



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

CORPORATE GOVERNANCE BOARD

27th May 2022

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1. Overview, attendance & purpose

Overview

The Corporate Governance board was established in November of 2021, in replacement of the Strategic Assurance Board. The CGB is attended by both the OPCC and the Chief Officer Team, meeting roughly every 8 weeks to discuss and highlight the performance of Leicestershire Police force. Below is a report detailing the discussions of the meeting held on the 27th May 2022.

Attendance

Office of Police and Crime Commissioner

Mr R Matthews (Police and Crime Commissioner)
Mrs L Starr (Interim Chief Executive)
Miss K Hughes (Chief Finance Officer/Resource Manager)
Mr Mike Veale (Advisor to the PCC)
Miss Georgi Mitchell-Jones (Business Staff Officer)

Office of Chief Constable

Mr R Nixon (Temporary Chief Constable)
Mr D Sandall (Temporary Dep. Chief Constable)
Mrs K Smith (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 effectively 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)

2. Emerging national and local policing issues

i. Policing Elections/Electoral Fraud

Overview: The Commissioner has made the COT aware that he expects the Force's knowledge on policing elections to be a leading example in the country. This item has been recurring on the CGB agenda to as reports supplied by the Force on this matter to date have not been detailed enough and thus unsatisfactory.

Force update: The board received a paper and a verbal update from the COT. T/CC Rob Nixon informed the board that while the paper was written by Paul Wenlock in the Crime & Intelligence Directorate, Chris Keeley had reviewed it to ensure the document was suitable for external circulation with regards to minimising specialist language.

The report detailed the Force's objectives, including the six core principles adopted by Leicestershire police (See below*); Police resources; Partners, Allegations, reporting and investigations.

- *public confidence in the electoral process
- prevention is better than prosecution
- facilitation of campaigning that is free from intimidation and promotes peaceful voting
- elections should be fair and inclusive
- elections should be conducted in accordance with the law
- elections should be effectively policed

The force also explained that they have a very experienced investigator in the role of Single Point of Contact (SPOC) for policing elections, whose responsibilities include:

- Liaison with the Electoral Commission on behalf of Leicestershire Police
- Liaison with Local Electoral Services managers
- Supporting the police operational planning process
- Providing proactive briefings to local election candidates and agents to ensure they are aware of electoral offences and measures they can take to minimise any offending; also advising on how to recognise and report any incidents of harassment, intimidation or threatening behaviour

- Directing investigation and resources into allegations of electoral malpractice
- Liaison with Crown Prosecution Office, where relevant, to brief assigned counsel on any offences of note
- Liaison with local authority returning officers to ensure they have access to police advice / support / updates on investigations when needed
- Maintaining specialist training (from City of London police)

PCC response: The Commissioner informed the board that the concerns raised in the previous corporate governance board regarding this paper have still not been met and rectified. T/CC Rob Nixon apologised and assured the Chair that this would be revised and addressed for the next CGB. T/CC Nixon informed the Chair that revisions were made based on the CGB meeting itself and not the minutes in which the concerns were detailed – assurances were made by the T/CC that the paper would be revised further, incorporating the concerns documented in the minutes. The Chair expressed dissatisfaction and highlighted a number of queries regarding the report which were agreed to be revised for the CGB on 08/06. Queries included a lack of detail with certain points, such as statements like “increased patrols and visibility” without detailing where or how often patrols are taking place.

The Commissioner also expressed national concerns that the general public have an overall distrust that the policing of elections is not an area of interest for police and that a robust approach is not being adopted. The Commissioner expressed an expectation that this is not the case within Leicester, Leicestershire and Rutland and that paper A will provide these assurances to the community.

ii. Tasers for specials

Overview: The Commissioner has expressed in his Police and Crime Plan and at the CGB previously that he has ambitions for all capable and willing officers to carry tasers.

Tasers will not be rationed for uniformed officers – I will ask the Chief Constable to develop a plan so that every officer who wants to carry one and who has successfully completed the necessary training will have access to one;

Force update: The Board received a verbal update from T/CC Rob Nixon. T/CC Nixon informed the board that this is in response to the Commissioners ambitions for all capable and willing officers to carry tasers. The T/CC informed the board that there may be opportunity for incoming specials to be taser trained and that this has been agreed by the COT. ACC Kerry Smith informed the board that the specials need to meet certain criteria to carry tasers and this is something that the force is aware of as a possible factor in not equipping every special with a taser. ACC Smith informed the board that she would undertake due diligence to review the likely impact of this criteria and what a realistic picture for Leicestershire may be. T/CC Nixon informed the Chair that a paper was underway regarding the recruitment of specials and the development of such officers.

PCC response: The Chair asked if the paper being drafted by the COT could be presented to the CGB in July or September, which was agreed by the board, with the understanding that the necessary amount of time would be given to the production of the report. The Temporary Chief Constable was commended for the ambition the force has shown for increasing the number of specials and the contribution they will make.

3. Operational Performance

i. Force Performance

Overview: Key areas of operational performance are discussed within this item at the CGB. It is an opportunity for both the force and the Commissioner to raise any performance concerns, challenge/praise any highlights and allow the force an opportunity to explain and reassure the Commissioner on how potential issues can be mitigated.

Force update: The board received a presentation from T/DCC David Sandall regarding the Force's operation performance on a number of agreed areas (rape, neighbourhood crime, violence and domestic abuse). T/DCC Sandall informed the board that crime rates are generally rising and there is an increase in demand. T/DCC Sandall explained that there is a decrease in reports relating to drink spiking and this correlates with a decrease in media coverage. The board is informed that Domestic Abuse reports are increasing and this is likely in correlation to an increase of campaigns with partners – this is generally an under reported crime so T/DCC Sandall informs the board that an increased number of reports following campaigns are unsurprising.

T/DCC Sandall informed the board that we were performing in the middle of the board compared to Most Similar Forces (MSF) with regards to violent crime. The Chair is also informed that Leicestershire Police are performing in the top half of force's for violent crime when compared nationally. T/DCC Sandall also informed the board that currently, neighbourhood crime is below levels seen pre-Covid, however there is indication that it is rising. The board was also learned that many positive outcomes arose from Op Sceptre, including a number of arrests, and a number of positive outcome test purchase operations which have been promoted through media communications. The board is also informed of a number of successful communications within schools regarding the dangers of carrying knives which was well received.

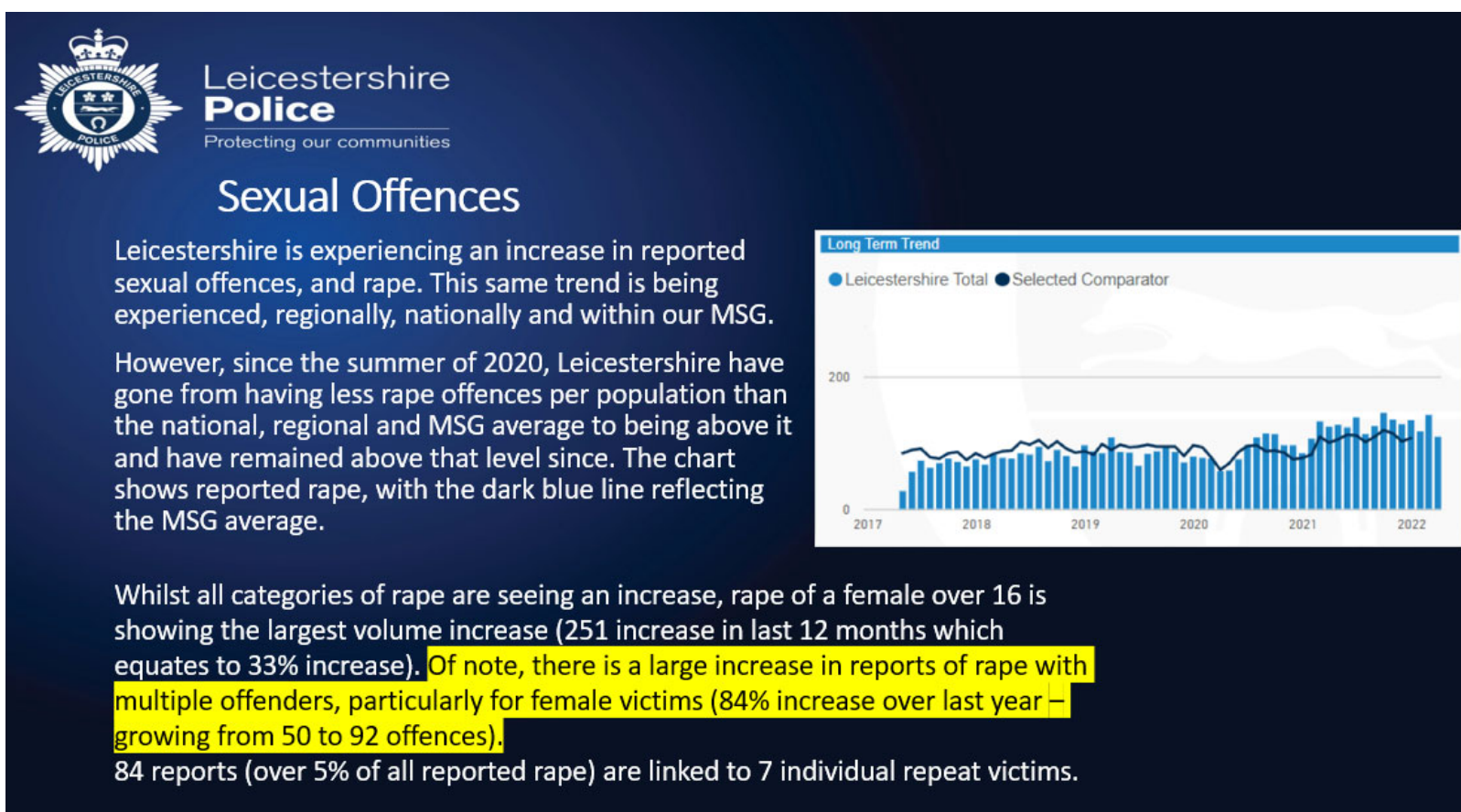
PCC response: The Chair queried certain graphs within the presentation, stating that the meanings were unclear and there was insufficient labelling. This was acknowledged by the COT. Lizzie Starr also informed the board that the OPCC Performance Team would in future review the crime data ahead of the CGB to identify any areas of concern to bring to the board. The Commissioner also queried with the COT how they established a definition for serious crime based on the public's perception, asking how they knew what the public thought – T/DCC Sandall responded that they had worked with the VRN to ascertain this.

ii. VAWG

Overview: Violence Against Women and Girls remains a key priority area for both the Force and the OPCC. VAWG is a standing agenda item on the CGB and will continue to be monitored at each upcoming board.

Force update: The board received a report from the COT. T/DCC Sandall informed the board that sexual offences continue to be high in LLR, however provided assurance that the force's specialist team were continuing to treat this with the highest priority. The board was also informed that officers continue to routinely provide all victims with specialist support and referrals to relevant partner agencies.

The below extract of the report provided to the board details a large increase in reports of rape involving multiple offenders:



PCC response: The Commissioner challenged the section of the report showing a rise in rape offences involving multiple offenders and asked “how large an increase?”, to which T/DCC Sandall agreed to look into and share with the Commissioner. T/DCC Sandall and T/CC Nixon stated that the context around these crimes and the figures are essential to understanding and that this would be provided.

iii. Update on Repeat Victims

Overview: Discussions have been taking place with the Violence Reduction Network around clearly establishing a definition of ‘repeat victims’. The Board were presented with a report by the Chief Constable authored by Shane O’Neill.

Force update: The T/CC noted the challenge with Repeat Victims was tied up in the complexity with which different crimes require different responses. The T/CC noted the Force is working through how all these differing variants look like in terms of the service provided, and also noted the beneficial nature of having an agreed definition of a repeat victim.

PCC response: The Chair raised no response.

4. Finance

Overview: The board is attended by Kira Hughes (OPCC Interim Chief Finance Officer) and Paul Dawkins (Force Chief Finance Officer).

Force update: The Chair received a written and verbal update from Paul Dawkins regarding the carry forwards all of which were agree in their entirety. Paul Dawkins informed the board that pay inflation for police staff had been back dated to April 2022 rather than the expected period in September 2022, which has left some ambiguity regarding the pay inflation for officers, but the CFO is aware and monitoring. If pay inflation is higher than forecast then it may arise as a pressure financially.

PCC response: The PCC accepted and raised no response.

5. People

i. CoreVet

Overview: T/CC Nixon provided a verbal update to the board.

Force update: T/CC Nixon stated that 'CoreVet' is a case management system for the Professional Standards Department (PSD) and that it will be going live in July 2022. From this point, the force will understand performance in relation to PSD vetting. This will result in an increase of scrutiny capability which is a positive response to the discussions raised around vetting procedures following the tragic death of Sarah Everard and other such cases.

PCC response: The Chair raised no response.

ii. Job Evaluation Project

Overview: The board received a verbal update from Alistair Kelly.

Force update: 524 job evaluations have been completed at the time of this CGB.

PCC response: The Chair acknowledged that this was a large task and could have potential impact on staff morale, and was pleased to hear of the progress.

iii. Job Evaluation Project

Overview: The board received a paper from the COT.

Force update: N/A

PCC response: The Chair explained that the paper puzzled him and explained that the academy was doing abundant good work, and that this should be highlighted to the public within this report.

The T/CC agreed that the report perhaps undersold the excellent work of the academy.

6. Corporate Risk

Overview: Recruitment figures of officers will continue to be discussed at upcoming CGB's. The Board received a verbal update from T/CC Nixon.

Force update: The T/CC explained that:

- i. By 2023, 60% of uniformed officers will have less than 4 years of service and that the knock-on effect is that this is increasing the vacancies in specialist areas particularly around complex investigation.
- ii. Where the force may have previously been able to recruit from an existing pool of officers, this is not possible as the officers are not experienced enough for the specialist roles at the time of the vacancies.

To mitigate this risk, the CC has increased the capabilities for officers to join specialist teams on an 'attachment' placement to better understand the complex roles. Another potential mitigation highlighted by the CC is recruiting a team of agency staff. Further to this Alistair Kelly is preparing low hour contracts for existing officers to fill in for the specialist teams when they have completed the necessary training/requirements for the role.

- iii. Some support staff in specialist roles are being head hunted by the private sector. The issue is that the private sector is paying significantly higher than the public sector, and this has already had an effect on certain roles.

PCC response: The Commissioner noted these figures and raised no response at this CGB.

7. HMICFRS

i. Peel Inspection

Overview: Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services independently assesses and reports on the effectiveness and efficiency of police forces in the public interest. These inspections can be in different formats, such as the PEEL programme (police effectiveness, efficiency and legitimacy) continuous assessment programme, or random inspections which can be reactive to national emerging issues.

Force update: Leicestershire Police recently received the results of the latest PEEL inspection for 2021/2022 which was a glowing report for the Force, who achieved outstanding ratings in three areas.

PCC response: The Chair agreed with the Chief Officer Team that this was an excellent inspection result. The meeting recognised that there is no doubt that the rigorous inspection process has identified some excellent performance areas as well as some areas which will need a degree of improvement.

The board agreed that three “outstanding” and four “good” gradings is even more impressive when benchmarked against other forces across the country and certainly in terms of the service provided to the communities of Leicester, Leicestershire and Rutland. The force were congratulated for their performance in keeping people safe and reducing crime in the context of how difficult and turbulent the past few years have been for policing, making the results of three “outstanding” grades and four “good” grades even more notable.

ii. IPCO Inspection Report

Force update: T/CC Nixon gave a verbal briefing regarding the IPCO inspection report. The annual inspection continues to reflect well for the force. This is a complex, sensitive and highly regulated area of the business where it is recognised the force takes its regulatory responsibilities seriously and delivers high standards.

PCC response: The force was commended by the Chair for the professionalism and integrity of the systems in place.

8. Developer Contributions – 106 Strategy and Proposals

Overview: The Board received a report written by Chief Inspector Siobhan Gorman proposing a simple funding formula for application for SEC 106 Contribution.

Force update: Further purposes of the report included for the Board to agree and then propose the time frame for the Sec 106 Contribution, propose that Sec 106 Contribution be pooled for spend in support of the MTFP and the Force strategy and for Force Exec to agree to support negotiations with the PCP and District Planning authorities.

PCC response: The Chair requested more time from the Board to read through the papers. The Commissioner noted both agreements and disagreements over the strategy between himself and the Chief Officer Team. The Commissioner asked when the next available time to discuss these papers would be. The Chief Constable suggested Monday morning in their regular half an hour meeting. The Commissioner agreed to this suggestion. The ACO (FR) noted the urgency around this paper lying in the paper being presented to the Police and Crime Panel. Kira Hughes noted that the paper will therefore be discussed at OPCC SMT on Monday morning

9. Any Other Business

Overview: The Chair invited AOB.

Force update: Chief Constable briefed the PCC on an operational job in the City dealt with by PCSO's. The Chief Constable noted the success of the operation in which the PCSO's correctly and appropriately aided the on-duty PC.

PCC response: The Commissioner agreed and furthered that they should be commended.

Date of next meeting: 20th July 2022