

LEICESTERSHIRE SAFER COMMUNITIES STRATEGY BOARD

9th DECEMBER 2022

LSCSB UPDATE: LEICESTERSHIRE POLICE

Background

1. Leicestershire Police are identified as a Responsible Authority under the Crime and Disorder Act 1998 and have a duty on them to work together with the other responsible authorities to reduce crime and disorder in their areas. The Leicestershire Safer Communities Strategy Board (LSCSB) was formed under the auspices of the Police and Justice Act 2006. The Act requires every local authority in an area with two tiers of local government such as Leicestershire, to have a County-Level Crime and Disorder Strategy group. The LSCSB undertakes this function and Leicestershire Police are a core member.
2. This update provides a summary of the operational responses, strategic developments achievements from the last period and those planned for the next 12 months.

Notable developments and challenges:

Past Year

Rural Policing Team

3. Rural Policing has always been a focus of neighbourhood policing, this has been developed by the introduction of a force Rural Policing team. This comprises of a central team based at headquarters of a dedicated Inspector, Sergeant and 2 x PC, and 5 x dedicated Rural PCs based at each of the Rural Neighbourhood Policing Areas. Their strategic aim is to:
 - Provide an effective response to calls for service in rural areas.
 - Prevent and detect rural crime.
 - Provide visible dedicated resources within our rural communities
 - Effectively engage and communicate with our rural communities.
 - Working with partners, deliver effective partnership responses in our rural communities.
4. The team have been involved in successful regional and force wide operations/investigations and co-ordinate the force response to Rural issues like hare coursing, as well as building the confidence of Rural communities and carrying out joint working with partners.

HMICFRS Peel Report

5. On 28th April 2022 Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) produced its findings from the latest PEEL (Police Effectiveness Efficiency and legitimacy) Inspections. The force was graded as following.

AREA	GRADING
Recording date about crime	Outstanding
Preventing Crime and anti-social behaviour	Outstanding
Protecting Vulnerable people	Outstanding
Engaging with and treating the public with fairness and respect	Good
Managing Offenders and suspects	Good
Building, supporting and protecting the workforce	Good
Strategic planning, organisational management and value for money	Good
Investigating Crime	Adequate
Responding to the public	Adequate

Standards

6. The 10 standards of professional behaviour that underpin every decision and action officers and staff make are being promoted in a new internal campaign highlighting the importance of each standard and ensuring that they are more than words on a page. This is linked to the reputation of policing in Leicester, Leicestershire and Rutland (LLR) and the trust and confidence of communities. The campaign is to ensure the highest possible standards are consistently achieved.
7. To mark Her Majesty the Queen's Jubilee, the force were delighted to announce that the iconic custodian police Helmet and Bowler were returning to the heads of patrolling police officers. The distinctive domed helmet for male officers and bowler hat for female officers were removed several years ago in favour of the bump cap. In celebration of The Queen's jubilee, and as a renewed commitment to standards and to officers being more visible in our communities, a new force-wide rollout of the recognisable headwear has begun.

Race action plan

8. The Race Action Plan was released on 24th May 2022 and looks specifically at the low confidence in policing within the black community compared to other

communities. There are four pillars: respect, protect, involved and represent. It has been embraced by Leicestershire Police with a number of work streams already in existence before the release date. These work streams have included the following elements:

- Formation of community focus group born from willing members of the community wanting to assist the Leicestershire Police in shaping the Race Action Plan, with meaningful challenges around their perception of policing in their community, whilst offering constructive solutions to the problems that have been highlighted
- Introduction of custody suite visits by focus group members, with a no holds barred, all access approach
- The introduction of the Leicestershire Police and Communities Together (LPACT) events for the black community to come together to meet the Chief Officers and Police leaders and allow for an honest discussion, similar to the focus group, where there is a two-way conversation around improving the service that Leicestershire Police provide to the black community whilst offering advice, feedback and learning around certain themes.
- Meetings with Deputy Chief Constable Tyrone Joyce who is the national lead for the Race Action Plan to ensure that Leicestershire Police continue to be a flagship service. Also, with Chief Inspector Hamir Godhania from the College of Policing who has ownership of 10 police forces across the country concerning the Race Action Plan. He has requested Leicestershire offer peer support to another police force in respect to the learning Leicestershire had already gained through our actions and plans.

Equality, Diversity and Inclusion Training

9. The force has ambitions to be a 'beacon force' in relation to equality, diversity and inclusion. LLR is one of the most diverse areas of the country. It is essential that everyone on the force has a good level of understanding of equality, diversity and inclusion, therefore a training programme has been designed for everyone in the organisation to attend. This is due to be rolled out in the next few months.

Recruitment

10. In 2019 Operation Uplift was commenced and the force was given the target by the government to recruit an uplift of 297 officers by March 2023. In 2019 there was an establishment figure of 1998 officers including the Chief Officer Team.

The total number of officers required was 2295. As of the 31st August 2022 the establishment figure is 2315. The force have already exceeded the targets set.

11. The force has the highest proportion and headcount of Officers who share underrepresented characteristics in its history and these numbers are continuing to rise. Of new recruits 50% are female and the force's officers are the 5th most diverse in the country in relation to race.
12. Leicestershire Police continues to develop leadership from within both for the benefit of the force and wider policing. Two of the four other Chief Constables in the region were recruited and developed within Leicestershire police.
13. For 2022/23 the areas of focus are:
 - Targeted recruitment to bring in circa 150 high quality new recruits across a breadth of entry routes;
 - Support the recruitment process to close further any areas of disproportionality, with a strong focus on race;
 - Minimise voluntary resignations during first 2 years.

Coming Year

IRV

14. The force will be reintroducing the IRV, the Incident Response vehicle. This role was previously removed due to the financial climate and reduction in front line officers. This is a response vehicle that will be crewed by experienced staff who will receive enhanced training, the top performing officers. The ambition is that this will retain officers on the frontline who have experience and can guide the rest of the shift, to uplift the skills and experience gap. There will be an IRV for each Neighbourhood Policing Area (NPA) and an IRV driver for each shift at each NPA. This will eventually be 90 officers. The recruitment of these officers will be prioritised for those in the County NPA's due to the rural nature and greater distanced travelled.

Oakham Front Enquiry Office

15. The force will soon be opening a new front enquiry office (FEO) in Rutland – helping to strengthen the visibility of police within rural communities. Plans are underway to alter Rutland Police Station, based in Oakham, to incorporate a new FEO - giving the public another way to communicate with officers and staff in the area. Previously the office was housed at Rutland County Council's contract centre in Oakham, which has remained closed since the coronavirus pandemic began. The opening of the facility in the next few months will see a FEO in each of the force's nine NPAs.

Shift Inspectors and Command cadre

16. There are changes to the Front line 24/7 Command and Inspectors posts. From the 5th September the control room gained 6 more Inspectors making 14 in total, to perform the 2 24/7 command functions. These functions being the Control room inspector (Oscar one) and Ground command inspector (Oscar 2). This is in response to the increased demand on the frontline and to support the response Officers and Sergeants. The change in structure means 24/7 there will be 2 key command inspectors with responsibilities of managing incidents as they occur and leading our people, one in the control room and then a second to cover a new ground assigned incident commander role. This is in addition to the existing 10 operational command inspectors who will be refocused on leading the 650 NPOs and their 90 Sergeants, driving standards and performance whilst enhancing the wellbeing support response officers receive (these will be called Shift Inspectors).

Chief Officer recruitment

17. The appointment of Chief Constable Rob Nixon has been confirmed in November 2022.

Recommendations

18. The Board note the contents of the update report.

Officer to contact

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