



Leicester  
City Council

**MEETING OF THE LEICESTER, LEICESTERSHIRE AND RUTLAND POLICE  
AND CRIME PANEL**

**DATE: MONDAY, 6 MARCH 2023**

**TIME: 1:00 pm**

**PLACE: Meeting Rooms G.01 and G.02, Ground Floor, City Hall, 115  
Charles Street, Leicester, LE1 1FZ**

**Members of the Panel**

Councillor Taylor (Chair)

Councillor Whelband (Vice-Chair)

Councillors Clair, Clarke, Cutkelvin, Graham, Harper-Davies, Loydall, March,  
Mullaney, Phillimore and Woodman

**Independent Members**

Ms Parisha Chavda

Ms Salma Manzoor

Members of the Panel are invited to attend the above meeting to consider the  
items of business listed overleaf.

For Monitoring Officer

**Officer contacts:**

**Anita James, Senior Democratic Support Officer,**

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## **PUBLIC SESSION**

### **AGENDA**

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#### **1. APOLOGIES FOR ABSENCE**

#### **2. DECLARATIONS OF INTEREST**

Members will be asked to declare any interests they have in the business on the agenda.

#### **3. MINUTES OF THE LAST MEETING: 1ST FEBRUARY 2023      Item 3 pg 1**

The minutes of the meeting held on 1<sup>st</sup> February 2023 are attached and Members will be asked to confirm they are an accurate record.

#### **4. PUBLIC QUESTIONS**

None received.

#### **5. POLICE AND CRIME PLAN UPDATE REPORT**

Members to receive an update report on progress against the aims and priorities of the Police and Crime Plan.

(Report to follow)

#### **6. OPCC CORPORATE GOVERNANCE BOARD UPDATE      Item 6 pg 13**

Members to receive a report providing details of outcomes from recent OPCC Corporate Governance Board meetings.

#### **7. DOMESTIC ABUSE PERPETRATOR INTERVENTION PROGRAMME UPDATE REPORT      Item 7 pg 35**

Members to receive a report providing an update on the Domestic Abuse Perpetrator Intervention Programme, the options for funding and the long term sustainability of the programme

**8. EFFICIENCY SAVINGS REPORT**

Members to receive a verbal update on actual efficiency savings achieved in the financial year 2022-23 together with an indication of any efficiency savings identified for the new financial year 2023-24.

**9. ANNUAL REPORT OF THE COMMISSIONER'S INDEPENDENT CUSTODY VISITING SCHEME** **Item 9 pg 41**

Members to receive a summary of the annual report of the Commissioner's Independent Custody Visiting Scheme 2021/22 covering the period 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022.

**10. S106 FUNDING REVIEW OUTCOMES UPDATE**

Members to receive a verbal update on implementation of the panel recommendations following the panel's s106 funding review.

**11. WORK PROGRAMME** **Item 11 pg 61**

Members to receive the panel's work programme and to consider any future items for inclusion.

**12. ANY OTHER URGENT BUSINESS – PRIVATE SESSION**

The Chair has agreed to take an item or urgent business to allow the Police and Crime Commissioner to make a brief announcement.

Members of the Press and Public to note:

Under the law the panel is entitled to consider certain items in private session where in the circumstances the public interest in maintaining the matter as exempt outweighs the public interest in disclosing the information.

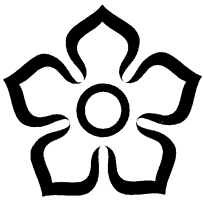
The Panel to resolve that the press and public be excluded during this item of business in accordance with the provisions of Schedule 12A of the Local Government Act 1972, as amended, because it involves the likely disclosure of exempt information, as defined in paragraph 7 of Part 1 of Schedule 12A of the Local Government Act 1972, being information relating to any action taken or to be taken in connection with the prevention, investigation or prosecution of crime, and taking all the circumstances into account, the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

**13. DATE OF NEXT MEETING**

The next scheduled meeting will be the panel's Annual General Meeting due to take place on Thursday 22<sup>nd</sup> June 2023 at 1pm at City Hall.







Leicester  
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# Item 3

Minutes of the Meeting of the  
LEICESTER, LEICESTERSHIRE AND RUTLAND POLICE AND CRIME PANEL

Held: WEDNESDAY, 1 FEBRUARY 2023 at 1:00 pm

P R E S E N T :

Councillor Taylor (Chair)  
Councillor Whelband (Vice-Chair)

Councillor Clarke  
Councillor Graham  
Councillor Harper-Davies  
Councillor Loydall  
Councillor March  
Councillor Mullaney  
Councillor Oxley  
Councillor Phillimore  
Councillor Woodman  
Councillor Dempster – substitute  
Councillor Pantling - substitute

In Attendance:

Rupert Matthews – Police and Crime Commissioner  
Rani Mahal – Deputy Police and Crime Commissioner  
Robert Nixon – Chief Constable  
Andy Champness – Acting Monitoring Officer OPCC  
Kira Hughes – Acting Chief Finance Officer OPCC

Also Present:

Kamal Adatia – Monitoring Officer  
Anita James – Senior Democratic Support Officer

\* \* \* \* \*

## 8. APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Piara Singh Clair and Councillor Cutkelvin.

It was noted that Councillor Dempster was present as a substitute for Councillor Piara Singh Clair and Councillor Pantling was present as a substitute for Councillor Cutkelvin.

## **9. DECLARATIONS OF INTEREST**

Members of the panel were asked to declare any pecuniary or other interests they may have in the business on the agenda.

There were no such declarations.

## **10. CHAIRS ANNOUNCEMENTS**

The Chair made the following announcement:

Over the past few months, the Chair had become increasingly concerned by the multiple interim appointments for the role of Chief Executive Officer to the Office of the Police and Crime Commissioner by the Police and Crime Commissioner.

Since the PCC took office in May 2021, there have been two Interim Chief Executive Officers, then the permanent appointment of Chief Executive Officer David Peet which was brought to a Confirmation Hearing, and then another two Chief Executive Officers which have both been interim.

In a period of 21 months that is five Chief Executive Officers with only one coming before the panel for a Confirmation Hearing.

With this constant change, there is a lack of stability and a lack of scrutiny over these appointments. This has also been voiced to the Chair by some members of the panel.

In addition, the Chair has not been made aware that the role of permanent Chief Executive Officer is being advertised at the current time.

After reviewing the 'Police Reform and Social Responsibility Act 2011 Schedule 1 legislation' and seeking legal advice from the panel's monitoring officer, the Chair's view is that any appointment of a Chief Executive Officer or Chief Finance Officer, whether interim or permanent, under the legislation, is an 'appointment' and therefore should come before the panel for a Confirmation Hearing.

With this in mind and being aware that the latest Interim Chief Executive Officer appointment has attracted wider publicity, as well as understandable interest locally, the Chair contacted Mr Matthews with her concerns via email on 13<sup>th</sup> December 2022. The Chair sent a follow up email on 6<sup>th</sup> January 2023 and then a further email on 11<sup>th</sup> January 2023.

The Chair received a telephone call from Mr Matthews on 11<sup>th</sup> January 2023 and the Chair asked Mr Matthews to start the process of informing the panel



clerk of his Interim Chief Executive Officer appointment so the due process could be followed to hold a Confirmation Hearing for Mr Veale.

As of today, at approximately one hour before the meeting the Chair received a telephone call from Mr Rupert Matthews and was advised that Mr Veale had stepped down.

The Chair does not propose to discuss the candidacy for this role today, as that would not be appropriate, however the Chair is clear that there is not an interim Chief Executive Officer until the due process has been followed.

**11. MINUTES OF PREVIOUS MEETINGS HELD: 24TH NOVEMBER AND 14TH DECEMBER 2022**

RESOLVED:

That the minutes of the confirmation hearing held on 24<sup>th</sup> November 2022, the minutes of the panel meeting held on 14<sup>th</sup> December 2022 and the minutes of the confirmation hearing held on 14<sup>th</sup> December 2022 be confirmed as an accurate record.

**12. UPDATE ON PROGRESS ON ACTIONS FROM PREVIOUS MEETINGS (NOT ELSEWHERE ON THE AGENDA)**

None currently.

**13. PUBLIC QUESTIONS**

None taken.

**14. PROPOSED PRE-CEPT 2023-24 AND MEDIUM TERM FINANCIAL PLAN (MTFP)**

Members of the panel received a report setting out the proposed pre-cept for the financial year 2023-24 together with information about the budget for the force and OPCC, the capital programme, the treasury management strategy and the medium term financial plan (MTFP).

The Police and Crime Commissioner (PCC) introduced the report setting out the Leicester, Leicestershire & Rutland context regarding policing the area and the history in relation to previous funding as well as external factors increasing budget pressures and the driving demands impacting on policing.

It was noted that:

- the nationally-set pay agreement for the Police officers and Police Staff had put significant pressure on the Force budget,
- the PCC was maintaining a cautious approach and there were no plans to increase officer numbers beyond the establishment figure of 2242 at this time,
- the budget was focussed on the priorities within the Police and Crime Plan with strong links to the Force Target Operating Model (TOM),

- the PCC had offered residents an opportunity through a survey to give their views on the proposed increase to precept and received 2172 responses with 50.3% of respondents supportive of a £15.00 per annum precept increase on a Band D property,
- the PCC recommended that the precept be increased by £15.00 per annum on a Band D property for 2023-24 in line with Home Office assumptions.

The Chief Constable addressed the panel, confirming that the PCC had sought his views about the budget and the challenges faced.

The Chief Constable referred to the professional advice he'd given as described in the Policing Protocol Order 2011 and his financial report submitted to the OPCC governance board which gave a broader context to the fiscal position of the force and showed the rapid shift in position over the past 12 months. It was noted that demand on policing had increased 20%, the population of the force area had increased by 10% and the changing demographics of the area brought additional complexities in community policing.

Attention was drawn to the headline budget pressures namely: unfunded pay awards, IT contractual inflation; Insurance; Utilities; Vehicle Fuel and other pressures such as an increase in officer overtime which had materialised in-year leading to a £9.9 million unexpected increase in cost and leaving a budget deficit for 2023-2024 of £5.8 million.

The Chief Constable expanded on the issue of the unfunded pay awards, giving detail of how that averaged out and applied across ranks and the deficit arising because the government grant uplift was only for officers not for all staff.

The Chief Constable set out the steps being taken to help close the deficit gap of £5.8million next year which would include reducing police staff through vacancy management and maintaining officer numbers at 2242. It was anticipated that some estimates about fuel and inflation costs may come down too. It was noted that the PCC had allocated a £620,000 contribution to force reserves to ease the budget pressures.

The Chief Constable indicated his support to increase the precept on a Band D property by £15.00 although he put on record that he felt the level of core funding was still significantly short and the pre-cept made up the majority of funding for the force area and that increased inequalities.

The Acting Chief Financial Officer, OPCC addressed the panel, providing a summary of the planning process, the risks and challenges for this budget and the precept proposals.

Attention was drawn to the following points within the report:

- The provisional settlement confirmed a £0.3m increase in revenue grant funding and the precept referendum threshold was confirmed at £15 for a Band D property.

- The total 2023-24 net budget requirement of £230.186m.
- A council tax (precept) requirement for 2023-24 of £92.972m.
- A transfer from the Budget Equalisation Reserve (BER) to help reduce the budget deficit, with a view to longer term sustainability.
- The use of the BER to fund an additional 1% (£1.1m) pay award costs for Police Officers and Police Staff if the pay award is above the 2% assumption included within the medium term financial plan (MTFP).
- Transfer of £0.6m from the Office of the Police and Crime Commissioner reserve to the Force in order to support them in reducing the budget deficit and managing the financial challenge.
- Investment items totalling £2.239m contained within the budget proposals for 2023-24 and beyond.
- The review of reserve levels and plans to use reserves to support the medium term financial plan during a period of transition to a sustainable position.
- The amount of funding for the OPCC including commissioning equates to 2.7% of the total net budget with the remaining 97.3% allocated to the Chief Constable to use on local policing and regional collaboration.

The Chair thanked the PCC, Chief Constable, and Acting Financial Officer for presenting the budget details noting the rising cost of living was affecting every organisation in the public sector and, commenting that the need to raise the pre-cept in this time was not a pleasant task.

Members considered the report and the precept proposals.

In relation to increasing demands on policing it was noted the volume of 999 versus 101 calls showed a significant increase in calls and members were curious as to the reason for that when there had been successive years of promoting 101. Members were advised that officers were exploring the reasons behind the increased number of 999 calls and also performance of 101 call handling and there was some suggestion that staffing levels at the call centre may have had some impact on 101 performances as there had been issues recruiting to fill vacancies.

Members noted the deficit forecast and considered the medium term financial plans and there was some caution about using reserves to support future pay awards as it was possible that future pay reviews could be higher than anticipated and once reserves were used then future precept proposals would

need to be lifted higher. In relation to the budget forecast, it was suggested that rather than using an assumption of a future £10 precept increase it should be £15 to close the deficit quicker.

The Acting CFO responded that a risk based approach had been taken working with information that was available in this year's Home Office settlement.

There was some support for forecasting forward on a £15 precept increase although recognised there was volatility to that and there was no guarantee that the Home Office settlement would allow for that level.

Members expressed concern about the level of core funding being received and the impact that had on the precept level being raised. Members noted that the report showed a clear shift in funding away from central grants with income now standing at just over 56% from the local precept and it was suggested there was a strong case to say that the Leicester, Leicestershire, and Rutland force area should be getting more funding.

The Panel agreed that the Chair on behalf of the panel should write to the Policing Minister about their core funding concerns and request support for a £15 increase in precept moving forward.

Members noted that the proposal to increase this year's precept by £15 on a Band D property represented an increase as a whole of 5.81%. There was a brief discussion about the allocation of the extra revenue generated together with the plans to achieve efficiency savings and how the impact of £3.9 million savings would be assessed. The Chief Constable indicated that a number of options would be explored as set out in the report and steps were being taken to methodically look at unproductive areas. Assurance was given that the force would continue to deliver a high rate service and to have the resources to tackle important issues such as rural crime and county lines and they would look to minimize the impact.

There was further discussion about the possibility of reducing police staff by up to 8% and clarity was sought as regards the staffing levels at the OPCC and whether there was any expectation to make savings there too.

The PCC informed that the percentage of budget allocated to the OPCC remained static. Money was not being taken away from the police and the proportional split between the OPCC and police remained as it was the past few years. In addition, the OPCC were giving a contribution of £620,000 to address the deficit issue that had arisen.

It was noted that the pressures on the budget brought about by applying the pay increases applied across the board to OPCC staff too but there was no increase in the OPCC budget to meet that. As far as reversal of workforce modernisation was concerned this was about exploring what roles could be changed and re-evaluating unproductive areas to make savings.

The PCC confirmed that any proposals to reduce staff and the impact of that

would be handled through the OPCC Corporate Governance Board as too would any other efficiency savings proposals, before being brought to the panel for information too.

The Chair remarked upon the costs of the OPCC, noting it was not apparent from the report that any efficiency savings were happening in the OPCC and asked for information of what was happening there too.

During the course of discussion, it was suggested that in the next fiscal year the OPCC should look to match or improve upon the efficiency savings it was asking of the police. It was also suggested that the budget savings might be further off set if further consideration was given to removing the post of Deputy Police and Crime Commissioner.

The Monitoring Officer provided a point of clarification about the noting of the report, advising it was convention to invite the panel to note the report. The Monitoring Officer also advised that the only decision the panel were invited to make today was to support the precept proposal and there was a distinction between that and the budget. The Monitoring Officer informed the panel of the three options available to them i) support the pre-cept without qualification or comment, ii) support the precept with recommendations, iii) veto which would require 10 out of 15 member votes.

In respect of s106 monies the Chief Constable acknowledged the work done by the panel and the recommendations that followed that piece of work. He advised that it was still too soon to factor in those sums of money to a capital programme, but work was ongoing to repurpose existing bids and a full update would come to the panel in due course.

Regarding HR services, it was noted there was still a shared service centre with Derbyshire as well as a small HR recruitment team in force, consideration was being given to move the HR service in force as part of the workforce wellbeing agenda, this would help address some of the challenges, enhance reactive therapeutic support to officers and enable moves towards preventative work too. Members welcomed the force prioritising investment in staffing therapeutic support, health, and wellbeing.

In terms of officer numbers being maintained at 2242, it was advised that forecast projections included some safeguarding for retirement age, and the force were able to project forward for the next few years with recruitment forecast next year at 147 officers for example. There was also the challenge of recruitment/churn and bringing in wider representation whilst ensuring that recruitment was aligned to skills and demographic.

It was proposed and seconded and upon being put to the vote unanimously supported that the pre-cept be increased to £15 for a Band D property.

The Chair thanked everyone for their contribution to discussion.

RESOLVED:

1. That the information presented in the report be noted;
2. That the proposal to increase the 2023-24 precept by £15.00 per annum (5.81%) for police purposes to £273.23 for a Band D property be **supported**;
3. That the Chair on behalf of the panel shall write to the Policing Minister about the core funding concerns and request support for a £15 increase in precept moving forward;
4. That the PCC shall provide a full report detailing the Efficiency Savings identified for the financial year 2023-34 and the impact of those efficiency savings to a future panel meeting;
5. That the future risks, challenges, uncertainties, and opportunities included in the precept proposal together with the financial and operational considerations identified be noted;
6. That the Home Office grant allocations notified through the provisional settlement and the Band D council tax base and estimated collection fund deficit received from the billing authorities be noted;
7. The current Medium Term Financial Plan (MTFP) contained in Appendix 1, the Review of the MTFP Budget Setting 2023-24 at Appendix 2; Capital Strategy at Appendix 3 and the Treasury Management Strategy at Appendix 4 be noted.

## 15. OPCC OFFICE STRUCTURE UPDATE REPORT

Members of the panel received a report providing an update on the organisational structure of the Office of the Police and Crime Commissioner.

The Police and Crime Commissioner introduced the report and highlighted the following points:

- The OPCC structure had been reviewed with focus on a number of key areas including roles and responsibilities, post profiles/job descriptions, organisational and governance structures as well as comparison with other OPCC's in the region.
- The revised structure now had fewer senior positions and more frontline workers than previously with less hierarchy.
- Current costs of staffing were £1.3million, achieving a saving of approx. £52k on the previous staff structure whilst creating more frontline officers and improvement to service.
- Office restructuring had enabled a review of commissioning.
- In terms of dealing with force complaints, prior to the changes correspondence from the public had a response time of around 28 days whereas now it was 4 days.
- Projects that were waning had been given fresh support e.g. People Zones, ensuring they were staffed and had a budget they can work to.
- A leadership programme had been introduced.
- The Custody Visitor Volunteer scheme was now recognised as one of

the best in the country.

The Chair invited questions from members which included the following points:

Members thanked the PCC for the report however it was noted there had been considerable flux and more so since this report was written in terms of the Chief Executive Officer post.

The PCC advised his intention to recruit a permanent Chief Executive Officer in the coming months and agreed he would move to seek a confirmation hearing for an interim Chief Executive Officer and would liaise with the panel clerk outside this meeting.

The Chair asked for the relevant paperwork to be submitted to the panel clerk as soon as possible.

There was a brief discussion about confirmation hearings not taking place previously for both the Chief Executive Officer and Chief Finance Officer roles. The Monitoring Officer clarified that the onus was on the Police and Crime Commissioner to bring those matters to the panel for a Confirmation Hearing.

The Chair thanked the PCC for the report.

RESOLVED:

1. That the contents of the report be noted,
2. That the Police and Crime Commissioner should provide the necessary formal notifications seeking confirmation hearings for the roles of Interim Chief Executive Officer, and Interim Chief Finance Officer and in due course for those permanent appointments.

## **16. ETHICS AND TRANSPARENCY PANEL UPDATE**

Members of the panel received a report providing an update on the establishment of the new Ethics and Transparency Panel (ETP) which included details of membership, terms of reference and a summary of the ETP's first meeting.

The Police and Crime Commissioner introduced the report with a brief summary of the background and the ETP role. It was noted that the initial first meeting of the ETP was due to take place in September 2022 but was postponed due to the death of Her Majesty the Queen.

The Police and Crime Commissioner indicated his support for scrutiny of police officer and staff conduct and that there would be emphasis on policies and procedures to reduce corrupt behaviour, malpractice, and misuse of powers etc. The ETP would be an advisory board with power to examine and make formal recommendations to the PCC.

Members of the panel discussed the report which included the following

comments:

Members welcomed the concept of the new panel but were concerned that the replacement and removal of the previous Ethics Committee was carried out without redress to this panel and that a situation had arisen whereby the PCC had to make a £56k pay out which could perhaps have been avoided if communication was better and legal advice had been taken before making the decision and so avoiding cost to public purse.

The PCC responded that he was underwhelmed by the way the previous Ethics Committee carried out its terms of reference (ToR) and didn't think it was adequate, relationships between long standing members of that committee and officers was very amicable and whilst that's generally good he was not sure it was appropriate. The PCC reviewed minutes of the committee's previous meetings and gave attention to the function of that committee and his initial feelings were reinforced. It was not possible to reach agreement with the Chair of that committee who thought it was an independent body. The PCC felt it was important to look at the ethics of the police force and OPCC and thought it best to start with a clean sheet, new ToR and to recruit to that committee in an open way. The paper today sets out the revised and more robust ToR.

The PCC referred to the £56k pay out, noting legal process and legal advice received which led to an agreed settlement and therefore avoided more costs being incurred.

In relation to the process of selecting the members of the new ETP, the PCC advised that the role was advertised, and a proper recruitment exercise undertaken. The PCC agreed to provide information about the number of applicants and criteria used to select outside the meeting although the information was available online at the OPCC website.

It was queried how crime sampling and complaints were chosen to come before the ETP. The Chief Constable replied that the ETP were given free rein to look at anything and historically they were signposted to any matters with allegations of racism, violence against women and girls, misogyny etc. The only matters they did not have access to were related to ongoing anti-corruption investigations.

It was suggested that the PCC decision to remove the previous Ethics Committee related to his comments on the Black Lives Matter movement. The PCC responded that was not the case, his comments had been inflated and there was no relevance to his decision to disband that committee.

In terms of the ethnic/diverse make-up of the new panel membership, the PCC did not have that information to hand but agreed it could be made available to members after this meeting.

The Chair thanked the PCC for the report.

RESOLVED:



1. That the contents of the report be noted,
2. That the PCC provide information about the number of applicants, the criteria used to select and the ethnic/diverse make-up of the new Ethics and Transparency panel membership,
3. That the PCC provide a regular update report on the Ethics and Transparency Panel's progress and outcomes to this meeting.

## **17. WORK PROGRAMME**

The contents of the ongoing work programme were noted.

Items for inclusion on the work programme were agreed as follows:

- Women's trust and confidence in the police force and how that was being taken forward by OPCC
- An update on whether extra checks were being introduced for existing officers in light of recent national police events in media.

## **18. ANY OTHER URGENT BUSINESS**

None notified.

## **19. DATE OF NEXT MEETING**

To note that the provisional meeting date on Thursday 16<sup>th</sup> February 2023 is no-longer required as a veto was not exercised on the proposed pre-cept, and that meeting is hereby cancelled.

The next ordinary meeting of the panel is scheduled to take place on Monday 6<sup>th</sup> March 2023 at 1pm at **City Hall**. All to note change of venue.

There being no further business the meeting closed at 2.54pm.



# Item 6

## **POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE POLICE AND CRIME PANEL**

Report Of	<b>POLICE AND CRIME COMMISSIONER</b>
Subject	<b>CORPORATE GOVERNANCE BOARD REPORT</b>
Date	<b>MONDAY 6 MARCH 2023</b>
Author	<b>LIZZIE STARR, DIRECTOR OF GOVERNANCE AND PERFORMANCE, OFFICE OF POLICE AND CRIME COMMISSIONER CLARE HAGIOANNU, EVALUATION AND SCRUTINY OFFICER, OFFICE OF THE POLICE AND CRIME COMMISSIONER</b>

### **Purpose of Report**

1. To provide the Panel with an update of the Corporate Governance Board held on the 23 November 2023 and the oversight of Leicestershire Police performance by the Police and Crime Commissioner for Leicester, Leicestershire and Rutland and his Office.

### **Recommendation**

2. The Panel is recommended to:-
  - a. Note the contents of the report

### **Background**

1. The report of the Corporate Governance Board held on the 23 November 2023 is attached in full as Appendix 1. This report summarises the key areas in which the Commissioner has inspected Force performance and clearly summarises the reports presented and the Commissioners responses.
2. The report written is a summary of the meeting and has been written in a way to improve the transparency around the accountability process and how the PCC holds the Force to account.
3. The OPCC regularly review all areas of performance across the force and request exception reports to CGB which forms the agenda.
4. In agreement with the Force, a selection of the papers submitted to the governance board have been attached to the report in full. The purpose of this is to ensure that the panel feels satisfied in the Commissioner's responses to the papers and the areas of performance challenged by the Commissioner.

**Attachments:**

Appendix 1: Corporate Governance and Accountability Report  
Appendix A: E-Scooters Paper

**Implications**

Financial : None

Legal : The Governance and Accountability provides the means and forum for the Commissioner to hold the Chief Constable to account which is a statutory requirement the role.

Equality Impact Assessment : None

Risks and Impact : None

Link to Police and Crime Plan : The delivery of the Plan will be monitored through the performance framework reported to the Corporate Governance Board

Communications :

**Person to Contact**

Elizabeth Starr, Director of Governance and Performance

Tel: 0116 2298980

Email: [Elizabeth.starr8921@leicestershire.pnn.police.uk](mailto:Elizabeth.starr8921@leicestershire.pnn.police.uk)

Shared Performance Mailbox: [Performance@leics.pcc.pnn.gov.uk](mailto:Performance@leics.pcc.pnn.gov.uk)



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

# **CORPORATE GOVERNANCE BOARD**

23<sup>rd</sup> November 2022

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## Attendance

### Office of Police and Crime Commissioner

Mr R Matthews (Police and Crime Commissioner)  
Mrs L Starr (Interim Chief Executive)  
Mr Mike Veale (Advisor to the PCC)  
Miss Morgan Carter (Administrator)

### Office of Chief Constable

Mr R Nixon (Chief Constable)  
Mr D Sandall (T/Deputy Chief Constable)  
Mrs A Streets (T/Assistant Chief Constable)  
Mr P Dawkins (Assistant Chief Officer (Finance))  
Mr A Kelly (Assistant Chief Officer (Human Resources))  
Mr C Kealey (Head of Communications and Engagement)

## Purpose

The purpose of the CGB is to enable the Commissioner to hold the Chief Constable to account by receiving and challenging briefings provided by the Chief Officer team, and presenting these conclusions to the Police and Crime Panel, in line with the Corporate Governance Accountability Strategy developed in 2021. The purpose of this report is to highlight the main points covered in the latest CBG, in the following format:

- i. Overview of issue
- ii. Force update/overview
- iii. Police and Crime Commissioner response (where appropriate)

# 1. Emerging national and local policing issues

## i. E-Scooters

Overview: 'Electrical scooters (also known as e-scooters) come under the category of "powered transporters"; this covers a range of personal transport devices which are powered by a motor. E-scooters are classed as motor vehicles under the Road Traffic Act 1988. Which means the rules that apply to motor vehicles, also apply to e-scooters including the need to have a licence, insurance and tax. It's not currently possible to get insurance for privately owned e-scooters, which means it's illegal to use them on the road or in public spaces. If you're using a private e-scooter you risk the vehicle being seized under S.165 Road Traffic Act 1988 for no insurance.' (Leicestershire Police website: [Advice on e-scooter usage | Leicestershire Police \(leics.police.uk\)](https://www.leics.police.uk/advice-on-e-scooter-usage)). There has been a number of reports of usage in public spaces and subsequent seizures in LLR during recent months.

Force update: Temporary Assistant Chief Constable (T/ACC) Adam Streets explained the E-Scooter policy to the Commissioner to ensure all knew the correct advice when questioned by the public, and when questioned on figures by Deputy Police and Crime Commissioner (DCC) Rani Mahal, T/DCC David Sandall informed the board that the force have recorded a total of 9 incidents and 40 seizures to date (at the time of the board 23/11/2022). T/DCC Sandall also explained that this was likely to be an under-represented figure due to the public not routinely reporting these crimes to the police. This would likely increase as policy becomes more widely known across Leicester, Leicestershire and Rutland.

PCC response: The Chair suggested this issue be presented at the Police and Crime Panel, which the interim Chief Executive Officer for the PCC, Lizzie Starr, confirmed would be contained in the Corporate Governance Board report. The full paper presented on E-scooters is attached to this report at Appendix A.



## ii. Police Neutrality

Overview: The Commissioner requested a report from the Chief Officer Team to provide evidence of how Leicestershire Police continue to maintain the “impartial service” referred to in the ‘Peelian’ Principles and have structures in place to ensure this.

Force update: The Chair received a report authored by D/Superintendent Rich Ward. The report outlined in detail the policies in place for officers employed by Leicestershire Police, at all levels, with reference to the Code of Ethics outlining that police must not take any part in politics. CC Nixon explained that the paper is reporting that there is a low occurrence of bias in policing and that it is not considered a significant issue by the Force.

PCC response: The Chair was interested that the paper was based on party political activity and questioned CC Nixon if there was a policy in place for any march that could take place, regardless of whether it was party political or not. CC Nixon provides reassurance that the foundation of policing is the Code of Ethics in which transparency and impartiality is central. The Chair accepted this explanation. It was also noted by Chris Kealey that the College of Policing is reviewing the code of ethics next year and that the board would be kept up to date with any developments.

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### iii. Domestic Abuse Referral Team (DART)

Overview: The DART Threat Assessment Unit has been set up to look at relationships where a high threat of homicide is present. The team has accredited DASH training and makes use of data from previous Domestic Homicide Reviews, Academia and Home Office Studies to highlight clusters of risk present in existing relationships. When a high threat relationship is identified, the DART will begin to put a number of measures in place such as PMPs, Storm History, Niche Flags and MARAC (multi-agency risk assessment for domestic violence), referrals with an aim to manage and where possible, lower the risk. DART has taken a force wide approach to managing high threat Domestic Abuse and as such the PMPs may see actions completed by Contact Management Department, Firearms Licencing, PAVE (proactive vulnerability engagement), DAIU (Domestic Abuse Investigation Unit) through to Neighbourhood Policing Officers.

Force update: T/DCC Sandall summarised DART to the board, significantly the aim of wanting to improve the response to the victim. This is an ambition shared by the Commissioner in line with his Police and Crime Delivery Plan. Examples that were listed by T/DCC Sandall included that a marked police car is not always the right response vehicle for a victim, and this would be identifiable by an intelligence led approach meaning the process is providing a better service for the victim rather than a uniform approach where one size does not fit all.

T/DCC Sandall also highlighted that the DART team use technology to improve the service for victims which includes a virtual method to speak to victims and take statements, including having the statements signed and sent, if the victim would prefer. Feedback on the improvements is excellent and victims feel safer

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Overall.

T/DCC Sandal stated that the process increases safeguarding and is more consistent and also notes that this learning is being discussed how it can be applied to the rest of the force to support other victims, not just domestic abuse. CC Nixon added that early intervention is important. Early intervention agencies can be commissioned in the OPCC. Early intervention as T/DCC Sandall pointed out would help support the demand on police resources as police are responding to mental health calls and supporting the ambulance service.

T/DCC Sandall detailed operation 'Encompass' which is an operation that engages with school and trains teachers in early intervention using a trauma informed approach. T/DCC Sandall also added that he hoped this would be spread across Leicester Leicestershire and Rutland, as no other force in the country has this process in place and this could have an excellent short and long-term impact.

PCC response: The Chair gave thanks and congratulations.

DPCC Mahal queried how this work will be showcased to which T/DCC Sandall responded that HMICFRS will showcase the data; an evaluation will also be conducted through the Communications and Engagement Team. Mr Kealey supported this and added that it is important that awareness of DART is increased in the force including victim services.

DPCC Mahal queried if it is only DART officers that are specifically trained, to which T/DCC Sandall responded that volunteers, police staff and officers are involved and rotated so everyone is trained in this field. T/DCC Sandall also confirmed that this will also be rolled out to the Crime desk and the control room.

DPCC Mahal asked how cooperative the other partners have been in data sharing which the T/DCC Sandall answers that there is strong partnership, however the health service however they are careful with what they share due to confidentiality.

The Interim CEO queried if the CC's comment on early intervention is something that the OPCC can further engage with in terms of Commissioning services to which CC Nixon agreed.

#### iv. Trespassing on land without consent

Overview: Changes to the Criminal Justice Public Order Act (CJPOA) including a new offence of residing on land without consent in or with a vehicle with specific conditions, were introduced by the [Police, Crime, Sentencing and Courts Act 2022]. Under section 67 of the CJPOA, any vehicles which have been seized and removed by police under sections 62(1), 62C(3), or 64(4) may be retained in accordance with regulations made by the Secretary of State. The Police (Retention and Disposal of Motor Vehicles) Regulations 2002 are made under this section. These measures have been designed to apply to anyone who meets the conditions for enforcement action regardless of race or ethnicity. The Government expects the police to take action where appropriate against those who break the law.' ([Statutory Guidance for Police on Unauthorised Encampments: draft guidance \(accessible version\) - GOV.UK \(www.gov.uk\)](#)).

Force update: CC Nixon stated that all internal staff have been trained and briefed on the new legislation. CC Nixon noted that the update could bring a new expectation but assures the Chair that the problem-solving approach will be kept. CC Nixon assured the Chair that there have been no complaints and an emphasis was put on balancing the need to meet legalisation, respect the traveller community, and take necessary action.

PCC response: The Chair enquired where the counties are with transit camps, to which CC Nixon explained that neither counties had finalised as a result of there being no timeline with the legal obligation. Neil Whittle was actioned to provide the Chair with an update on this issue in order for the Chair to write a letter to the minister. Mike Veale requested an informed briefing document for the Chair to put his name to.

## 2. Operational Performance

This section of the minutes was redacted and therefore cannot be included in this report.

## 3. Finance

### i. Oakham Police Station

Overview: Oakham police station is in the process of being reopened to provide a Front Enquiry office function. This is part of the Commissioner's dedication to ensuring that market towns feel they are recognised by Police as equally as the City.

Force update: Finance officer Paul Dawkins noted that work has started and will be completed in January, and that there will be an opening ceremony for the Chair to formally attend.

PCC response: The Chair noted that on form BC4 the phrasing needed to be changed from 'Commitment to rural policing' to 'Commitment to market towns'. CFO Kira Hughes added that this was funded from S106 money which would be good to note for the S106 working group.

### ii. PFEW Paper

Overview: There has been a legislative change allowing Special Constables to join the Police Federation on the same standing as regular officers. Membership would provide with some protection relating to both on and off duty related incidents, however the cost of the subscription to the Federation was not originally provided by the individual Forces following conversations in 2020.

Force update: The Force updated the board that it has now been asked to reconsider the decision. It should be noted that the skills of our Special Constables are also developing for e.g., training some Specials to deploy with a taser. The board was presented with the options for the funding of this membership. CC Nixon confirmed that the plan to increase the number of specials as per the police and crime plan is due to be implemented again and reported that Leicestershire police are recruiting specials and training specials with Tasers.

PCC response: Police and Crime Commissioner Rupert Matthews has committed to equipping all specials who are willing and able to do so to undergo training and carry tasers, this increases the risk of incidents to those officers and therefore a membership to the federation would be recommended. The Chair noted that the OPCC will fund the federation costs for every special whilst he is in office (2 years).

iii. F Monitoring Reports

Overview: FO Paul Dawkins presented an update to on the Force Budget Monitoring position as at 30 September 2022.

Force update: FO Dawkins summarised the internal report with the projected outturn for 2022/23, this included an update on the corporate budgets, delegated budgets and capital programmes. Mr Dawkins updated that both the Police staff and officer pay awards have impacted and were reflected in the budget position presented. The forecast position reflects the current recruitment market for police staff. A number of departments are estimating significant underspends in their police staff salary budgets, reflecting higher attrition and lower retention rates.

Initial Op Energy costs were included in the forecast, the full cost of will not be realised until later in the financial year. These are included as part of Central Items.

The projected revenue and capital outturn will change during the remainder of the financial year.

PCC response: The Chair commented that the staffing underspend is disappointing especially with the performance issues in call management which has previously been linked to staffing issues. CC Nixon responded that contact management recruitment should be a priority over PCSOs recruitment. T/ACC Streets added that there is an aim of tripling the recruitment of call takers in January and courses are running in December.

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*A number of small discussions around the following areas of finance took place, however good progress is being made in all areas and there were no significant updates to provide to the panel: Coalville land purchase; Solar Panels at FHQ; Euston Street Cooling; POCA (Proceeds of Criminal Activity).*

## 4. Transformation and Change

### i. Neighbourhood Policing Strategy

Overview: The Neighbourhood Policing Strategy has been revised to reflect both the *Police and Crime Plan 2021-2024* and the force *Confidence, Trust and Satisfaction Strategy*. In addition, it also introduces a published “service offer” for the public.

Force Update: The Neighbourhood Policing strategy was last published in 2019 and was based on College of Policing [Neighbourhood Policing Guidelines](#), but with added local context. National guidelines have not changed, however the Police and Crime Plan 2021-2024 creates additional focus in a number of key areas, which have now been reflected within the strategy to enable operational delivery. As Neighbourhood policing is at the heart of building public *trust, confidence and satisfaction*, the new overarching strategy has also been incorporated within this document.

An earlier draft has previously been shared with the Office of the Police and Crime Commissioner and feedback incorporated. The subsequent final draft has been endorsed by both the Neighbourhood Policing Board, chaired by ACC Streets, and the force Executive Board chaired by the Chief Constable.

The Chief Constable noted that this strategy will be tested in East Leicester, after which he will be conducting a quality reassurance around the strategy.

PCC Response: The Chair noted his delight with the neighbourhood policing strategy and gave his thanks to the Chief Constable.



## 5. People

### i. Changes to Establishment

Overview: The Commissioner requested an update on Police Officer numbers and the authorised establishment.

Force Update: Leicestershire Police ran promotion campaigns in the summer of 2022. Table One shows the Promotion process, and the number of successful candidates. As a result of the promotion process and additional changes to the Authorised Establishment, such as the growth of an additional VAWG Superintendent, growth of 7 Inspector posts (6x Force Incident Managers and 1x Rural Crime) as well as investment in the DART team, amongst other changes, the forces Authorised Establishment has been amended. In addition to the below, the force has continued to recruit to meet the Operation Uplift targets for year 3 and is anticipated to match both the authorised establishment (2242) FTE for financial year end, as well as the Op Uplift target including an overshoot 26 Officers

**Table One**

<u>Rank</u>	<u>Number of Promoted Candidates</u>	<u>Date of Promotion</u>
Superintendent	5	12 <sup>th</sup> September 2022
Chief Inspector	10	12 <sup>th</sup> September 2022
Inspector	17	5 <sup>th</sup> September 2022 commence WBA scheme
Sergeant	45	13 <sup>th</sup> June 2022, commence WBA scheme

Chief Constable Rob Nixon gave his thanks for the work that ACC Kerry Smith and Mike Veale have conducted and noted that the two-year commitment to the recruitment of Special Constables will begin shortly.

PCC Response: The PCC agreed and gave his thanks.

## 6. Corporate risk

Not raised at the meeting.

## 7. Police and Crime Delivery

### i. Community Network Co-Ordinator

Overview: To provides an update on the initial proposal of an uplift in establishment within the Volunteers in Policing team of a dedicated development officer to reinvigorate the Force's existing 'watch' schemes.

Force Update: The Board received a brief summary on the developments in recent years toward volunteering with the Force, and the community feedback that has supported the proposed name of the role, role description, expectations and costs of the position.

Leicestershire Police has an established Volunteers in Policing Team who take lead responsibility across the force for the development and deployment of all volunteer activities. These include the development of tailored made programmes to support the Special Constabulary, the Force Chaplaincy, the Force Cadet Scheme and a number of communities based internal and external volunteering projects. Each of these programmes is supported by a dedicated Coordinator (Scale 5), and the team is led by a dedicated full time Police Sergeant.

28 Nationally, volunteering in policing has been an area of significant growth with focus particularly given to the role of special constables and police cadets in supporting growth in police officer numbers and building trust and confidence in diverse communities. As part of this growth a number of established watch schemes have evolved to reflect national and local community feedback as to what works, and what hasn't worked in the past. Leicestershire Police has been seen as an innovative Force in the development of volunteering and community empowerment programmes.

It was proposed to the Board, that a further coordinator post be established to focus on developing the Neighbourhood Active scheme and building new and developing existing relations with local and national neighbourhood watch schemes. As well as supporting these schemes this post will be able to be proactively promote and work with them, the police and the OPCC to ensure that local and nationally run initiatives are covered. This post will also be a key link between these schemes and our communities as part of the PCC's wider ambition to empower and promote local communities to play a part in crime reduction and crime prevention.

PCC Response: The Chair noted this paper and thanked the author, due to time pressures it was suggested that the Chair would feedback directly to the Chief Constable if required.

## ii. AOB

### ii. Forward CGB Plan

The Chair noted he had no comments.

### iii. Items to take to the Police and Crime Panel

Lizzie Starr confirmed when an item is agreed at a CGB, it will be made an appendix to the CGB report that goes to the Police and Crime Panel.



**POLICE AND CRIME  
COMMISSIONER FOR  
LEICESTERSHIRE**

**CORPORATE GOVERNANCE  
BOARD**

PAPER MARKED

**5a**

Report of	<b>CHIEF CONSTABLE</b>
Subject	<b>E-SCOOTER UPDATE</b>
Date	<b>WEDNESDAY 23 NOVEMBER 2022</b>
Author	<b>DI DEB HUBBARD</b>

### **Purpose of Report**

1. The purpose of this report is to look at the number of collisions involving E-Scooters and the action being taken to address them.
2. The report will outline the effect of the E-Scooter policy and its impact on the number of Scooters seized.
3. The report also looks at how Leicestershire Police are enforcing the law around E-Scooters and the communication strategy around them.

### **Recommendation**

4. The board are recommended to note the report and direction of travel as the demand for E-Scooters rises vs the Government's position in legalising them in the future.

### **Background**

5. E-Scooters are not a new addition to the market and have been around for a number of years but the change in law and commencement of Government trials in July 2020 has led to an increase in their sales. This is coupled with some uncertainty surrounding their use together with heightened media interest as a result of several recent incidents involving E-Scooters and Pedestrians.
6. E-Scooters are defined as "powered transporters" and as such, are covered by the Road Traffic Act. However, to be compliant for use on the road, they must be taxed and insured, the rider must have a licence and they must also display lights and a number plate. Currently, the Scooters being sold in the UK do not conform to these requirements, meaning they cannot be used on Roads.

7. Due to their classification as motor vehicles, it is illegal to ride an E-Scooter on a pavement, road or in a public place unless they are part of a Government backed trial. Since July 2020, there are over 30 Councils which are participating in the Trials around the UK in order to promote a greener way of travelling and they have their own set of criteria that the rider must adhere to before hiring a Scooter. The only places therefore where private E-Scooters are permitted to be ridden is on private land with the permission of the landowner which is often few and far between. Leicestershire and Rutland do not currently participate in these trials.
8. The lack of education and fact that E-Scooters can be purchased from as little as £130 from a High-street retailer, makes it an attractive if not illegal option for both adults and children. Due to the number of accidents being caused by E-Scooters as well as them being used for Criminal Activity, Forces around the UK have adopted their own specific policies to deal with their use.
9. The Queen's speech on 10/5/22 looked at E-Scooters with an agreement that they would be legalised across the Country. No date of this has been given however or how this would affect current E-Scooters for sale. As a consequence, the Government trial has been extended to 2024.
10. Leicestershire E- Scooter Policy was launched on 1/12/21, giving Officers a specific process to follow that is in line with other Regional Forces in relation to stop, seizure and retention.

### **E-Scooter policy**

11. The policy was launched at the start of December following consultation with other Forces and Senior Management in relation to the retention and destruction of E-Scooters.
12. NPAs and RPU were all briefed in relation to the Policy and communications were done by the Road Safety Partnership albeit not directly linked to Leicestershire Police.
13. Staff were given a clear policy to follow with specific instructions when dealing with repeat offenders, juveniles, and mitigating circumstances.
14. Storage and recovery were closely managed to address public perception issues, the risk of fire from batteries and to keep removal costs to a minimum for the Force.

### **Performance**

15. Since the implementation of the Policy, there have been 40 E-Scooters seized. This is lower than prior to the policy being implemented and suggests that the introduction of the Policy has perhaps had the opposite effect to what was intended.

16. Officers now have to complete a Niche occurrence for a first stop (warning) and a further Niche report for a second stop. A request for the form to be available on Pronto has been submitted and is awaiting approval. This may result in an increase by making the process easier.
17. E-Scooter collisions are still occurring with a variety of factors being responsible – Drink/Drugs, careless driving, speed. The actual number of collisions involving E-Scooters are dependent on the Stats 19 form being completed, and although 9 have been recorded in 2022, this may not be an accurate figure.
18. Further attempts to engage with Officers have been done with renewed briefings, social media messages and paper flyers being sent to all NPAs for use at events.
19. The Road Safety Partnership have been instrumental in running a 6-week campaign aimed at 18-45yr olds to raise awareness of E-Scooters. This has been mainly via Facebook, Instagram and messenger using adverts which reached over 60,000 users.
20. Personal engagement has been done with Officers and also features as a standing item on the monthly Road Safety User group in Force to which all NPAs attend.

### **Evaluation and Learning**

21. The Policy has been effective in giving Officers a robust process on which to base their decision making and there have been no complaints as a result of the E-Scooters seized
22. The introduction of a recording system via Niche may have had more of a negative impact had this been available via Pronto. However, this is due to be improved in the near future.
23. The social media campaign has shown that engagement using a variety of methods and adverts is effective at addressing a target audience. The effects of this on overall collision data however remain to be seen
24. Officers reported difficulties in being able to safely pursue E-Scooters due to the versatility of the machines and trying to stop using a Police vehicle is not necessarily effective.

### **Next Steps**

25. We remain in limbo somewhat with the Government's announcement on legalisation, but no time limit has been given in respect of this. Further clarification is being sought from LCC whether they are considering adopting E-Scooter trials.
26. Continue statistical data collection and review of RTCs involving E-Scooters with any themes to be considered and appropriate Road Safety measures to be put in place

27. Consider pro active operation to address E-Scooter usage with further Social media Seasonal campaign from the Road Safety Partnership.

**Implications**

Financial: None

Legal: None

Equality Impact Assessment: Not required

Risks and Impact: The risks of E-Scooter usage are a National issue

Link to Police and Crime Plan: Road Safety, protecting our communities

Communication: Currently via the Road Safety Partnership

**Person to Contact**

DI Deb Hubbard – Serious Collision investigation unit

E mail: [Deborah.Hubbard@leics.police.uk](mailto:Deborah.Hubbard@leics.police.uk)



## **POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE**

### **POLICE AND CRIME PANEL**

Report of	<b>OFFICE OF THE POLICE AND CRIME COMMISSIONER</b>
Subject	<b>DOMESTIC ABUSE PERPETRATOR PROGRAMME</b>
Date	<b>MONDAY 6 MARCH 2023</b>
Author	<b>CHARLOTTE HIGHCOCK, COMMISSIONING MANAGER</b>

#### **Purpose of Report**

1. The purpose of this report is to provide an update to the panel regarding the Domestic Abuse Perpetrator Programme located at the Jenkins Centre in Leicester, the options for funding and the long-term sustainability of the programme.

#### **Recommendation**

2. It is recommended that members comment on the contents of the report.

#### **Background**

3. The Domestic Abuse Perpetrator programme for Leicester, Leicestershire and Rutland (LLR) engages with men and women who are identified as using abusive behaviour in a relationship setting. The aim of this service is to reduce this type of behaviour and improve the safety of the victims, reduce the risk of this behaviour reoccurring and establishing an improvement in health and wellbeing for partners, ex-partners, children and the perpetrators themselves. The local need spans across genders, sexual orientations, race and religions; this is not surprising given the multicultural mix across the city and county areas. For example, over the past three quarters of the financial year 2022/2023, we have seen 13 females, 93 males, 1 identifying as LGBTQ+, 73 who identify as White British, 25 Asian, 4 mixed race and 2 Black/African/Afro-Caribbean.
4. The need for this service is still prevalent as shown by the data from the previous three quarters of a steady intake of referrals to this service from across the city and county districts. The service in the year 2021/2022 provided support to 189 perpetrators, 188 victims and 341 secondary/children victims.
5. The service meets several objectives detailed in the Police and Crime Plan for Leicester, Leicestershire and Rutland, regarding victim support, reduction of crime and complements the local work on a Violence Against Women and Girls (VAWG) strategy, whilst offering a renewed and novel approach to supporting the perpetrators in understanding and changing their behaviours.
6. The current service provision is contracted to domestic abuse services provider FreeVa, at their Jenkins Centre until 31<sup>st</sup> March 2023 with no further option to extend under existing arrangements. The service was previously funded through grant monies

received following a successful application to a round of Home Office funding. In order to align with existing arrangements, the provision for the City Council is paid to the City Council directly to manage through the contract between themselves and FreeVa. A separate contract is held between the OPCC and FreeVa for the service on behalf of Leicestershire County Council.

7. In January 2023, the Home Office released a round of funding available to Offices of Police and Crime Commissioners, in order to continue previously funded projects and develop new initiatives where applicable. The funding period is from 1<sup>st</sup> April 2023 until 31<sup>st</sup> March 2025.

### **The Funding**

8. The Home Office released a round of funding for Offices of Police and Crime Commissioners in January 2023, with a deadline of mid-February to complete up to five applications, with a budget limit of up to £1 million per application. The application included questions regarding the suitability of a project, the staffing and experience that are a part of any initiative, the risks and contingencies, as well as longevity of any project potentially awarded funding.

### **Application**

9. The OPCC has submitted a bid for one round of funding to maintain the work undertaken by the Jenkins Centre, with an additional element to the programmes on offer. Currently, there are a variety of programmes which would continue if funding is awarded, including:
  - (a) Foundations - This is designed to work with services users identified by professionals having shown some levels of risky behaviours within their intimate relationships. The aim of Foundations is to support these individuals to take accountability for any unhealthy or abusive behaviours they may be using or have historically used within their intimate relationships. Foundations consists of 6 group sessions and one 121 session. The group sessions are held weekly, on Saturday mornings. The 121 session is offered between week 4 and 6. If individuals are found to be unsuitable for the other programmes on offer, on the basis of lack of accountability or motivation, then Foundations would be offered.
  - (b) Second Step – This programme is the most used service and works on the basis that domestic violence/abuse are patterns of behaviours intended to control and coerce one's partner and children, rather than simply being a series of abusive behaviours. As such, assessors endeavour to help perpetrators understand this pattern and how violence 'works' or functions in their relationship. Uncovering this enables the assessor and others to better anticipate escalations in risk (e.g. they will use violence to stop their partner leaving; so, if the partner wishes to separate, the Second Step service can anticipate an increase in risk).
  - (c) Step Up Programme – This programme consists of 10 group sessions and two individual sessions. The Step-Up Dads (SUDs) programme is unlike the other Jenkins Centre programmes in the following ways. It is a closed programme (the men who start the programme on session one are the only attendees of that programme). The SUDs programme is primarily about focus on fathering, it is not a programme to address male violence towards partners.

- (d) Partner Support Service – For every perpetrator identified there is often a network of partners, ex partners and children affected. The Partner Support Service offers long-term practical and emotional support to partners and ex-partners of those engaging with the programme. Support is offered for up to a year and is tailored around risk and the needs of the service user.
- (e) To enhance the offering with this round of funding, the application has proposed the service be expanded to identify perpetrators who disclose their previous experiences of trauma, abuse or Adverse Childhood Experiences. FreeVa are unique in their position as the incumbent provider of this service and a key service partner in the delivery of the Domestic Abuse and Sexual Violence Service System across Leicester, Leicestershire and Rutland. Therefore, when a perpetrator discloses their experiences as part of the perpetrator programme(s), the new service will aim to identify their needs and refer on to their victim services on completion of the perpetrator programme.

## **Finance**

- 10. The amount of funding that the OPCC has placed a bid for totals £741,942.00. This can be split down as £370, 083 for the first year, and £371,859 for year 2. These figures are the totalled amounts for Leicester, Leicestershire and Rutland.

## **Risks**

### **Funding is not successfully awarded**

- 11. This is a significant risk for the Panel to consider; currently there are no further arrangements for funding of this service to continue beyond 31<sup>st</sup> March 2023. This programme is unique to the area and therefore cannot be compared to other services; there are several domestic abuse commissioned services and charity organisations, however, there are no other perpetrator specific services. Individuals who display harmful behaviours and are perpetrators of domestic violence are shown in research to be victims of their own historical trauma or violence. Therefore, the uniqueness of this service is underpinned by a moral responsibility to provide safe, therapeutic programmes to change behaviours and address the historical violence and trauma of their previous experiences. The risk reduction for victims is not only felt by the partners and victims of the perpetrator, but also the children of the perpetrators who will generationally learn to potentially break the chain of domestic abuse.

### **Closure of the Jenkins Centre**

- 12. Should risk of funding not being awarded become reality, the Jenkins Centre will close with immediate effect. An exit strategy is currently in place with staff redundancies as the greatest risk; the OPCC has agreed in principle with FreeVa to fund staff costs only for the month of April 2023 if funding is awarded but delayed. From previous experience, the indicative timelines for receipt of award notifications can be delayed; as the exit strategy aims to fully conclude the service by 31<sup>st</sup> March 2023, the OPCC has agreed to continue paying staff costs for one month in order to avoid redundancies impacting new service delivery.

## **Staffing and Resources**

- 13. The following are staff directly impacted by the funding for the Jenkins Centre:

- (a) 1 FTE Service Manager
- (b) 2.5 FTE Interventions Workers
- (c) 1 Senior Support Worker
- (d) 1 Support Worker
- (e) 1 Project Support Worker

## **Options**

### **Option 1 – Finance is successfully awarded from the Home Office**

14. Should the application for funding prove successful, assurances from FreeVa have been sought to ensure project delivery will continue from 1<sup>st</sup> April 2023. Currently, as part of the exit strategy, new referrals have been halted until confirmation of funding is received and therefore, these referrals will be accepted and started on the next available programme(s).

### **Option 2 – The Jenkins Centre is funded locally**

15. As described earlier in this report, this centre is a vital part of the wider Domestic Abuse and Sexual Violence offering in Leicester, Leicestershire and Rutland. If funding is not received for this centre, it will close unless funding can be sought from partners across the area, including the OPCC and the Community Safety Partnerships (CSPs). The Commissioning Manager attended a Leicestershire County CSP meeting in November 2022 to engage with the leads for the districts and request consideration for match funding of this service. Whilst this was prior to the current round of Home Office funding being released, the request is still relevant as it will ensure longevity of the programme. Even in the event of successfully being awarded Home Office funding, the need to ensure this service continues beyond the two-year contract term remains.

### **Option 3 – The Jenkins Centre closes**

16. An exit strategy is currently in place for the existing provision. Should there be no funding available, this exit strategy will be completed and the centre will close on 31<sup>st</sup> March 2023. The risks associated with this closure will have an impact on the wider Domestic Abuse and Sexual Violence service provision across the local area, as partners, secondary victims such as ex-partners and children, may not be as easily identified unless supported elsewhere through other victim services. This option is the least viable as it creates a large blind spot in the area regarding the identification and supportive measures provided to perpetrators of domestic violence.

## **Evaluation**

17. The OPCC are internally reviewing the current service provision and providing an evaluation of the service to the Home Office. The OPCC is obtaining information sharing agreements to look at individuals who have completed the programme versus offender data to ascertain a reoffending rate, with the hope that it shows a decrease on successful programme completion. This evaluation will be in line with the objectives of the contract to reflect on the number of victims supported with both the Partner Support Service and the wider Victim Service pathways. As FreeVa are in the unique position of delivering both services, this data is readily available and the evaluation will be completed by mid-March 2023. The Panel is welcome to receive a copy of this evaluation on request.

## **Conclusion**

18. The OPCC is confident the Home Office application for funding will be successful and the service will continue for a further two years. However, the Panel is asked to consider the long term future of this service and any support that may be available in the event that funding is not received, to avoid total closure of the service.

## **Persons to Contact**

**Charlotte Highcock, Commissioning Manager – [charlotte.highcock1@leics.police.uk](mailto:charlotte.highcock1@leics.police.uk)**



## POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE POLICE AND CRIME PANEL

Report of	OFFICE OF THE POLICE AND CRIME COMMISSIONER
Subject	INDEPENDENT CUSTODY VISITING SCHEME SUMMARY ANNUAL REPORT 2021/22
Date	MONDAY 6 MARCH 2023
Author	DHARMISTA DAVE, VOLUNTEERS MANAGER

### **Purpose of Report**

The purpose of this report is to provide panel members a summary of the annual report of the Commissioner's Independent Custody Visiting Scheme 2021/22. The report covers the period 1 April 2021 to 31 March 2022.

### **Recommendation**

1. Panel members are recommended to discuss and note the contents of the report.

### **Background**

2. Custody visiting in Leicestershire commenced in 1983 as a voluntary scheme following a recommendation from the Scarman report into the Brixton disorders in 1981. One of Lord Scarman's recommendations was that a system be introduced whereby local community members could make independent, unannounced visits to police stations for the purpose of ensuring the welfare of persons detained in police custody. The purpose of this recommendation was to counter growing mistrust of the police at that time and to increase their accountability. Subsequently Section 51(1) to the Police Reform Act 2002 placed independent custody visiting on a statutory basis with responsibility for schemes lying with local policing bodies. As such, the Home Office produced a Code of Practice on the delivery of schemes and National Standards were introduced by the Independent Custody Visiting Association (ICVA).

### **Organisation of the Scheme in Leicestershire**

3. The Police and Crime Commissioner is responsible for the Scheme and receives regular reports on the performance and outcomes from custody visits. The Commissioner has also undertaken a number of custody visits himself during his term of office. The Scheme is overseen by the Head of Performance and Operations with daily management undertaken by the Volunteer Manager.
4. There are currently 19 Independent Custody Visitors (ICVs) in the Scheme. All are recruited from the local community through a recruitment process which includes an application form and an interview. All volunteers are vetted and complete a six-month probationary period during which time all induction training is provided.

5. Leicestershire Police has 3 custody suites located as follows:

Euston Street	-	36 cells
Keyham Lane	-	17 cells
Beaumont Leys	-	14 cells

Euston Street and Keyham Lane are the primary custody suites and Beaumont Leys is a secondary custody suite. Beaumont Leys was closed most of the year and only open when there was demand or when there were refurbishment works taking place at Keyham Lane Custody Suite.

#### **Visits undertaken 1 April 2021 to 31 March 2022**

6. ICVs have the locally agreed target to visit each custody suite a minimum of once per week.

During 2021/22 a total of 86 visits were made as follows:

Beaumont Leys	3 Visits
Euston Street	43 Visits
Keyham Lane	40 Visits

7. Due to the Covid-19 pandemic, during April to June visits were undertaken fortnightly, visits resumed once a week from July 2021.

The Independent Custody Visitors contributed an impressive 364 hours of their time volunteering for the OPCC throughout the year, which included time at custody visits, team meetings and training sessions.

#### **Access to the custody suite**

8. For each visit undertaken, a record is kept of the time that ICVs attended at the police station to the time they received admittance to the custody suite. Of the 86 visits carried out during the year, immediate access to the custody suite was permitted on 77 occasions. ICVs experienced a delay of 6-15 minutes on 7 occasions, and 2 visits incurred a delay of more than 15 minutes. Delays in access were mainly due to suites being very busy.

#### **Detainees seen, not seen or who refused a visit by Custody Visitors**

9. During 2021/22, the total number of detainees in police custody was 14,607 of which 780 were in police cells at the time of custody visits. Of these:-

- 350 detainees were offered a visit, of which 314 agreed to be seen.
- 36 of those offered a visit refused to be seen.

10. In addition to those offered a visit:

- 16 detainees were not offered a visit on advice from the Custody Sergeant due to them being aggressive, intoxicated or health and safety concerns.
- 138 detainees were not available to be visited due to being in an interview, at hospital, or out of cell for other reasons.



- 276 detainees that were asleep, were observed through the spyhole or cell hatch.

### Day and Time of Visits

11. To ensure a varied coverage of visits each week is divided into 35 timeslots per custody suite. A varied spread of visits is crucial to ensure that visits do not become predictable. The below tables show the performance for 2021/22.

Euston Street	00:00 07:59	08:00 11:59	12:00 15:59	16:00 19:59	20:00 23:59	Totals
Monday		1	3	3	2	9
Tuesday	1	1	1	1	2	6
Wednesday			1	2	1	4
Thursday	1	1	1	1	2	6
Friday	1	2	1	2	1	7
Saturday	1	1	1	1		4
Sunday	1	2	1	2	1	7
Totals	5	8	9	12	9	43

Keyham Lane	00:00 07:59	08:00 11:59	12:00 15:59	16:00 19:59	20:00 23:59	Totals
Monday		1	2	3	1	7
Tuesday		1		1	1	3
Wednesday		2		2	2	6
Thursday		2	1	1	1	5
Friday		2	2	2	1	7
Saturday		3	2	1		6
Sunday	1	1	2	1	1	6
Totals	1	12	9	11	7	40

Beaumont Leys	00:00 07:59	08:00 11:59	12:00 15:59	16:00 19:59	20:00 23:59	Totals
Monday	1					1

Tuesday						
Wednesday			1			1
Thursday						
Friday		1				
Saturday						
Sunday						
Totals	1	1	1			3

### Issues Reported

12. A full list of all issues raised by detainees throughout the year can be found on the Independent Custody Visiting Scheme page, annual report on the Police and Crime Commissioners website. Some examples of issues raised and force response documented below:

<b>Euston Street Issue Tag</b>	<b>ICV Comments</b>	<b>Inspector Comments</b>
Adequate food not offered	The first mention of food on the custody record is at 14:56, nearly 24 hrs after detention started. Detainee has complained very clearly to us about this.	I accept that the first log to mention food is at 14:56 - this states that the detainee has been refusing food as he thinks officers will spit in it. there are a number of logs where he has engaged with officers and I will send a reminder to log when food and drink offered. Eventually the Sgt gives him food which is accepted and then a number of subsequent meals are recorded
DP claims use of force	Has numb thumb due to handcuffs and is still not ok. Custody staff advised.	Did not tell the custody staff about the injury at booking in. Health Care Practitioner went to see DP after the custody visit at 16:55.
Not offered to have someone notified of arrest	Asked to check if mum aware of detention. Custody officer informed	A section 56 notification was completed at 16:36hrs on the request of the detainee. It does not state on the log whether the female contacted was the mother of the detainee but it would be fair to assume that this is the case. S56 completed.
Other	Waiting solicitor but not happy with cell intercom contact as he cannot understand when it is used.	Spoke to solicitor at 16:22 during ICV visit. It is difficult to hear sometimes on the cell intercom however unable to resolve the issue as it's due to the set-up of the suite.

Other	Believes his arrest is racially motivated. Custody staff advised.	<p>There was a standard Review of detention completed by the Inspector and no mention of a complaint then.</p> <p>Then an entry re him wishing to complain about the arresting officer. Note here that so a custody officer is not tied-up taking a complaint (and thereby impairing our capacity to deal with other detainees) it is standard practice to give info to the d/p around how to make a complaint to Professional Standards Department or IOPC. This was done here, which is a decision I support for reasons around capacity and responsibility to other detainees.</p>
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<b>Keyham Lane Issue tag</b>	<b>ICV Comments</b>	<b>Inspector Comments</b>
Medication not received/requested	Request medication	Detainee advised custody of regular medication but didn't want it collecting as it was an anti-depressant missing one dose would not have an effect whilst in custody and could be managed once released.
Other	Update requested	I have checked the custody logs and there is no mention of conversations with the detainee regarding the requirement for interview, however the detainee does get interviewed contrary to notes earlier in the custody record stating that an interview was not required due to overwhelming police evidence and the type of offence. It is likely that the case was passed between officers and subsequently led to a change in the investigation plan, not ideal for the detainee but unfortunately this is unavoidable from time to time.

**Positive feedback and visit summaries from ICVs to Custody Staff**

13. Feedback from ICVs during the year have included a number of complimentary comments as a result of their visits to custody suites. A full list of all visit summaries throughout the year can be found on the Independent Custody Visiting Scheme page, annual report on the Police and Crime Commissioners website. Some examples of visit summaries documented below:

Visit ID	Suite	ICV Comments
201	Euston Street	Busy suite very helpful detention officer (DO) who took us round. Kitchen and exercise yard clean and tidy. Screens for viewing records not working but DO allowed us to view his screen. Delayed time before entering suite.
203	Euston Street	Kitchen clean and tidy, detention officers kind and helpful.
210	Euston Street	Both yard checked clear. All showers clean. Kitchen clean food in date Probe no longer provided CCTV working Staff very busy at times during visit but still very helpful.
224	Euston Street	Staff helpful. Yard, kitchen and showers clean. Sanitary items well stocked. Unable to view custody record on screen had printed redacted copy.
232	Euston Street	Waited 22 minutes to enter due to custody being busy which led to us not being able to see every detainee. Prioritised females, juveniles and vulnerable. Kitchen clean and food in date. Yard satisfactory. Accompanying officer unsure of proceedings but happy to learn from us, she was very helpful. Computer screens not available at present, is this an ongoing issue? Paper copies of records given for viewing. We advised officer to take personal information off the written reports before viewing.
246	Euston Street	Food and drink observed throughout, kitchen and yard clean. Female products were well stocked in cupboard. Shower needed cleaning but in progress. Escorting officer was inexperienced dealing with ICV visits but was helpful and polite at all times.
199	Keyham Lane	On arrival only, PPE available is masks and gloves at custody suite however staff very helpful and cooperative. Taken to arrival area when prisoners in vans.  Suite very busy initially unable to trace iPad and when eventually found battery dead had to put on charge.  Kitchen, yard, showers are clean. Food all in date. Female sanitary products stocked
202	Keyham Lane	Kitchen, yard check all fine. Staff very helpful and supportive.
255	Keyham Lane	Exercise yard, kitchen and supply cupboard checked all clean and tidy. Everywhere seen tidy and maintained with no real issues raised. Staff all polite and helpful and showed us respect and kindness.
269	Keyham Lane	Everything clean and tidy, all areas visited and checked. Staff helpful and polite as always. Quickly let in and show round and iPad was fully charged. Records viewed and everything working fine.
272	Keyham Lane	Pleasant visit with helpful staff. Kitchen and exercise yard checked. Good to see that Sergeant has made provision for M2 who is vulnerable

		and has mental health issues. Staff allowed for him to sit in a side room as opposed to cell with his appropriate adult.
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### **Current Custody Visitors**

14. At the start of April 2021, there were 23 ICVs registered with the Scheme with 4 leaving during the year for various reasons. These included other commitments and health reasons.
15. Feedback from exit questionnaires was received as follows: -

<b>Comments made on exit interview forms</b>	<b>Response</b>
Thank you for the opportunity and thank you for the opportunity to become a co-ordinator, it was a tough decision to leave the scheme. Appreciated support from the Volunteers Manager.	Volunteer Manager thanked the ICV for their commitment and contribution to the ICV Scheme.
Well thought out volunteering scheme, thorough training and regularly reviewed. Happy with the processes of the scheme.	Volunteer Manager agreed that the training programme was thorough to equip ICVs to fulfil their role.
I thought that the training I received when I first became an ICV was very helpful and informative and additional training was always welcome.	
Amazing relationship with the team, all other interactions very positive.	Volunteer Manager passed the feedback onto the ICVs.
I have really loved being an ICV and if my health was better I still would be. The role took me out of my comfort zone which I am grateful for and I would like to thank all concerned for giving me this great opportunity to see the other side of policing.	Volunteer Manager thanked the ICV for their commitment to the ICV Scheme.
I feel that the Memorandum of Understanding is a great way of knowing exactly what is required of an ICV and the OPCC.	Volunteer Manager will continue to keep the Memorandum of Understanding in place and regular review it.

### **Meetings**

16. Quarterly team meetings take place, which are chaired by the Volunteers Manager and are attended by the Force Custody Inspector and team of Independent Custody Visitors. These meetings took place on 8 June 2021, 21 September 2021, 8 December 2021 and 16 March 2022. Items discussed in the last 12 months included, outcomes from custody visits and Force response, developments within the scheme and custody, legislative changes and system and staff updates within custody. Most of the meetings took place virtually via

'Circuit' – online meetings platform. The December 2021 meeting was held face to face at Force Headquarters and a thank you buffet was provided for the Volunteers. Since April 2022, the team meetings have returned to a face to face format.

### **Developments during 2021/22**

#### **Investing in Volunteers Award**

17. The Scheme is accredited and has achieved the Investing in Volunteers Award for the fourth consecutive time and has held this award since 2012.

#### **Recruitment**

18. Approximately 25 ICVs is considered appropriate to provide the required level of resilience to ensure visits take place and to maintain the interest of the visitors. A review of ICV numbers has recently taken place and therefore a recruitment campaign for new ICVs is in progress. Targeted advertising has been carried out to ensure the diversity of the team reflects the local community.

#### **Independent Custody Observers Pilot (ICOP) 2021/2022**

19. The Leicestershire ICV Scheme was involved in a pilot scheme 'Independent Custody Observers Pilot' (ICOP). The pilot involved scrutinising custody records of vulnerable detainees to obtain a fuller understanding of what is happening in custody suites and assists with identifying issues and trends. This pilot ensured that individuals were dealt with fairly and to a recognised and agreed standard whilst in custody. A team of 6 Independent Custody Visitors scrutinised a total of 93 custody records (48 young people, 45 detainees with MH vulnerabilities). The pilot ended in April 2022 and proposals are being considered to include custody record reviewing as part of the Ethics Committee workstreams.

20. A full list of queries raised as part of the Independent Custody Observers Pilot is attached at 'Appendix 1' to the report.

#### **Bitesize training – Distance learning**

21. ICVA produced 'straight to ICVs' bitesize training sessions to be completed via distance learning. All ICVs were sent the materials and support provided in person to those that preferred to complete them at force headquarters.

### **Future development**

#### **Animal Welfare Scheme**

22. The PCC launched the Animal Welfare Scheme (AWS) on 1 April 2022. The operation of the AWS is the responsibility of the Office of the Police and Crime Commissioner (OPCC) and is exercised in consultation with the Chief Constable. Once a month AWS visitors make an unannounced visit in pairs to the Leicestershire Police Dog Unit. They check on the conditions in which the dogs are housed, trained and transported. They will also observe dog training in progression and will provide feedback on all visits via an electronic visit report form. Feedback from their visits will be shared with the OPCC Volunteers Manager and the Sergeant of the Dog Unit.

The AWS visitors, all members of the public who have volunteered to dedicate their time to the scheme, have received training and upon visiting the kennels have been impressed with the variety of enrichment activities on offer for Leicestershire's canine cops which include a sandpit, pool and open space to explore.

### **Regional Collaboration**

23. Volunteer Managers from Schemes within the East Midlands meet on a quarterly basis. The group discuss:

- Matters arising
- Key Performance Indicators – monitored around frequency and coverage of visits, access to custody suites and the number of detainees visited
- Recruitment updates
- East Midlands Criminal Justice Service (EMCJS) Custody Operational Leads
- Independent Custody Visiting Association (ICVA) updates
- Risk Assessment Documents
- ICV Advanced Regional Training
- Electronic reporting
- Further developments within Schemes such as the Independent Custody Observers Pilot (ICOP)
- National Experts Forum (NEF) updates

24. The meetings provide an opportunity to share good practice with each other and discuss any new developments in the Scheme. Opportunities are also identified for future collaboration.

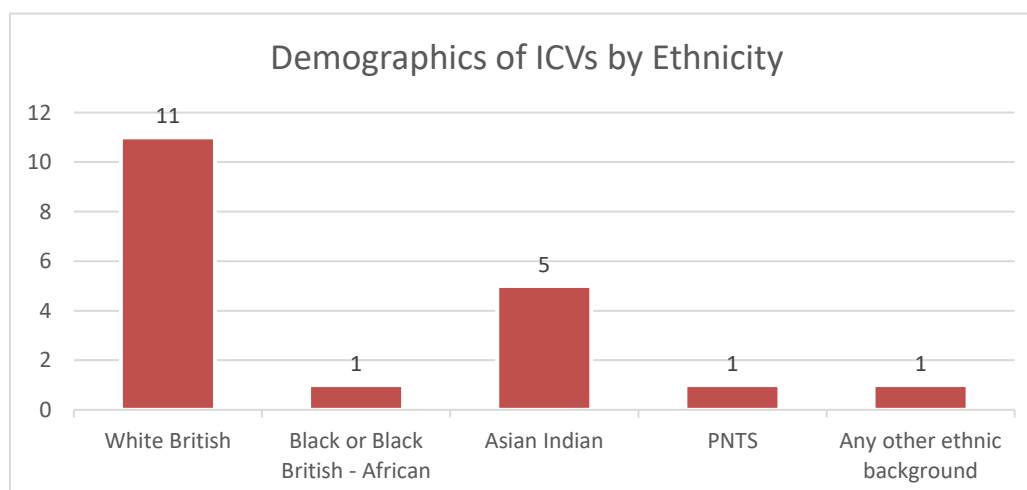
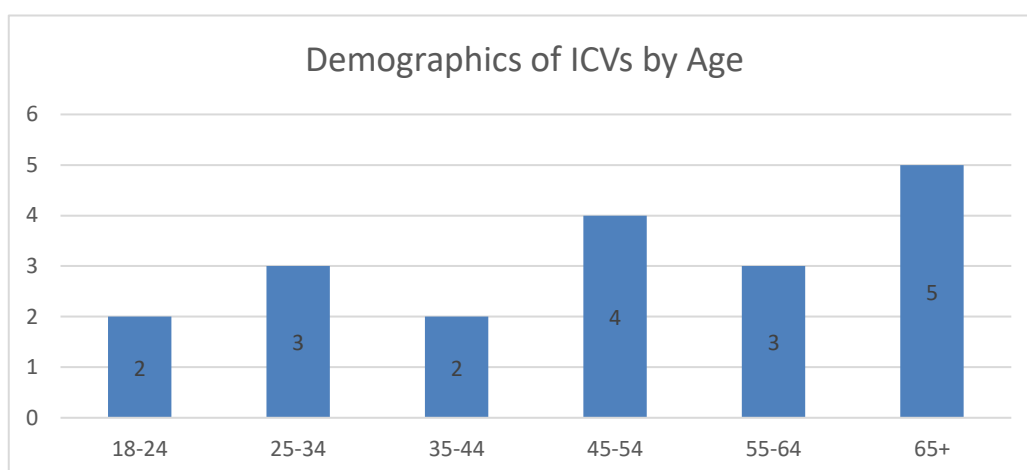
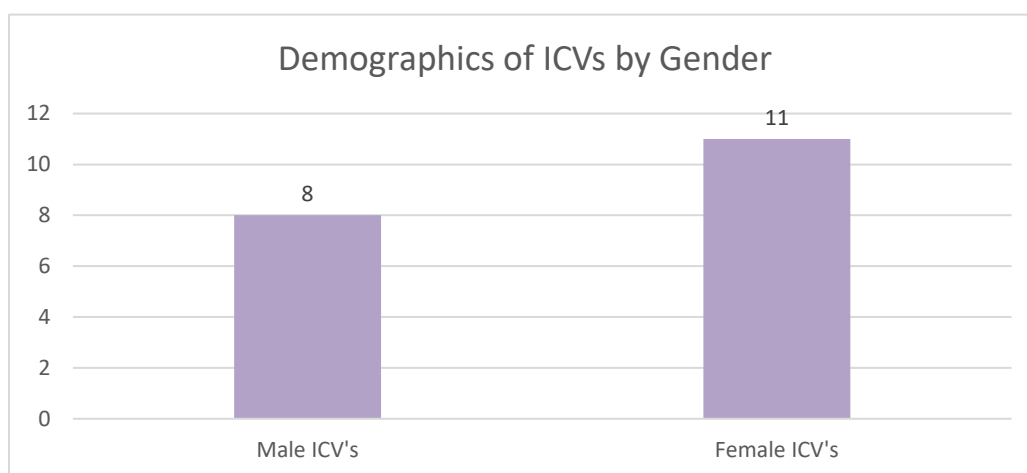
25. The Volunteer Manager from Leicestershire represented regional colleagues at the EMCJS Strategic Custody Operational Leads Group.

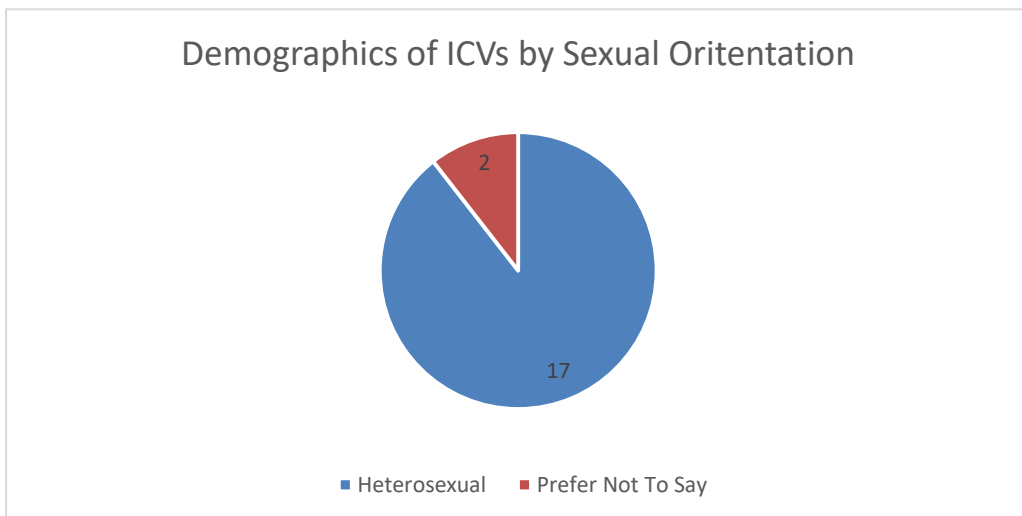
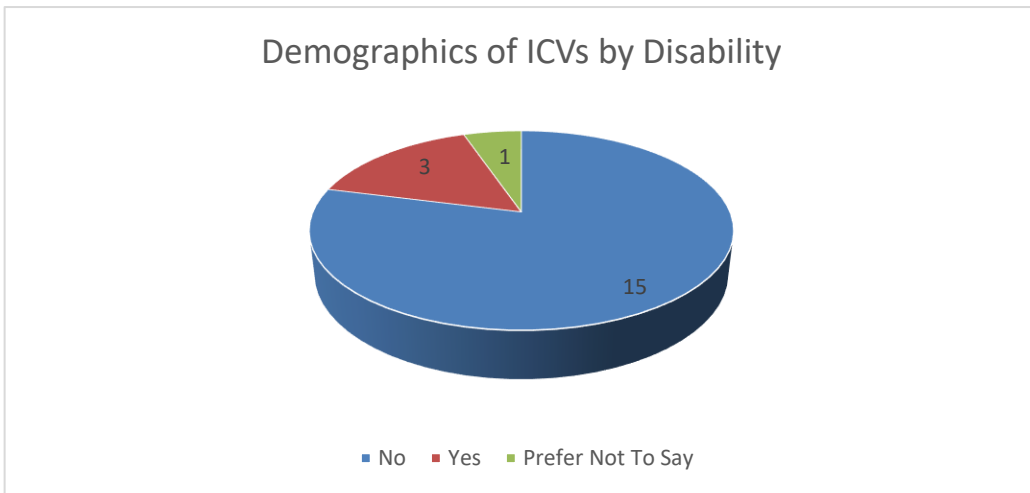
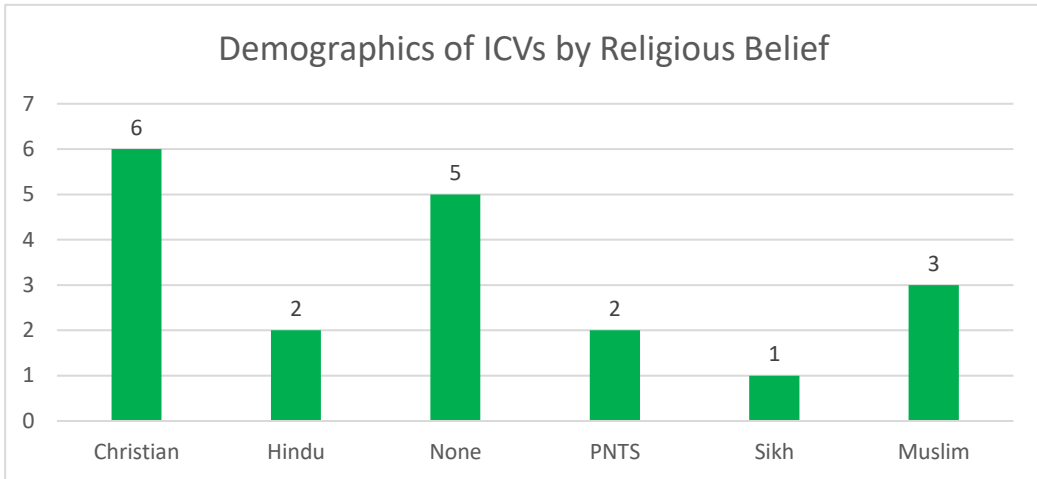




**Equality monitoring data as of 31 March 2022**

26. The demographics of the ICVs as of 31<sup>st</sup> March 2022 are shown in the charts below: Total number of ICVs – 19.

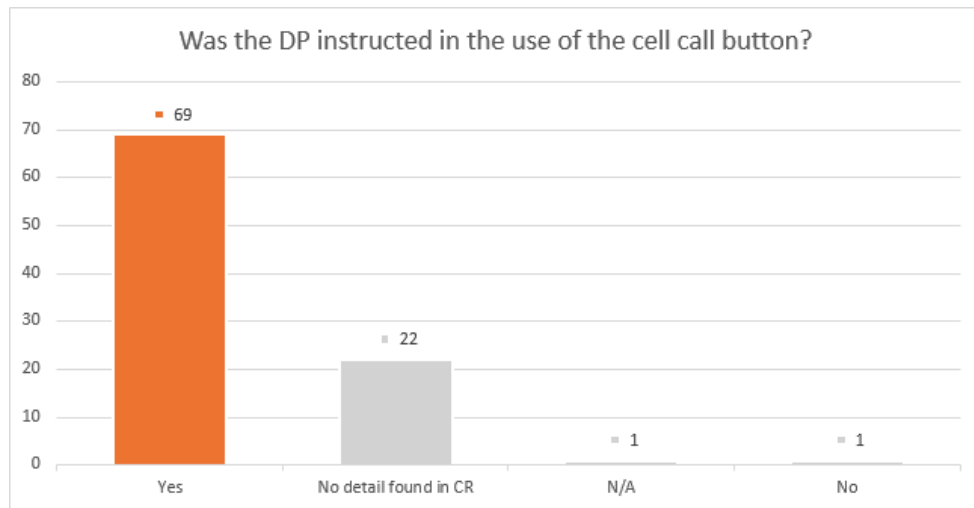
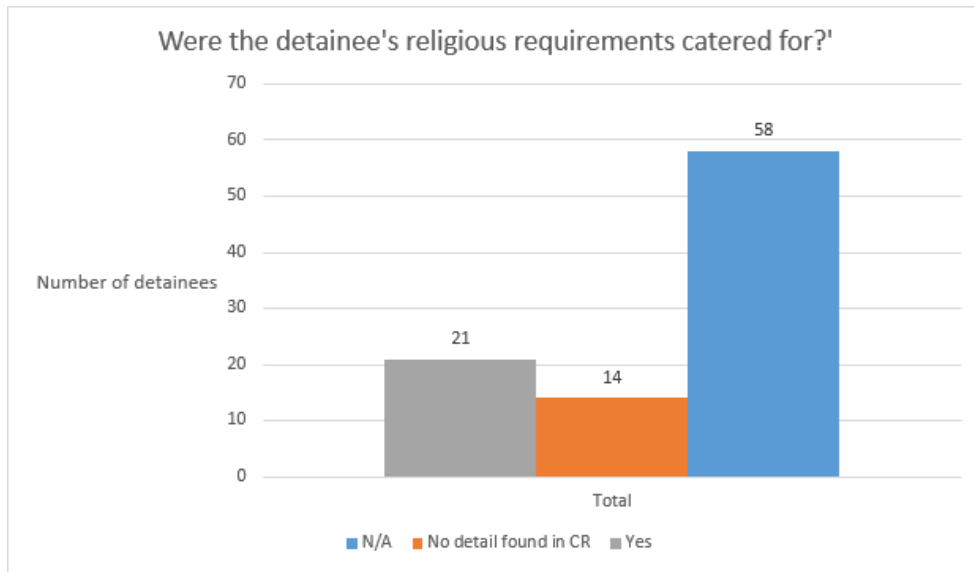


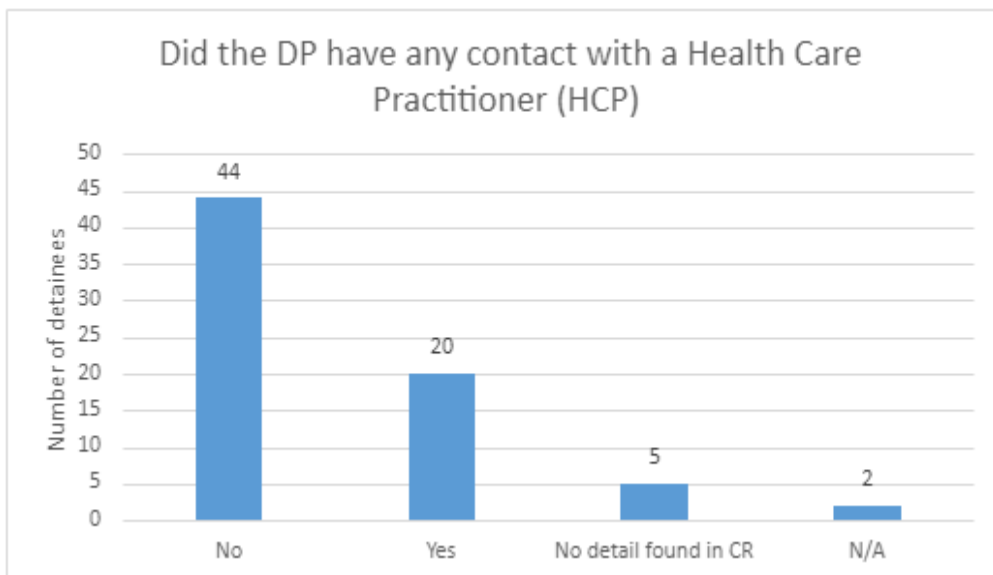
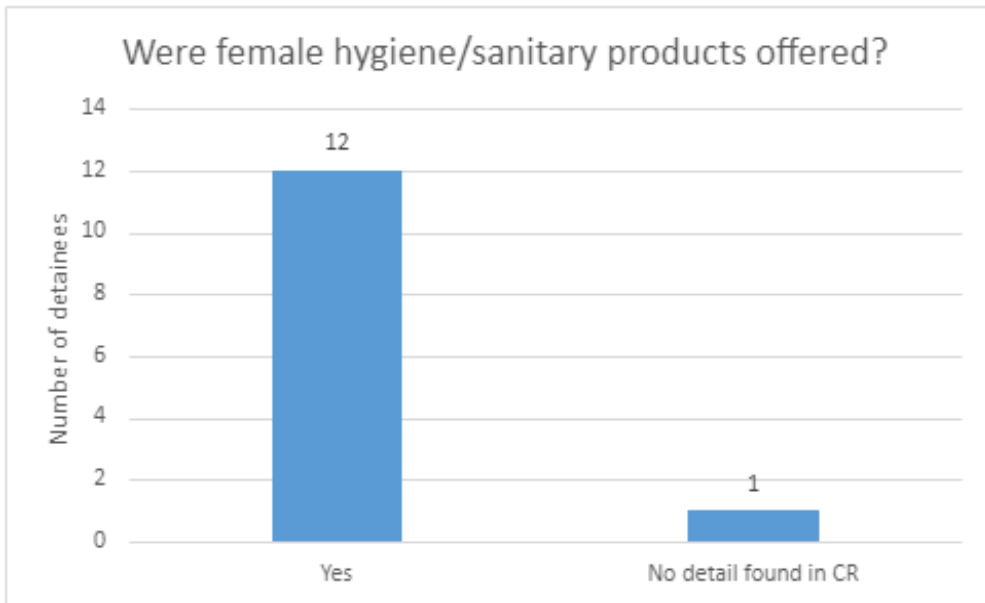
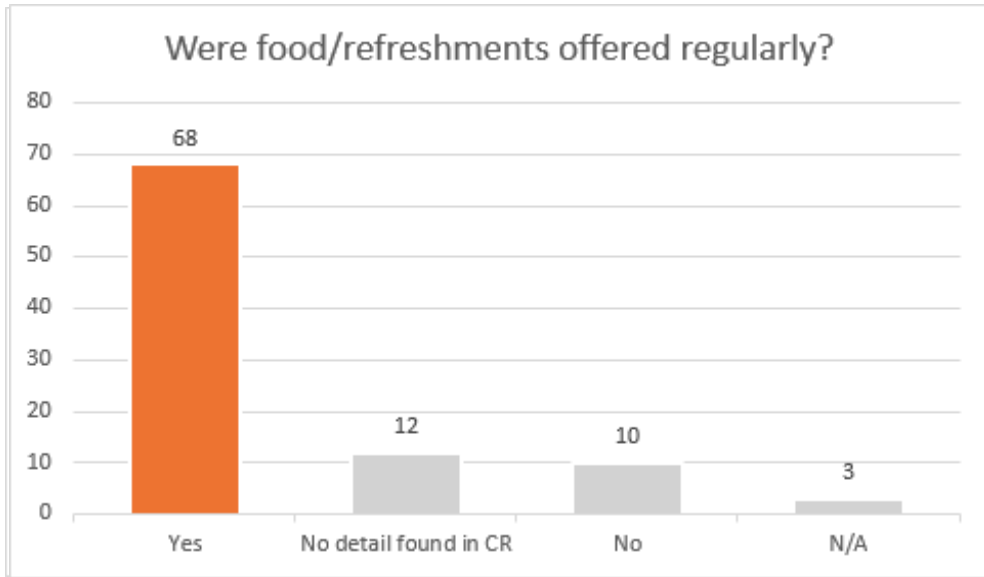


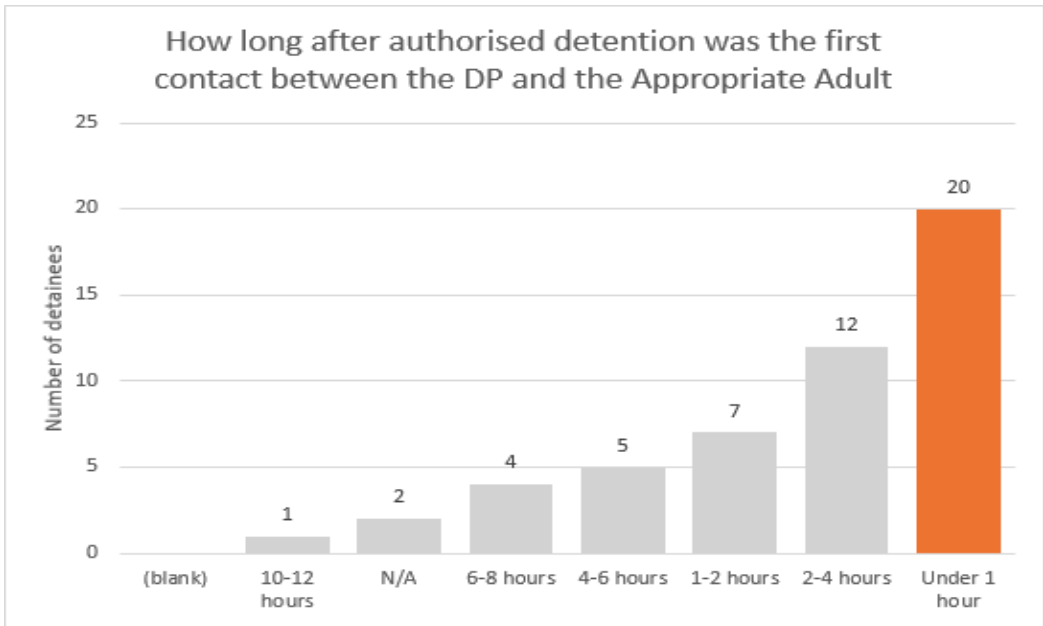
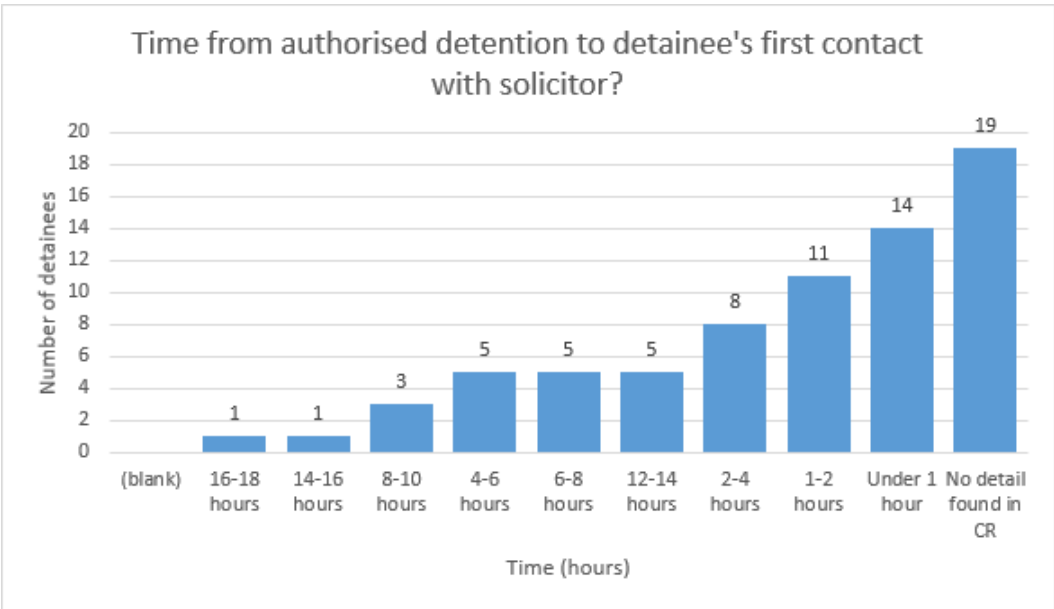
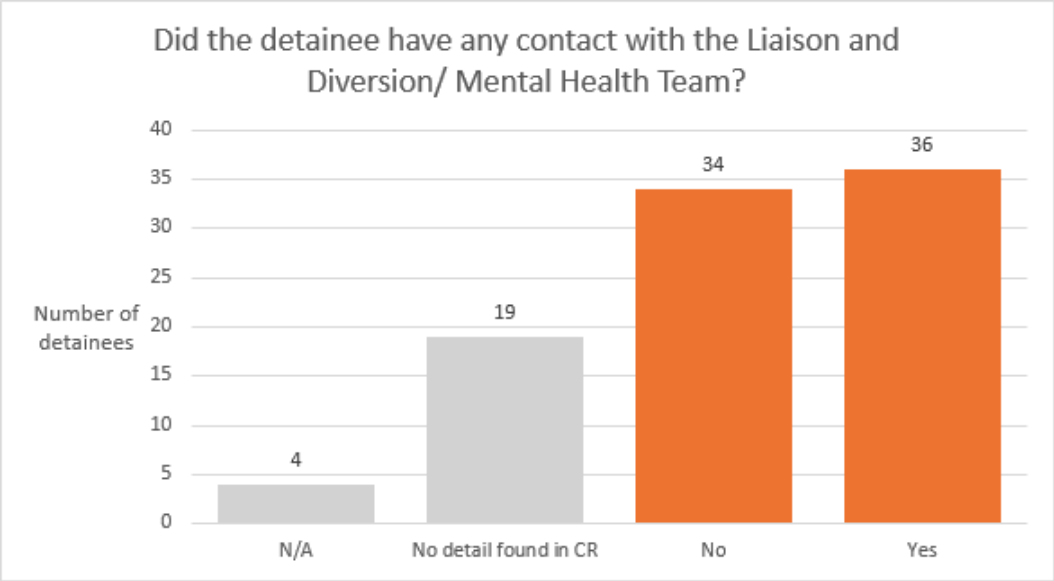
## **Conclusion**

27. ICV's were unable to view custody records on the screen for many visits due to IT issues. Leicestershire Police have reassured us that this will be resolved as soon as possible.
28. Team meetings with the Force Custody Inspector for Criminal Justice have been particularly informative and productive, and have provided the OPCC with the opportunity to discuss issues arising and developments within the Scheme. ICV commitment and contribution has been outstanding.
29. Detainees looked after well in custody, being offered meals and drinks, dietary requirements met and religious requirements met.
30. Rights and entitlements provided, solicitors contacted in a timely manner.
31. Female detainees provided female officer and hygiene products offered on most occasions.
32. Some delays in the arrival of Appropriate Adults, rationale documented on most custody records.
33. Improvements required regarding documentation of rationale for delays of over 30 mins from time of arrival to authorised detention.
34. Seems to be some difficulty around arranging alternative accommodation at times, a regular theme and was also noted throughout the year.
35. ICV's and the Volunteers Manager have been supporting Leicestershire Police with Trauma Informed Approaches within custody and sharing their feedback on distraction materials. This work will be ongoing over the next 12 months to support and develop Trauma Informed Suites and good practice for vulnerable detainees to support their overall wellbeing.
36. The Independent Custody Visitors contributed an impressive 364 hours of their time volunteering for the OPCC.

**Independent Custody Observers Pilot (ICOP) findings**  
**Total 93 detainees**







<b>General Comments</b>
This detainee had significant mental health issues and he was detained for the minimum possible period.
Appears to be an appropriate response from officers to consider DPs social circumstances (to call social services in the morning, taken to friend's house).
Panic attack whilst in custody, addressed by HCP and mental health issues addressed by Liaison and Diversion.
Well documented medical record throughout detention.
Detention not authorised and released from custody under one hour.
The detainee's mental health was considered and good practice was put in place. It is not clear whether there was or could be referral or follow up post release.
Detailed record of analysis by CJLD worker, record suggests this analysis around exploitation was shared with custody sergeant.
Staff showed great patience in dealing with this detainee.
No evidence in record of fitness for interview carried out specifically but wasn't considered fit to go through justice system.
Identified as alcohol dependant and declined arrest referral worker.
The only evidence of mental vulnerability was self harm as a child and it is considered that this low risk was addressed.

<b>Query raised</b>	<b>Force Response</b>
Is there any follow up or drug and alcohol services (turning point) on release?	The detainee would not be automatically referred to Turning Point.
Lack of record of any medical practitioner contact.	The detainee does have some documented medical issues but has not requested to see the HCP. None of the conditions stated by the detainee required any immediate attention.
Because of detainee's mental health and involvement of Respite what was rationale for not needing an appropriate adult.	The detainee stated on booking-in that he suffers anxiety and depression but is not medicated. It is the decision of the custody officer based on whether they feel the detainee can effectively communicate as well as understand the situation, consequences and outcomes. I have not identified any information to indicate that the detainee could not effectively communicate.
Food and drink provision review	Quite often detainees are booked in during the night and will tend to go straight to sleep, this meaning they are not offered food during this period of rest. There has been a documenting issue where detention officers are not recording when food is offered to the detainees, Inspector has sent an email to ensure better compliance in this area.
Unclear as to follow up for this juvenile following release	Nothing documented on the release log other than the juvenile was transported home by the investigating officers. Inspector will feed this lack of information back to the custody officer concerned.

### **Implications**

Financial:

Expenses relating to the ICV Scheme are contained within the OPCC budget.

Legal:

It is a statutory requirement under Section 51 of the Police Reform Act 2002 for Police and Crime Commissioners to have a Custody Visiting Scheme in place.

Equality Assessment:	Impact	The ICV scheme is constantly monitored to ensure those involved in the scheme are representative of the local community. Equality impact assessment is undertaken prior to recruitment to ensure that recruitment is targeted.
Risks and Impact:		Link to Police and Crime Plan: The maintenance of the ICV Scheme is a statutory requirement of the PCC.

### **List of Appendices**

Appendix 1 – Findings from the Independent Custody Observers Pilot and Force Response

### **Person to Contact**

Dharmista Dave, Volunteer Manager  
Telephone: 0116 229 8980  
Email: [dharmista.dave@leics.pcc.police.uk](mailto:dharmista.dave@leics.pcc.police.uk)



NOT PROTECTIVELY MARKED



**THE LLR POLICE AND CRIME PANELS WORK PROGRAMME 2022**

DATES	ITEM	COMMENTS
<b>Thurs 22<sup>nd</sup> June 23 (AGM)</b>	<ul style="list-style-type: none"> <li>• Election of Chair and Vice-Chair</li> <li>• Panel Membership</li> <li>• Recruitment and Retention update report</li>   <li>• Leicestershire Academy report</li> <li>• Prevent and Hate Crime Report</li> <li>• S106 Funding update post review</li> <li>• People Zones update report</li> <li>• Local Criminal Justice Board – progress report</li> </ul>	<ul style="list-style-type: none"> <li>- including force demographic BAME, ESOL recruit/promotion; explore reasons for officers leaving in the first 2 years of service and challenges of gaps in experience.</li> <li>- to provide an insight into the work of Leicestershire Academy</li> <li>- to correspond with any update on the review</li>   <li>- PCC to provide update on progressing s106 funds following the Panel review findings and recommendations.</li> </ul>
<b>Weds 26<sup>th</sup> July 23</b>	<ul style="list-style-type: none"> <li>• Police and Crime Plan update report</li> <li>• PCC Strategy Report – Estates</li> <li>• Modern Day Slavery/Human Trafficking Report</li> <li>• Violence against women and girls</li> </ul>	Insight report Report to provide a broader overview of crime against women and initiatives to improve women and girls confidence in policing. To include update on extra checks against existing officers in light of recent national events.
<b>Mon 9<sup>th</sup> October date</b>	<ul style="list-style-type: none"> <li>• Annual Report for Independent Custody Visitors (2022/23)</li> </ul>	
<b>Weds 13<sup>th</sup> December 23</b>	<ul style="list-style-type: none"> <li>• Police and Crime Plan update report</li> </ul>	

<p><b>Other Suggested items to be scheduled to future meetings</b></p>	<ul style="list-style-type: none"> <li>• Emergency Services Network update</li> </ul>	<p>To provide update on timeline for implementation and budget impacts as programme progresses</p>
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**Notes: Budget/Precept:** Proposed Precept must be notified to Panel by 1 Feb and Panel must consider by 8 Feb. If veto used, Panel's consideration must be completed by 22 February and PCC issue the final precept by 1 March

- **Working Task and Finish Groups – non-public meeting, shows panel scrutiny and support of the PCC.**

Scoping for a Task & Finish Group to review section 106 funding

- Panel 29<sup>th</sup> July 2021 – scoping approved
- 1<sup>st</sup> meeting 14 October 2021
- 2<sup>nd</sup> meeting 2 December 2021 – postponed to reconvene DTBC in February 2022.
- 3<sup>rd</sup> meeting 13 April 2022 – further details sought from Force/OPCC around repurposing outstanding bids
- 4<sup>th</sup> meeting 13<sup>th</sup> July 2022
- 5<sup>th</sup> and final meeting convened August 2022. Report and outcomes now being written up

**Other**

- Trauma-Informed Practice member training session to be rescheduled to date to be confirmed
- Familiarisation visit to Force HQ scheduled for Tuesday 4<sup>th</sup> October 2022 11am onwards
- Panel visit to a commissioned service – Panel secretariat to liaise on dates, (looking towards November)

