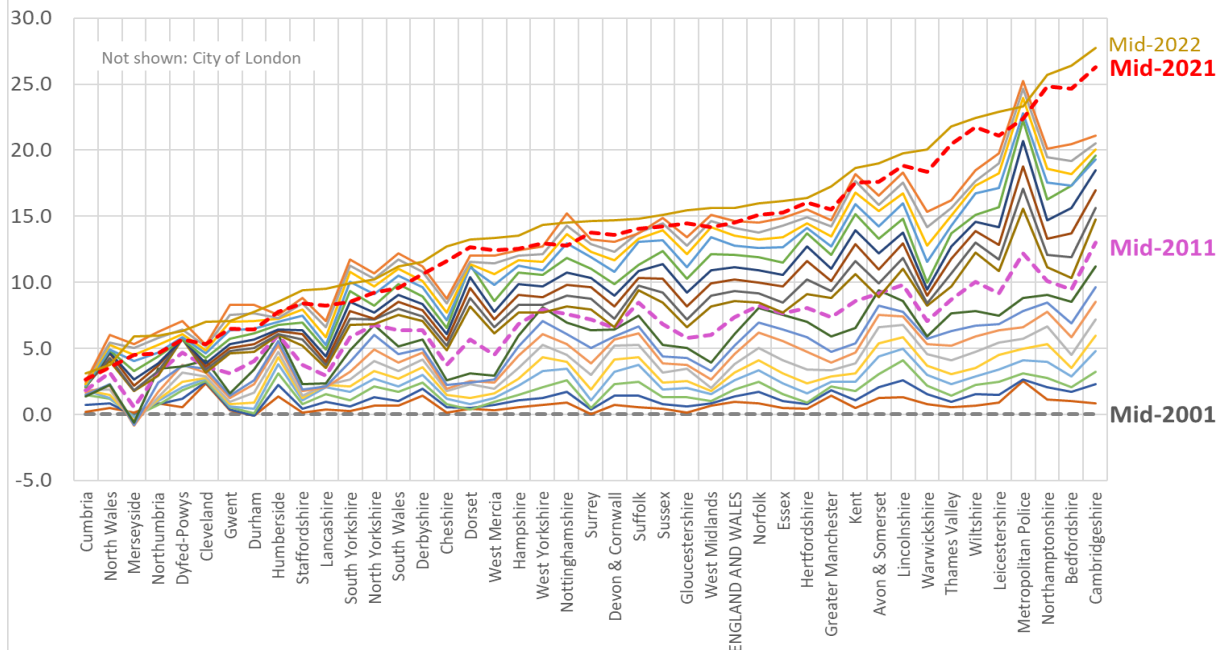
15. Due to the shift from Central Government funding to local precept taxation and the expectation from Central Government, the Commissioner has needed to raise precept by the maximum over the last 4 years in order to protect service delivery and meet financial pressures such as inflation and pay increases.
16. Population growth within Leicestershire is one of the fastest growing population growths outside of London. The graph below shows that population in Leicestershire has grown by 22% between 2001 and 2022. Considering the formula is based on 2001 census data, Leicestershire Police are detrimentally affected by increases in population therefore lowering the funding per capita.



Gavin Hales  
@gmhales

### Police force residential population change (%) since 2001 England and Wales

Source: ONS mid-year population estimates

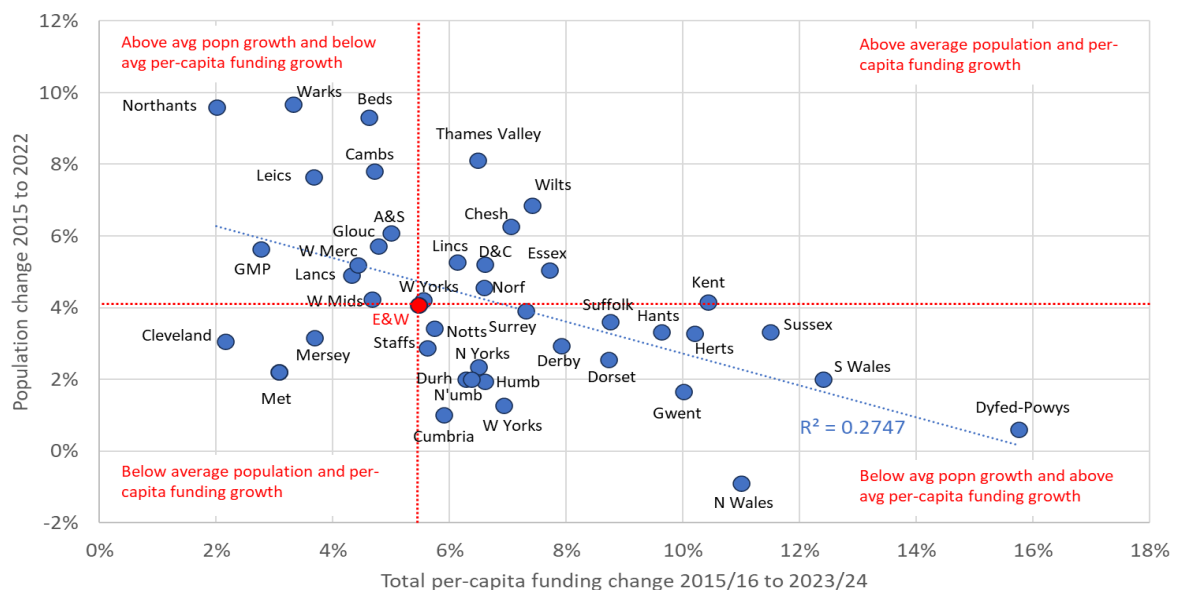


Source: Now is the best opportunity to reform the police funding formula - The Police Foundation <https://www.police-foundation.org.uk/2024/07/now-is-the-best-opportunity-to-reform-the-police-funding-formula/>

17. The following table shows that Leicestershire Police has seen an above average population increase between 2015 and 2022 but has received a below average increase in funding per capita.

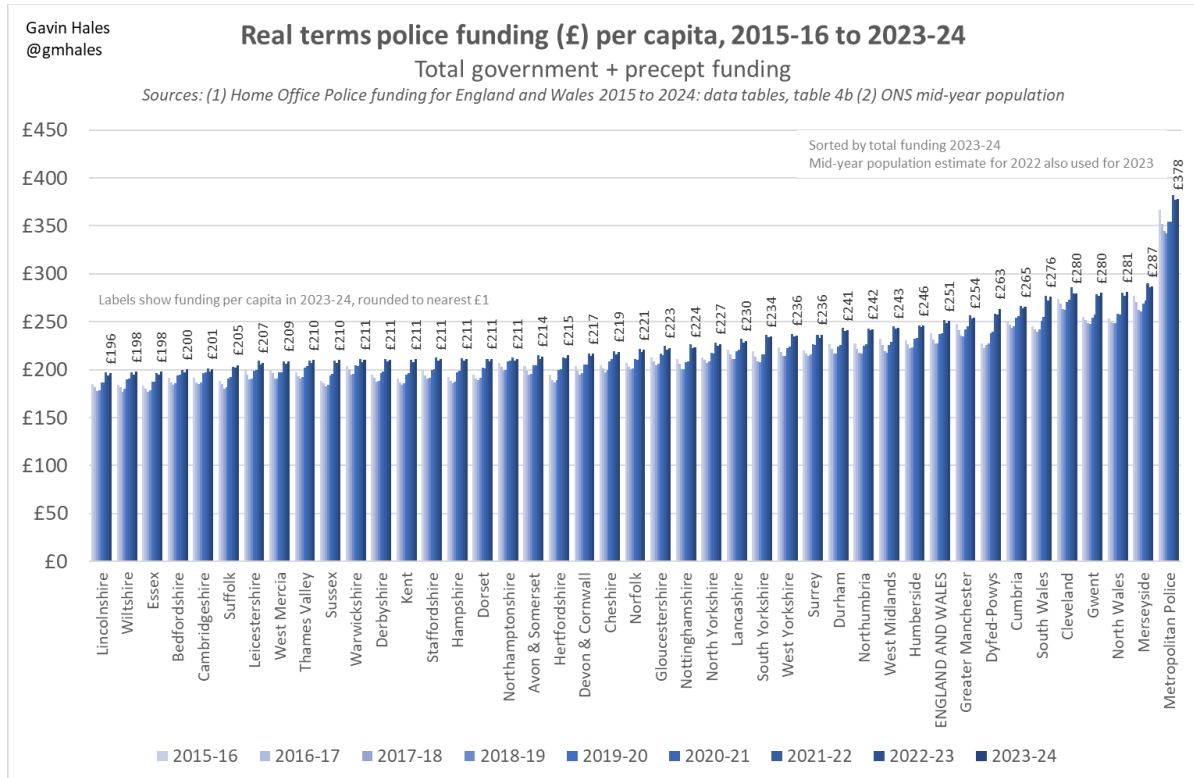
Gavin Hales  
@gmhales

### Total per-capita real terms funding has increased more between 2015/16 and 2023/24 in forces with lower population growth Though the correlation is not especially strong



Source: Now is the best opportunity to reform the police funding formula - The Police Foundation <https://www.police-foundation.org.uk/2024/07/now-is-the-best-opportunity-to-reform-the-police-funding-formula/>

18. The table below shows that Leicestershire Police is the 7<sup>th</sup> lowest funded force per capita at £207. If Leicestershire Police funding per capita was in line with the funding per capita for England and Wales, Leicestershire Police would receive an additional £50m.



Source: Now is the best opportunity to reform the police funding formula - The Police Foundation <https://www.police-foundation.org.uk/2024/07/now-is-the-best-opportunity-to-reform-the-police-funding-formula/>

19. Over the past 3 years Leicestershire Police have made savings of £23m in order to close the budget deficit, largely created from unfunded pay awards, changes in legislation and high inflation costs. Unfunded pay awards for the last 3 years have resulted in a £7.3m deficit. Any additional funding given for pay inflation and NIC increases has been distributed in line with the Police Allocation formula rather than payroll data, resulting in a disparity between the cost to the Force and the funding available to offset the increase.
20. In the last 12 months, the Commissioner has raised concerns about police funding with Dame Johnson, the policing minister, on 1 October 2024 and 23 March 2025, with a face-to-face meeting on 3 February 2025. Furthermore, the Commissioner has raised his concerns directly with the Prime Minister on 25 March 2025.
21. The Commissioner will continue to lobby Central Government for a fundamental review of the Police Allocation Formula, ensuring Leicestershire

Police are adequately and shifting the financial burden from the local taxpayer.

**Officer to contact:**

Charlie Chirico – Deputy Police and Crime Commissioner for Leicestershire  
Kira Knott – Chief Finance Officer, OPCC for Leicestershire

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

This page is intentionally left blank