



## 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?

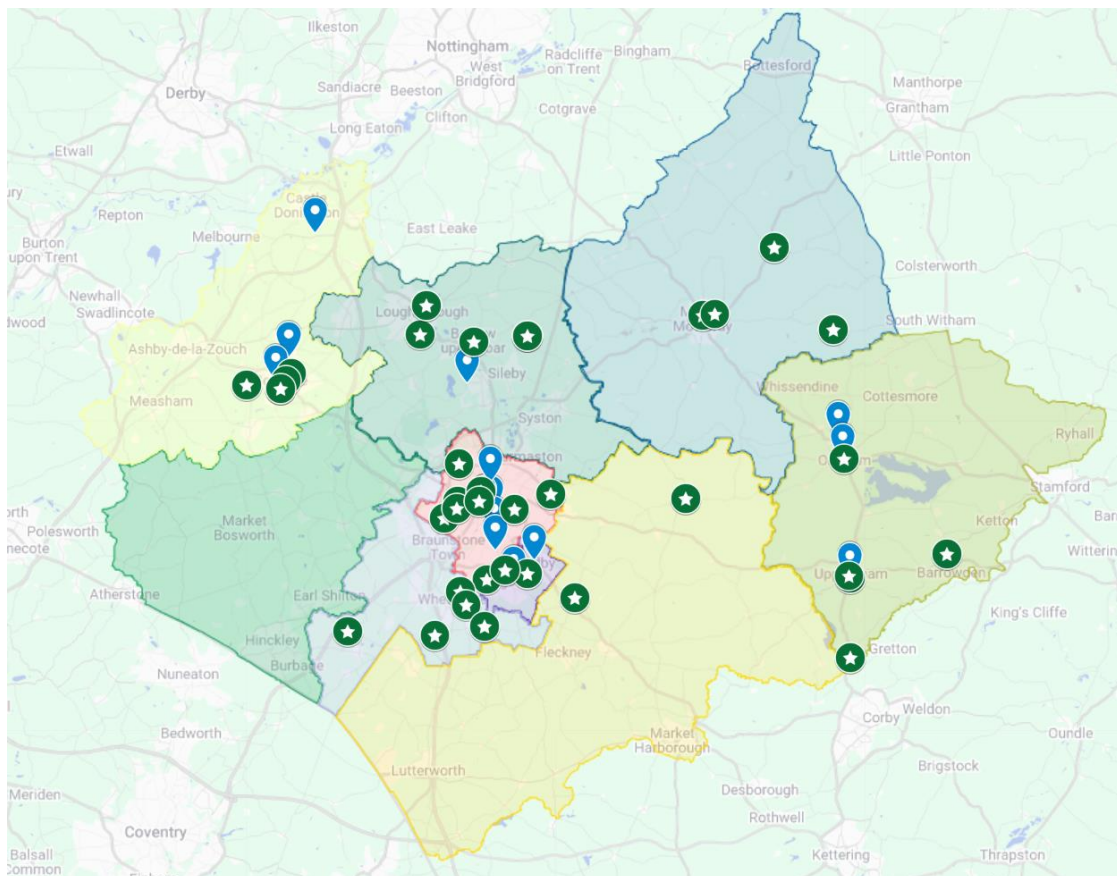
## **Summary**

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:

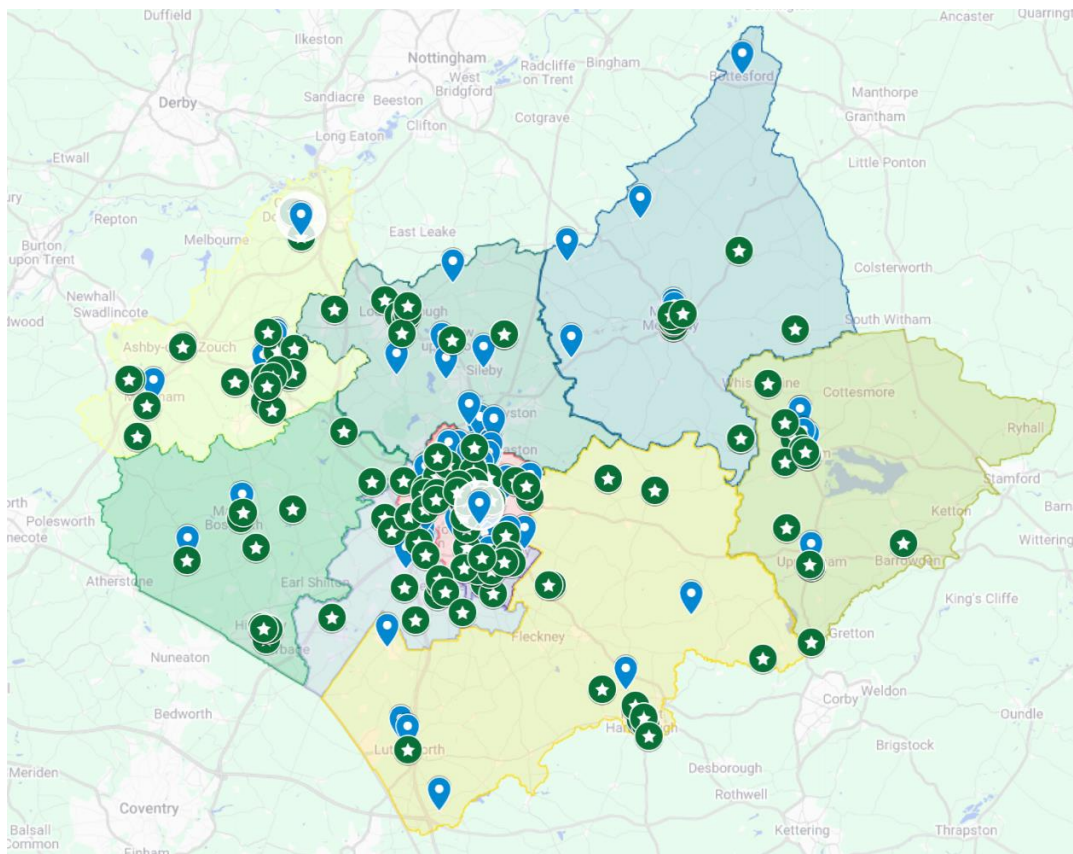


10. The engagements are cumulatively tracked on a monthly basis by the OPCC team to ensure the Commissioner is undertaking various engagements across the city and two counties and engaging with a variety of different communities and demographics across the course of a year.
11. The total engagements 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.
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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.

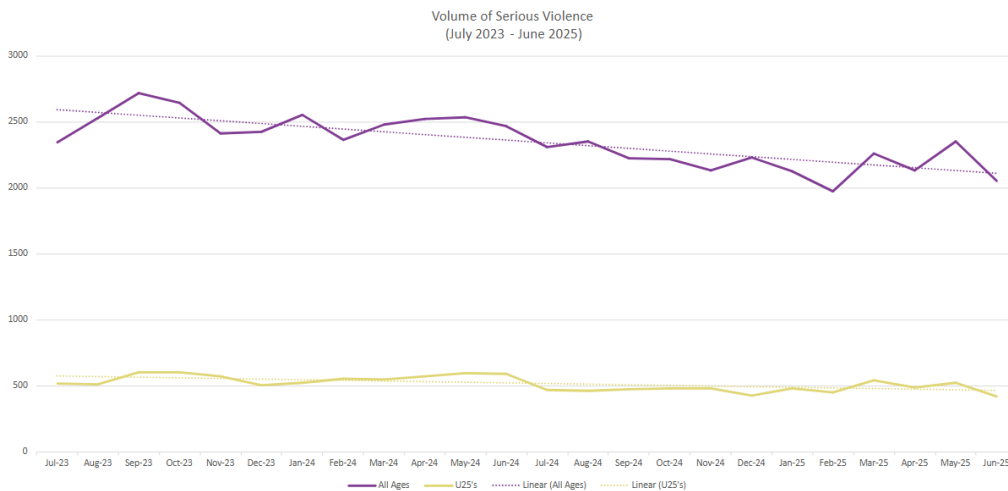
37. Each featured provider will receive their own edited version to support funding applications and promote their work. The video has not yet been publicly shared. A community-led celebration event is planned for September 2025, organised by the New Parks People Zone steering group. This event will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

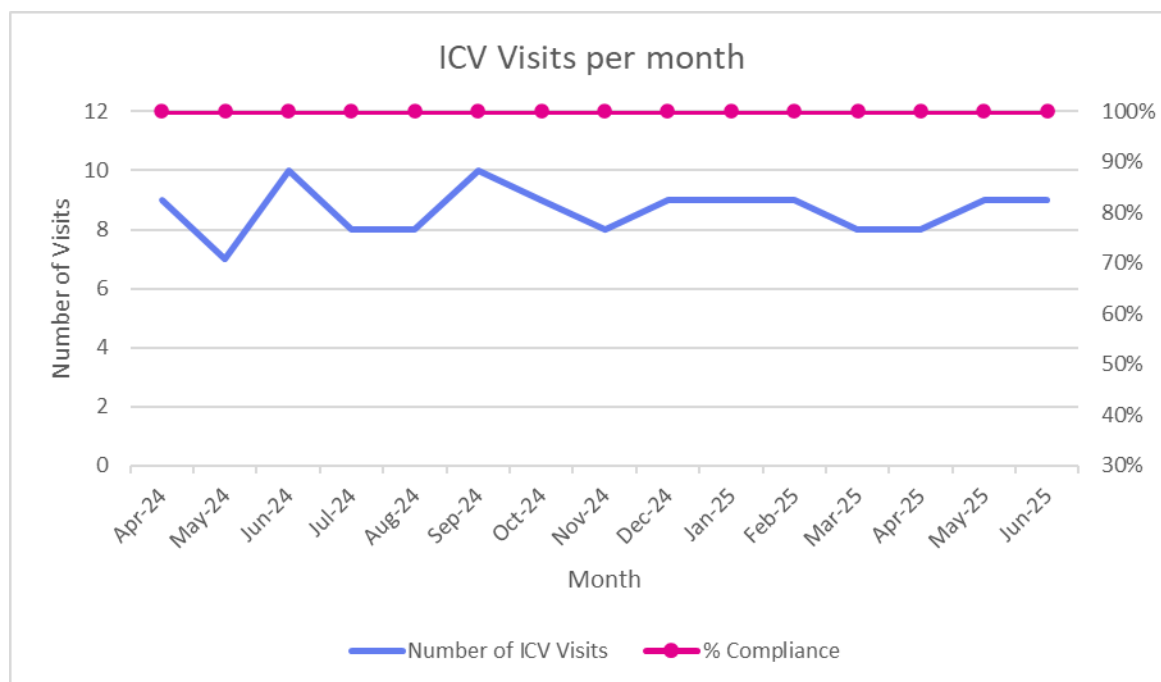


TikTok. The mobilisation stage involved co-designing the style, approach and topics with children and young people.

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** -----

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