



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

CORPORATE GOVERNANCE BOARD

23rd 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.

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 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.

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 th September 2022
Chief Inspector	10	12 th September 2022
Inspector	17	5 th September 2022 commence WBA scheme
Sergeant	45	13 th 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.

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.

Date of next meeting: 18/01/2023