



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

Your Communities - Your Commissioner

Police and Crime Panel for Leicester, Leicestershire and Rutland

12 March 2024

EMSOU

Report Date	1 March 2024
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Security Classification	OFFICIAL

Purpose of Report

1. As set out by the Police and Social Reform 2012 Act, in his role as the Police and Crime Commissioner (PCC), the Commissioner can enter into regional collaborations where they are of benefit to Leicester, Leicestershire and Rutland.
2. The PCC brings this report following an update on East Midlands Special Operations Unit.

Request of the Panel

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

Summary

4. The East Midlands Special Operations Unit (EMSOU), utilises specialist skills and capabilities to tackle the most serious, organised and violent crime, including terrorism. Established in 2001, the unit is a collaboration of specially trained officers and staff from the police forces of Derbyshire, Lincolnshire, Leicestershire, Northamptonshire and Nottinghamshire in the East Midlands.
5. EMSOU aims to identify, disrupt and prosecute those individuals or groups causing the most harm to our communities. They also, by working with other agencies, seek to prepare the public in the event of a major incident, equip them with the knowledge to protect against crime and prevent people from being drawn into crime.
6. In March 2023, HMICFRS found EMSOU's activity to on tackling serious and organised crime to be inadequate. With that report they highlighted a number of areas of improvement and development.
7. Much work has been carried out since that report, and some of the leadership of that work now sits within Leicestershire Police.

Update on Activity

8. The Cause of Concern regarding the lack of a Section 22 agreement has been addressed, with the required review having taken place. Every Chief Constable from all 5 Forces have supported the updated Section 22 agreement. There is further work planned in this area alongside Chief Constable Rob Nixon leading a review into the operating model.

9. In December 2023 a series of workshops were held with all forces, including ACC Kerr representing Leicestershire, following which all forces have agreed to the funding proposals and organisation of EMSOU capabilities from April 2024 onwards. This includes standing up an ongoing cross-force working group that will develop a longer-term financial plan around sustainable savings and funding agreements. These proposals were presented to the PCC as part of the budget setting process and approved.
10. In January 2024, it was agreed that a full review of all EMSOU capabilities, including the intelligence functions highlighted in the HMIC report would take place, under the leadership of an identified Chief Constable Senior Responsible Officer. Chief Constable Nixon has been appointed to undertake that role and has stood up a programme of work to deliver the require improved operating model.
11. The EMSOU Tasking and Prioritisation processes have been strengthened following the Inspection, with an improved Tactical and Strategic Tasking model introduced. ACC Kerr represents Leicestershire Police in the Strategic Tasking process, with Det Supt Drummond (Head of Leicestershire Police Force Intelligence Department) representing the force in the Tactical meeting.
12. EMSOU has successfully implemented the nationally agreed system for recording and evaluating SOC disruptions and now provides regular updates to forces on performance and impact. The recommendation to better reflect the nationally recognised '4P' approach to delivery plans (Protect, Prepare, Prevent and Pursue) has been adopted, and better supports Leicestershire Police aligned 4P Plans which are overseen via the force Crime Oversight Board.
13. As described further work is ongoing and an update paper will be brought back to Police and Crime Panel later in 2024.

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