



*Meeting:* **Leicester, Leicestershire and Rutland Police and Crime Panel**

*Date/Time:* **Monday, 18 March 2019 at 1.00 pm**

*Location:* **Meeting Room G.01, Ground Floor, City Hall, 115 Charles Street, Leicester, LE1 1FZ**

*Contact:* **Euan Walters (Tel: 0116 3052583)**

*Email:* **euan.walters@leics.gov.uk**

### **Membership**

Mr. J. T. Orson JP CC (Chairman)

Cllr. Lee Breckon, JP	Cllr. Elaine Pantling
Mr Keith Culverwell	Cllr. Trevor Pendleton
Cllr. Ratilal Govind	Cllr. Janice Richards
Cllr. Malise Graham	Cllr. Michael Rickman
Ms Mehrunnisa Lalani	Cllr. Manjula Sood, MBE
Cllr. Kevin Loydall	Cllr. Deborah Taylor
Cllr. Abdul Osman	Cllr. Alan Walters

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– Notices will be on display at the meeting explaining the arrangements.**

### **AGENDA**

<u>Item</u>	<u>Report by</u>
1. Minutes of the meeting held on 1 February 2019.	(Pages 3 - 10)
2. Public Question Time.	
3. To advise of any other items which the Chairman has decided to take as urgent elsewhere on the agenda.	
4. Declarations of interest in respect of items on the agenda.	



5. Recruitment, Retention and Progression in Leicestershire Police. (Pages 11 - 22)
6. Performance Report - Quarter 3. (Pages 23 - 40)
7. Human Trafficking and Modern Day Slavery. (Pages 41 - 46)
8. Date of next meeting.

The next meeting of the Panel is scheduled to take place on 20 May 2019 at 2:00pm.

9. Any other items which the Chairman has decided to take as urgent.

Minutes of a meeting of the Leicester, Leicestershire and Rutland Police and Crime Panel held at County Hall, Glenfield on Friday, 1 February 2019.

PRESENT

Mr. J. T. Orson JP CC (in the Chair)

Cllr Richard Allen	Cllr. Kevin J. Loydall
Mr Keith Culverwell	Cllr. Elaine Pantling
Cllr. Ratilal Govind	Cllr. Michael Rickman
Cllr. Malise Graham	Cllr. Manjula Sood, MBE
Ms Mehrunnisa Lalani	Cllr. Deborah Taylor

Apologies

Cllr. Lee Breckon, JP, Cllr. Abdul Osman and Cllr. Alan Walters

In attendance

Lord Willy Bach – Police and Crime Commissioner  
 Kirk Master – Deputy Police and Crime Commissioner  
 Paul Hindson – Chief Executive, Office of the Police and Crime Commissioner  
 Lizzie Starr – Performance Manager, Office of the Police and Crime Commissioner  
 Chief Constable Simon Cole – Leicestershire Police

44. Minutes of the previous meeting.

The minutes of the meeting held on 12 December 2018 were taken as read, confirmed and signed.

45. Public Question Time.

There were no questions submitted.

46. Urgent items.

There were no urgent items for consideration.

47. Declarations of interest in respect of items on the agenda.

The Chairman invited members who wished to do so to declare any interest in respect of items on the agenda for the meeting.

Cllr. M. Sood declared a personal interest in respect of all substantive items as a member of the Police's Independent Advisory Panel, as a member of the Leicester Council of Faiths and a member of the Bishop's Faith Forum.

Mr. K. Culverwell declared a personal interest in respect of all substantive items as he had two close relatives that worked for Leicestershire Police.

Ms. M. Lalani declared a personal interest in respect of all substantive items as she had a close relative that was a member of the Police Cadets.

48. HMICFRS Report: Crime Data Integrity re-inspection 2018.

The Police and Crime Panel considered a report of the Police and Crime Commissioner which presented a report from Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) entitled Leicestershire Police: Crime Data Integrity re-inspection 2018. A copy of the report, marked 'Agenda Item 5', is filed with these minutes.

In presenting the report the PCC acknowledged that Leicestershire Police were not performing well enough with regards to crime recording and whilst the report stated that improvements had been made since the previous inspection, there was further work that needed to be done. It was hoped that the 2019/20 budget for Leicestershire Police would help address some of the issues that had been raised by HMICFRS.

Arising from discussions the following points were noted:

- (i) The findings of the inspection needed to be viewed in the national context. Of the 26 forces inspected 8 others received the same 'Inadequate' grading as Leicestershire Police. Leicestershire Police had been found to be 84% compliant with regards to crime recording which was just below the national average of 87.7%.
- (ii) There was no suggestion from HMICFRS that Leicestershire Police had been deliberately manipulating the crime figures. HMICFRS had rated Leicestershire Police as 'Good' for leadership and they would not have done so had they had any concerns about the ethics of senior officers or a deliberate lack of transparency from the force.
- (iii) At the time of the 2017 inspection Leicestershire Police had 3 dedicated decision makers for crime recording whereas they now employed 12 decision makers. As a result of the previous inspection HMICFRS had recommended that training should be provided to all staff within Leicestershire Police that made crime recording decisions. To date Leicestershire Police had provided training to those staff whose roles were relevant to crime recording such as investigators and many others; over 1000 staff in total. There were some staff who had not received the training and in an organisation with over 4000 staff it would take time however the recommendation from HMICFRS had been complied with.
- (iv) The Police and Crime Panel welcomed the steps that had been taken by Leicestershire Police to improve crime recording but raised concerns that the HMICFRS report would affect the levels of confidence that the public had that crime was being dealt with appropriately. In response the PCC stated that the public had no reason to fear that crime was not being recorded to a satisfactory degree and that in his view the rules in relation to crime recording were unnecessarily rigorous.
- (v) With many of the incidents where a crime had not been recorded by Leicestershire Police and where HMICFRS were of the view that a crime should have been recorded, a separate crime had been recorded by the Force relating to the same victim or offender, but it was the view of HMICFRS that more than one crime should have been recorded for that victim. This issue particularly arose in Domestic Abuse cases where several incidents had occurred over a period of time but Leicestershire Police had only recorded one crime of Domestic Abuse for that victim and offender. Reassurance was given that in most of these cases, despite the recording error, the

victim had been referred for support and the offender had been dealt with. It was just the case that each separate incident of abuse had not been recorded as a separate crime. Leicestershire Police would endeavour to record each individual incident of Domestic Abuse as a crime in future. In response to assurances sought by the Panel, the PCC stated that he was content that victims of Domestic Abuse and rape in Leicester, Leicestershire and Rutland were receiving sufficient support, within the resources that were available.

- (vi) In response to a question regarding the proportion of reported rapes which were historical it was clarified that approximately half of rape reports were made within 7 days of the incident whereas a third of rape reports were made 6 months or more after the incident.
- (vii) It was acknowledged that crime mapping was based on recorded crime therefore it was important to correctly record crime so that the analysis of trends and hot spots would be accurate.
- (viii) A member queried whether it could be ascertained from the data whether crime recording was better in some districts than others however it was confirmed that a judgement on this could not be made from the figures.

#### RESOLVED:

That the contents of the report be noted.

#### 49. Proposed Precept 2019/20 and Medium Term Financial Plan.

The Police and Crime Panel considered a report of the Police and Crime Commissioner (PCC) concerning the Proposed Precept for 2019/20 and the Medium Term Financial Plan (MTFP). A copy of the report, marked 'Agenda Item 6', is filed with these minutes.

Arising from discussions the following points were noted:

- (i) Part of the budget proposals was that the total number of police officers within Leicestershire Police would be increased by 80 in the 2019/20 year and a further 27 in the year 2020/21. In reality Leicestershire Police would actually be recruiting a total of approximately 250 officers to account for those that had left the force. The 27 officers that were intended to be recruited in 2020/21 could not be recruited a year earlier due to the manpower and resources it took to carry out the recruitment and training process and it was not feasible to recruit all 107 in the same year. When recruitment had been frozen in previous years the capacity of the force to carry out recruitment had also diminished therefore additional staff were now needed to carry out vetting, medical checks and training. The Chairman informed members that Recruitment and Retention in Leicestershire Police would be on the agenda for a future meeting of the Police and Crime Panel.
- (ii) The Panel sought reassurances from the PCC that in future adequate resources would be allocated to policing rural areas. In response the PCC explained that the Police had to allocate the most resources to areas where the most crime was committed however the Force did have a responsibility to ensure that the whole of Leicester, Leicestershire and Rutland was effectively policed. Therefore the rationale behind the budget was to move police officers away from central locations into Neighbourhood Policing Areas to provide more visibility and better response

times in those localities. Whilst there would be abstractions of Neighbourhood Police Officers to other areas where necessary, this would be kept to a minimum. The Panel supported this approach and the emphasis on Neighbourhood policing, though one Panel member raised concerns that there may not be sufficient space in the Neighbourhood offices to accommodate the additional officers.

- (iii) In response to a question from a member as to why pension costs formed such a significant part of the budget it was clarified that traditionally police pension costs were borne by central government. However, the Treasury had made a decision that the cost of the pension deficit should now be borne locally, and individual Forces had no discretion over the level of their contribution. The PCC stated that in his view it was unreasonable that the pension deficit was required to be made up locally and that he had made these views known in the House of Lords and to Government ministers including the Home Secretary.
- (iv) Members raised concerns that Leicestershire Police were at a disadvantage compared to other forces with regards to the amount of central funding they received due to the way the funding formula worked. It was noted that the funding formula was due to be reviewed but this was long overdue. Lord Bach stated that he shared members concerns and had attended a meeting with the seven MPs that represented the County of Leicestershire to discuss the issue. The message was slowly getting through to government ministers that the funding system was not fair. It was hoped that a new funding formula would come into place at the time of the 2019 Comprehensive Spending Review.
- (v) Although the Medium Term Financial Plan relied on the use of reserves over the first four years of the plan, reassurance was given that the level of reserves would still be sufficient and would remain above the minimum level set by the national guidelines.
- (vi) The income referred to in Appendix 1 to the report included funding from the government to combat counter terrorism, monies received under the Proceeds of Crime Act 2002, payments from the Road Safety Partnership, payments received for the work the Force carried out for the Disclosure and Barring Service, and money received for policing East Midlands Airport and football matches.
- (vii) In response to a question from a Member, it was explained that funding received under Section 106 of the Town and Country Planning Act 1990 did not form part of the core budget. It was part of the capital budget. A working group within Leicestershire Police made decisions on how Section 106 funding would be spent.
- (viii) Leicestershire Police gave regular consideration to which would be the most cost effective methods of procurement including whether it was appropriate to bring contracts in house. For example the forensics service had now been brought within Leicestershire Police. The Force would only enter procurement on a national basis where that was the most cost effective option, for example Leicestershire Police were part of the national procurement scheme for uniforms. HMICFRS had assessed police forces for value for money and Leicestershire Police came in the best 5 forces under that category.
- (ix) It was noted that the PCC's commissioning budget was forecast to remain the same for the next 4 years and members questioned whether this was going to be an adequate level of funding in the future. The PCC stated that he thought the

commission budget was already a large one but it would be kept under review. It was too early to say with confidence whether any changes would be required but for now an assumption had been made that the figure would be £4,296,550 each year until 2023/24. Some of the commissioning budget was already committed to organisations such as Victim First, Safeguarding Boards and Community Safety Partnerships. Some commissioning contracts that were in place between the PCC and providers required the PCC to pay more for the service after the first year of the contract and this had been taken into account in the budgeting process.

- (x) The Government had set out four priority areas for Police Forces to drive efficiency, productivity and effectiveness. One of the priorities was smarter use of data and digital services and there was an aim to deliver £50m worth of productivity gains nationally from data and digital services. However, little detail had been provided by the government on how these priorities should be tackled and further guidance was expected.
- (xi) The Police Negotiating Board had recommended a 3% increase in police officer pay for 2018 however the Government had not supported the recommendation and only granted a 2% pay increase. The Police Federation had lodged an application with the High Court for Judicial Review of this decision therefore in case the Government's decision was overturned, an assumption had been made in the Leicestershire Police budget that officers would be awarded the additional 1% pay increase.

It was moved by the Chairman and seconded by Cllr. Rickman that:-

- (a) The information presented in the report be noted, including:
  - the total 2019-20 net budget requirement of £187.139m, including
  - a council tax (precept) requirement for 2019-20 of £72.062m.
- (b) the proposal to increase the 2019-20 Precept by £24.00 per annum (12.05%) for police purposes to £223.2302 for a Band D property be supported.
- (c) the future risks, challenges, uncertainties and opportunities included in the precept proposal, together with the financial and operational considerations identified be noted.
- (d) it be noted that any changes required, either by Government grant alterations notified through the final settlement or through amended council tax base and/or surplus/deficit notifications received from the collecting authorities, will be balanced through a transfer to or from the Budget Equalisation Reserve (BER).
- (e) the current Medium Term Financial Plan contained in Appendix 1 be noted.

The motion was carried unanimously.

#### 50. OPCC Performance Report.

The Police and Crime Panel considered a report of the Police and Crime Commissioner which presented the performance of the Office of the Police and Crime Commissioner

(OPCC) for December 2018. A copy of the report, marked 'Agenda Item 7', is filed with these minutes.

Panel members welcomed the style of the report and stated that they found the content informative. The Panel requested to receive the OPCC performance data on a quarterly basis in future and asked if the report could include targets or performance measures. In response it was explained that there were not targets in place for all data categories, though correspondence to the OPCC did have a target within which it should be responded to. Nationally not all OPCCs published this kind of performance data therefore it would be difficult to use other OPCCs as a benchmark, however in future it was hoped that the Leicestershire OPCC would be able to measure its performance against its own previous performance.

The Panel was particularly interested in the information in the report regarding the Independent Custody Visiting scheme which was run by the OPCC and the Chairman asked to receive a report on this topic at a future Panel meeting.

RESOLVED:

That the contents of the report be noted.

51. Ethics Integrity and Complaints Committee.

The Police and Crime Panel considered a report of the Police and Crime Commissioner which provided an update on the work of the Ethics, Integrity and Complaints Committee for the period September 2017 to September 2018. A copy of the report, marked 'Agenda Item 8', is filed with these minutes.

The Panel welcomed the report and supported the work of the Ethics, Integrity and Complaints Committee.

In response to concerns raised by a member that some people were unable to use the internet to report crimes, reassurance was given that although Leicestershire Police were looking to increase the opportunities for the public to report crimes online, this was in addition to, not instead of, the traditional methods of telephone and face to face reporting. Some offences were more suitable for online reporting than others. In Leicestershire 75% of Road Traffic Accidents were reported online which indicated that the public were happy to use the online service for this type of incident. The Panel welcomed the approach of Leicestershire Police to developing the online reporting service.

RESOLVED:

That the contents of the report be noted.

52. Date of next meeting.

RESOLVED:

It was noted that the next meeting of the Panel would be held on 18 March 2019 at 1:00pm at City Hall, Leicester.

10.00 am - 12.50 pm  
01 February 2019

CHAIRMAN

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# POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

## POLICE AND CRIME PANEL

Report Of	<b>OFFICE OF THE CHIEF CONSTABLE</b>
Subject	<b>RECRUITMENT, RETENTION AND PROGRESSION</b>
Date	<b>MONDAY 18 MARCH 2019 -1:00 p.m.</b>
Author	<b>LYNNE WOODWARD</b>

### **Purpose of Report**

1. The purpose of this report is to update the Panel on the current recruitment processes, campaigns and outcomes for the recruitment of police officers and the activity being undertaken on the current Police Officer Degree Apprenticeships application process, which will begin in September 2019. In addition there is an update on promotions and dismissals and the current position on employment tribunals within the Force.

### **Background**

2. The Diversity and Inclusion Unit has two positive action officers working on improving the diversity of applicants across all roles within the organisation, Karolina Zaleweska and Moji Green. Their current work is concentrating on the increased current police officer recruitment following the precept increase approved at the last Police and Crime Panel, as well as the current Police Officer Degree Apprenticeship process which opened for applications in November 2018.
3. In 2017 police officer recruitment was opened for the first time in several years. Between May 2017 and June 2018, Leicestershire Police have held three police officer recruitment campaigns:
  - Campaign 1 between May and June 2017;
  - Campaign 2 between November 2017 and January 2018; and
  - Campaign 3 between April and June 2018.

### **Current position**

4. The current diversity breakdown of the Force as of August 2018 is as follows:
  - Female police officer – 29%, police staff – 65%, PCSOs – 44%, Specials – 32%, Cadets – 52% and volunteers 48%.
  - BAME police officer – 7.5%, police staff – 11%, PCSOs – 11.5%, Specials – 10.5%, Cadets – 27% and volunteers – 14%.
  - Disabled police officer – 4%, police staff – 5%, PCSOs – 6% and Specials – 5% and volunteers 2.5%.

- Of those officers and staff who declare their sexual orientation the following is the LGBT representation:- Police officer – 8%, Police staff – 4% and PCSOs – 6%.

5. The community breakdown of Leicester, Leicestershire and Rutland is 50.5% female and at the latest estimate 25% BAME (which is made up of Rutland BAME representation at 3%, Leicestershire 11% and Leicester 55%). It is estimated that 10% of the population identifies as LGBT, but this is difficult to verify due to the lack of reliable data. Likewise it is estimated that over 20% of the population live with a disability.
6. The Force data therefore shows that there is an under-representation of female, BAME and disabled staff in all categories of staff except for female police staff and police cadets. From previous data there is also an under-representation of LGBT staff in all categories.

### **Current Police Officer recruitment campaign**

7. There have been three recruitment campaigns in 2017 and 2018. Following a review of Campaign 2 (Nov 2017 – January 2018), the decision was taken to remove the Competency Based Questionnaire (CBQ) and replace it with a values-based telephone interview. The recruitment process for campaign 3 is detailed below:

- Optional:** Recruitment seminars
- Stage 1:** Application form and eligibility checks
- Stage 2:** Telephone interview
- Stage 3:** Force interview
- Stage 4:** Nationally required SEARCH Assessment Centre
- Stage 5:** Pre-employment checks
- Stage 6:** Vetting

### **Attraction: media, community and events**

8. The majority of initial attraction and engagement work has been undertaken by neighbourhood officers across all eight Neighbourhood Policing Areas (NPAs). There were a total of 32 seminars held across Leicester, Leicestershire and Rutland (LLR) (approx. 1 per week, per NPA), involving approximately 42 police officers and PCSOs, with attendance from over 200 potential candidates. Officers delivered presentations about the recruitment process and the role of a police officer. At each seminar, every attendee was provided with a card with information about how to apply, link to the application form and contact details for further questions.
9. The organisation of these events followed the process below:
  - NPA Commanders were contacted and asked to identify officers interested and willing to be involved in recruitment, positive action and delivering these seminars.
  - Identified officers received relevant training from a Positive Action Officer about the up-to-date recruitment process and the importance and aim of positive action.
  - Officers asked to identify local communities, locations and venues to hold recruitment seminars using their local officer knowledge.
  - Seminars delivered by officers.
  - Further information and contact details provided to all attendees.
  - All attendees were then contacted by the Positive Action Officer with further information and offer of support.

10. The Force website and social media channels continued to be utilised. Short #MakeADifference videos, featuring a variety of officers also continued to be published.

### Support

11. The following outlines the support given to candidates throughout the campaign:-

- Informal mentor support continued throughout Campaign 3. There were 17 Force mentors working with 28 mentees. Makeup of mentees was: 20 females (71.43%), 9 BAME (32.14%), 2 LGBT (7.14%), 1 Disabled (3.57%).
- Delivered five SEARCH support sessions (previously delivered by Talking Blues). Total attendance was 103 applicants.
- Of those who attended the preparation session the following shows the success rates:

ALL	Attended	Successful	Awaiting results	Withdrawn	Pass rate
SEARCH Preparation	103	79	3	3	79%

BAME	Attended	Successful	Awaiting results	Withdrawn	Pass rate
SEARCH Preparation	18	13 (10 Female)	0	0	72.2%

FEMALE	Attended	Successful	Awaiting results	Withdrawn	Pass rate
SEARCH Preparation	48	39	3	0	81.25%

LGBT	Attended	Successful	Awaiting results	Withdrawn	Pass rate
SEARCH Preparation	10	7	1	0	70%

Disability	Attended	Successful	Awaiting results	Withdrawn	Pass rate
SEARCH Preparation	1	1	0	0	100%

- SEARCH is a nationally required assessment process for all applicants. The pass rate was generally higher for candidates who attended SEARCH / SEARCH preparation at a later date, with those attending at an earlier date having a higher failure rate.
- During Campaign 3, an SMS text process has been put in place in which individuals can text in their details and role they are interested in. This text is automatically forwarded to a Positive Action inbox. This system is not specific to recruitment campaigns only, and can be used as a means of contact in general.

## Results

12. Campaign 3 has so far seen the highest increase in representation of BAME candidates submitting their applications (21.46%).

The table below outlines the current status of Campaign 3:

<b>Beginning of Campaign 3</b> (% calculated on total number of applicants @ beginning of campaign)		<b>Successful at SEARCH</b> (% calculated only on total number of applicants who successfully completed SEARCH process)	
<b>BAME (inc. White other)</b>	21.46%	<b>BAME (inc. White other)</b>	15.84%
<b>Female</b>	32.53%	<b>Female</b>	44.66% (2 awaiting results)
<b>Disability</b>	2.86%	<b>Disability</b>	3.88%
<b>LGBT</b>	7.95%	<b>LGBT</b>	8.25%

Results of previous campaigns to show the improvement in BAME representation at Campaign 3:

<b>Campaign 1 (May 2017)</b>		<b>Campaign 2 (Nov 2017-Jan 2018)</b>	
<b>BAME (inc. White other)</b>	4.65%	<b>BAME (inc. White other)</b>	10.86%
<b>Female</b>	39.53%	<b>Female</b>	55.3%
<b>Disability</b>	5.81%	<b>Disability</b>	7.4%
<b>LGBT</b>	10.47%	<b>LGBT</b>	17%

13. In addition to the traditional application process to join the police, Leicestershire is currently recruiting for the current intake of Police Constable Degree Apprenticeship (PCDA). The PCDA is a structured three-year degree apprenticeship. This is delivered by the Force in partnership with a procured Higher Education Institute, who will validate and award the degree, which is De Montfort University of Leicester.
14. The PCDA enables individuals to perform the paid role of Police Constable, developing operational competence, whilst attaining a degree in Professional Policing Practice, which will be funded by the Force. Successfully completing the apprenticeship will result in the award of a degree in Professional Policing Practice. Once the apprenticeship is complete, apprentices will be confirmed in post as a Police Constable.
15. There will be 20 vacancies with the apprenticeship starting in September 2019.
16. A range of outreach activity was undertaken and reported in an earlier Police and Crime Panel meeting. In particular underrepresented groups were targeted.
17. A total of 291 candidates applied for the PCDA in November 2018. The current selection has not concluded. But the following is a breakdown of those who are going to the SEARCH assessment process:-

- Of those applications, 73 went through to the Force interview:

White	48 (66%)
BAME	14 (19%)
Not stated ethnicity	11 (15%)

Further self declaration indicates the following breakdown by different protected characteristics:-

Female	24 (44%)
BAME and Female	6 (8%)
LGBT	8 (4%)
Disability	3 (4%)

- There are 36 applicants who are going through to the assessment day. They have identified in the following ways

White	26 (72%)
BAME	7 (19%)
Not stated ethnicity	3 (8%)

Further self declaration indicates the following breakdown by different protected characteristics:-

Female	14 (44%)
BAME and Female	3 (11%)
LGBT	4 (11%)
Disability	1 (3%)

- The final success rates will be reported at a future meeting.

### Force Position

18. The tables below show a breakdown of officers currently in post by gender, ethnicity and disability by rank:

Headcount - Performing Rank - Inc Career Break/Secondments - Ethnicity										
	BAME		Total BAME	Not Stated		Total Not Stated	White		Total White	Total
	Female	Male		Female	Male		Female	Male		
ACPO							1.0	4.0	5.0	5.0
Chief Superintendent							1.0	5.0	6.0	6.0
Superintendent							1.0	13.0	14.0	14.0
Chief Inspector		1.0	1.0		1.0	1.0	5.0	22.0	27.0	29.0
Inspector	1.0	2.0	3.0	1.0	2.0	3.0	22.6	60.0	82.6	88.6
Sergeant	3.0	12.0	15.0		3.0	3.0	46.4	226.6	272.9	290.9
Constable	31.3	87.2	118.4	11.2	32.0	43.2	396.9	872.8	1269.7	1431.4
<b>Total</b>	<b>35.3</b>	<b>102.2</b>	<b>137.4</b>	<b>12.2</b>	<b>38.0</b>	<b>50.2</b>	<b>473.9</b>	<b>1203.4</b>	<b>1677.2</b>	<b>1864.9</b>

% - Performing Rank - Inc Career Break/Secondments - Ethnicity				
	BAME	Not Stated	White	Total
ACPO Chief	0.0%	0.0%	100.0%	100.0%
Superintendent	0.0%	0.0%	100.0%	100.0%
Superintendent	0.0%	0.0%	100.0%	100.0%
Chief Inspector	3.4%	3.4%	93.1%	100.0%
Inspector	3.4%	3.4%	93.2%	100.0%
Sergeant	5.2%	1.0%	93.8%	100.0%
Constable	8.3%	3.0%	88.7%	100.0%
Total	7.4%	2.7%	89.9%	100.0%

% - Performing Rank - Inc Career Break/Secondments - Gender			
	Female	Male	Total
ACPO Chief	20.0%	80.0%	100.0%
Superintendent	16.7%	83.3%	100.0%
Superintendent	7.1%	92.9%	100.0%
Chief Inspector	17.2%	82.8%	100.0%
Inspector	27.7%	72.3%	100.0%
Sergeant	17.0%	83.0%	100.0%
Constable	30.7%	69.3%	100.0%
Total	28.0%	72.0%	100.0%

Headcount - Performing Rank - Inc Career Break/Secondments - Disability				Total
	No	Not Stated	Yes	
ACPO	5			5
Chief Superintendent	5	1		6
Superintendent	13	1		14
Chief Inspector	28		1	29
Inspector	86	1	2	89
Sergeant	279	5	7	291
Constable	1312	50	69	1431
Total	1728	58	79	1865

Headcount - Performing Rank - Inc Career Break/Secondments - Disability				Total
	No	Not Stated	Yes	
ACPO	100.00%	0.00%	0.00%	100.00%
Chief Superintendent	83.33%	16.67%	0.00%	100.00%
Superintendent	92.86%	7.14%	0.00%	100.00%
Chief Inspector	96.55%	0.00%	3.45%	100.00%
Inspector	96.61%	1.13%	2.26%	100.00%
Sergeant	95.88%	1.72%	2.41%	100.00%
Constable	91.69%	3.52%	4.80%	100.00%
Total	92.65%	3.13%	4.22%	100.00%

### Promotions

19. In the last year the following promotions have been made:-

Promoted Rank	Gender	Year Promoted 2018-19
ACPO	Male	1
Chief Superintendent	Male	1
	Female	1
Superintendent	Male	
	Female	
Chief Inspector	Male	1
	Female	
Inspector	Male	9
	Female	2
Sergeant	Male	25
	Female	3
<b>Grand Total</b>		<b>43</b>

20. Across all ranks the promotions breakdown equates to 12% female and 88% males.

Promoted Rank	Ethnicity	Year Promoted 2018-19
ACPO	White	1
Chief Superintendent	White	2
Superintendent	White	
Chief Inspector	White	1
	BAME	
	Ethnicity Not Stated	
Inspector	White	10
	BAME	
	Ethnicity Not Stated	1
Sergeant	White	27
	BAME	1
	Ethnicity Not Stated	
<b>Grand Total</b>		43

21. Across all ranks the promotions breakdown equates to 2.5% BAME, not stated is 2.5% and white officers is 95%.

Promoted Rank	Disability	Year Promoted 2018-19
ACPO	Not Disabled	1
Chief Superintendent	Not Disabled	1
	Disability Status Not Stated	1
Superintendent	Not Disabled	
Chief Inspector	Disabled	
	Not Disabled	1
Inspector	Disabled	
	Not Disabled	10
	Disability Status Not Stated	1
Sergeant	Disabled	2
	Not Disabled	26
	Disability Status Not Stated	
<b>Grand Total</b>		43

22. Across all ranks the promotions breakdown equates to 5% LGBT, not stated is 76%, prefer not to say is 2% and heterosexual is 17%.

### Temporary promotions

23. The following outlines the temporary promotions undertaken between 1.1.18 and 31.12.18. Each officer is counted once, even if they had a temporary promotion at two ranks during this period. Any officer seconded out of Force, who was then temporarily promoted by an external agency is included in these numbers. It should be noted that five of those who were temporarily promoted during this period have since left the Force. Their disability status is Not Stated, because it was not possible to obtain this information during the timeframe required.

<b>Temporary Promotions (Officers) – by Ethnicity</b>				
<b>Ethnicity</b>	Female	Male	Total	Percentage
BAME Total	3	7	10	6.33%
Not Stated	0	2	2	1.27%
White Total	29	117	146	92.41%
Total	32	126	158	100.00%

<b>Temporary Promotions (Officers) – by Gender</b>		
<b>Gender</b>	Total	Percentage
Female	32	20.25%
Male	126	79.75%
Grand Total	158	100.00%

<b>Temporary Promotions (Officers) – by Disability</b>		
<b>Disability</b>	Total	Percentage
No	147	93.04%
Yes	3	1.90%
Not stated	8	5.06%
Total	158	100%

### Leavers & Joiners

24. The following charts show the numbers of leavers and joiners over the past 8 years.

<b>Ethnicity</b>	<b>BAME</b>	<b>Not Stated</b>	<b>White</b>	<b>Total</b>
Police Officer Leavers 2010 - 2018	59	23	873	955

<b>Ethnicity</b>	<b>BAME</b>	<b>Not Stated</b>	<b>White</b>	<b>Total</b>
Police Officer Leavers 2010 – 2018 (%)	6.18%	2.41%	91.41%	100%

Ethnicity	BAME	Not Stated	White	Total
Police Officer joiners 2010 - 2018	44	24	406	474

Ethnicity	BAME	Not Stated	White	Total
Police Officer joiners 2010 - 2018	9.28%	5.06%	85.65%	100%

25. The charts above show that the proportion of BAME leavers is lower than the proportion of BAME joiners. One of the explanations for this could be the reduction in recruiting over the past 8 years has had a negative impact on creating a more diverse workforce.
26. It could be assumed that if the Force had maintained the establishment of 2,347 (highest point prior to austerity) then if recruiting had been at the same rate, as the past 8 years, an extra 547 officers would have been recruited and proportionally 51 would have been BAME officers.

### Dismissals

27. In the last year there have been 5 dismissals from the Force. The following outlines the gender, race, role and reason for the dismissal:-
- PC Male Asian Dismissal without Notice for Discreditable Conduct – convicted at Court for rape and given a custodial sentence.
  - SPC Male White Dismissal without Notice for Discreditable Conduct – conditional caution for malicious communication.
  - DC Male White Dismissal without Notice for Confidentiality – convicted at Court for computer misuse.
  - PC Male White Dismissal without Notice for Discreditable Conduct, Authority, Respect and Courtesy. Not convicted – searching information – non criminal.
  - Staff Male Asian Dismissal with Contractual Notice for Honesty and Integrity. He lied about a road traffic collision.
28. Of the 5 dismissals - 40% are BAME and 60% are White and 100% are male. The high percentages are due to the low numbers involved, so 1 person equates to 20% of the total.

### Employment Tribunals

29. There were 17 employment tribunals lodged in 2018/2019. Of those 17, 8 have been withdrawn with no settlement. Those claims were 6 for unlawful deduction of wages, 1 race and 1 sex.
30. There are currently 9 ongoing employment tribunal claims, 6 race (1 claimant has two separate claims lodged), 1 sex and 1 unfair dismissal. All these are currently being defended and it is unlikely for the hearings to be held until late 2019, early 2020.

31. Since 2016 there have only been 2 employment tribunal hearings, 1 for race and 1 for sex. In both cases the claims were successfully defended by the Force.
32. The Force are currently reviewing a number of areas following the opinion given at the HASC committee by the President of the National Black Police Association.

### **Police and Crime Commissioner Oversight**

33. The Police and Crime Commissioner and Deputy Police and Crime Commissioner attend the “Attraction, Retention and Progression Gold Group” convened to drive recruitment of BME officers into the force. This Group is chaired by the Chief Constable and meet on a **bi-monthly basis**.
34. In addition the force have in place a Strategic Equality and Fairness Board which is attended by the Executive Director for the OPCC. This Board considers the number of grievances, ET cases, recruitment, promotion and retention matters. Information from the outcome of this meeting is fed back to the PCC at the Monday morning Senior Management meeting. Any issues are then raised by the PCC with the Chief Constable at the weekly one to one meetings.
35. The Strategic Assurance Board, chaired by the Commissioner, also receive regular reports on equality issues relating to recruitment and promotion processes where the Commissioner and his senior managers can challenge and scrutinise the work of the force in this area.

### **Conclusion**

36. The Force has a comprehensive approach and strategy to increasing the diversity of applicants both in the existing police recruitment process and the new PCDA process.
37. The impact and effectiveness of the above activity continue to be monitored and reviewed at key stages throughout the recruitment process. With outcomes reported to a Attraction & Retention Gold Group and internal Boards such as the People Board chaired by ACO HR and the Performance Delivery Group chaired by the DCC. The Chief Constable chairs both the Gold Group and the Strategic Equality & Fairness Board. The OPCC attends meetings to hold the Force to account.

### **Recommendation**

38. The Panel is asked to note the contents of this report and the continued positive action approach adopted by Leicestershire Police.

### **Implications**

Financial:	Programme is being delivered within the budget
Legal:	Use of S.158 1nd S.159 of the Equality Act 2010
Equality Impact Assessment:	Continually reviewed
Risks and Impact:	The race employment tribunals are unlikely to be heard until 2020. The adverse publicity following the submission from the President of the National Black police Association at the Home Affairs Select Committee in February 2019.

Link to Police and Crime Plan:      Developing a diverse workforce

**List of Appendices**

None

**Background Papers**

None

**Person to Contact;**

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# POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

## POLICE AND CRIME PANEL

Report Of	POLICE AND CRIME COMMISSIONER
Subject	QUARTER 3 PERFORMANCE REPORT 1 <sup>ST</sup> OCTOBER 2018 – 31 <sup>ST</sup> DECEMBER 2018
Date	MONDAY 18 MARCH 2019 – 1:00 p.m.
Author	ELIZABETH STARR, PERFORMANCE MANAGER, OFFICE OF POLICE AND CRIME COMMISSIONER

### **Purpose of Report**

1. To provide the Police and Crime Panel with an update of the performance of Leicestershire Police for the period 1 October 2018 to 31 December 2018 (Quarter 3).

### **Recommendation**

2. The Panel is recommended to discuss and note the contents of the report.

### **Background**

3. Previously the performance report to the Panel was drafted by Leicestershire Police, in consultation with the Police and Crime Commissioner. With a Performance Manager now in post in the Commissioner's office this report will in future, be produced by his office.
4. The report is a work in progress and will be developed further by the Performance Manager, in consultation with Leicestershire Police. Comments and feedback from members would be welcomed to aid the future development and format of the report.
5. The measures of performance in this report should be considered in the context of the significant changes to the policing landscape over the last five years.
6. The performance report itself is attached at Appendix A. the glossary that accompanies the report is attached at Appendix B.

### **Person to Contact**

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

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**POLICE & CRIME**  
**COMMISSIONER**  
for Leicestershire

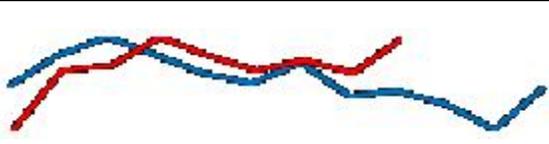
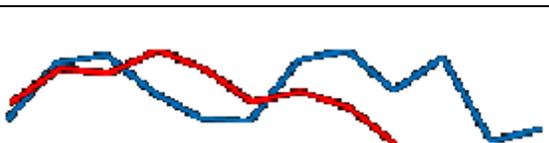
Prevention | Partnership | Protection

# **FORCE PERFORMANCE REPORT**

## **Q3 2018/19**

(October 2018 – December 2018)

**Appendix 1:**

Leicestershire Police Performance Report					
1. Calls					
KPI	Performance				
	Q3 Performance 18/19	Q3 Performance 17/18	Volume Change	% Change	Trend (Blue=17/18 and Red=18/19)
1.1 Number of 999 Calls	38,654	34,291	+4,363	+13%	
1.2 Number of 101 Calls	91,399	132,884	-41,485	+31%	

25

**1. Calls**

1.1 The Contact Management Department (CMD) has dealt with an increase of 4,363, 999 calls in Quarter 3 18/19 compared to the same quarter of 17/18. The quarter three performance has broadly followed the expected seasonal trends with 999 calls dipping in the winter months with December being the only exception. This was an exceptionally busy month for the Contact Management Department, with New Year’s Eve creating an unprecedented amount of demand. On New Year’s Eve, the CMD received 671, emergency calls being the busiest day on record. Of these, 349 were received between midnight and 0400hrs, this equates to at least a days’ worth of demand in 4 hours. The average time to answer a 999 call is 3 seconds with an average call length lasting approximately 9 minutes (8 minutes 56 seconds.)

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1.2 Non-Emergency telephone demand (101) has reduced by approximately 41,485 calls when compared to the same quarter of the previous year. The average time to answer a 101 call is currently 1 minute 30 seconds with the average call duration lasting approximately 10 minutes (10 minutes 13 seconds).

## Leicestershire Police Performance Report

### 2. Incidents

KPI	Performance				
	Q3 Performance 18/19	Q3 Performance 17/18	Volume Change	% Change	Trend (Blue=17/18 and Red=18/19)
2.1 Number of Incidents	58,557	62,163	-3,606	-6%	

#### 2. Incidents

2.1 CMD created 3,606 fewer incidents in comparison to the same quarter of the previous year. This reduction has been observed throughout all incident grades including the number of incidents requiring a police attendance (Grade 1 Priority and Grade 2 Emergency Incidents). Grade 1 Priority incidents have decreased by 935 incidents (-11%) when compared to the same quarter of the previous year and Grade 2 emergency incidents have decreased by 1,156 incidents (-6%) when compared to the same quarter of the previous year.

2.2 Grade 3 (negotiated response) and Grade 4 (telephone) incidents have decreased by 1,342 (-12%) and 173 (-1%) respectively when compared to the same quarter of the previous year.

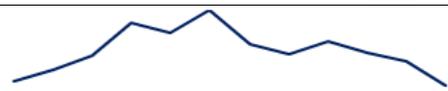
2.3 The force dealt with 1,591 reported domestic incidents and an additional 3,659 domestic incidents involving an associated reported crime. The Domestic Abuse Investigation Unit (DAIU) has dealt with 171 high risk DA cases and has issued 40 Domestic Violence Prevention Orders (DVPO) and 44 Clare's law applications.

2.4 The Missing Person Team (MPT) managed 1184 missing person records involving 696 individual persons. In the same period of 17/18 there were 1030 missing person records involving 588 people. This represents a +15% growth in missing

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person records and a +18% increase in the number of missing people. Although the year on year volume of missing person records and individuals is increasing, the volume of missing person records and people recorded in Quarter 3 18/19 is a reduction on the volumes recorded in Q2 18/19. The reasons for this are being investigated.

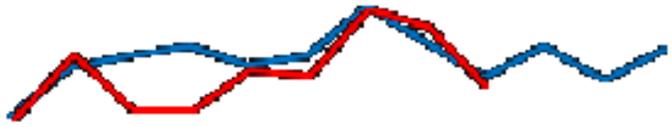
A further breakdown of the demographics of missing persons is shown below, no data prior to February 2018 is available so comparisons to previous years is not possible. Further to this there are also a number of records excluded from the below to remove any identifiable data. The data suggests that there has been a slightly larger reduction in missing persons aged 17 and under, (-13%) than over 18's (-12%). The reduction in male missing persons (-15%) is also slightly higher than the reduction in females (-12%) when comparing the two periods.

Missing Persons Demographic Breakdown					
KPI	Performance				
	Q3 Performance 18/19	Q2 Performance 18/19	Volume Change	% Change	Trend – since Feb '18
Age					
0-17	775	888	-113	-13%	
Over 18	491	556	-65	-12%	
Gender					
Male	658	771	-113	-15%	
Female	508	578	-70	-12%	

\*There are a number of records where the age/gender have not been specified, these records have not been included in the figures above.

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2.4 The levels of ASB incidents exhibit a general seasonal pattern of an increase in the summer months with a dip over the autumn and winter. During quarter 3 of 18/19 there were 2,854 reported incidents of ASB. This represents a reduction of -938 incidents (-25%) on the same quarter of the previous year. The reason for this vast reduction of ASB when compared to the previous year is not fully understood, however this trend is also being observed nationally.

Leicestershire Police Performance Report					
3. Crime					
KPI	Performance				
	Q3 Performance 18/19	Q3 Performance 17/18	Volume Change	% Change	Trend (Blue=17/18 and Red=18/19)
3.1 All Crime	24,027	21,971	+2,056	+9%	

**3. Crime**

3.1 The force recorded an additional 2,056 crimes compared to the same quarter of the previous year, this represents a +9% increase driven in part by an improvement in crime data integrity. Financial year to date (to the end of December 18) the force has recorded 70,070 crimes, this is an increase of 6,506 crimes (+10%) when compared to the same period of the previous year, this appears to be in line with all forces in England and Wales.

3.2 Violence with Injury offences have reduced by 360 offences (-18%) this quarter when compared with the same quarter of the previous year. The monthly volume of violence with injury offences has been falling since May 18. Leicestershire Police is currently ranked 1<sup>st</sup> in the most similar forces comparison for the Violence with Injury category. This indicates that when compared with similar forces, Leicestershire Police is currently recording the least amount of offences in this category.

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3.3 Violence without Injury offences have however seen an increase of 1,259 offences (+31%) when comparing quarter 3 18/19 with the same quarter of the previous year. Common assault offences make up a significant proportion of this crime category, Stalking and Harassment and Malicious Communications are included in this category. Some of this increase could be attributed to a change in crime recording practices in April 2018 in which if there is a stalking and harassment element associated to a crime this now needs to be recorded as a separate stalking and harassment crime as well as a crime for the most notifiable offence. Previously only one crime would have been recorded for the most serious notifiable offence. This is evidenced in an increase of 252 (+17%) in stalking and harassment offences.

3.4 During the course of quarter 3 18/19 there were 630 knife crime offences recorded, this is an increase of 46 offences (+8%) when compared to the same quarter of the previous year. This includes those incidents where a knife or sharp object is seen, threatened or used.

3.5 The PCC has made available £100k from reserves to run a small grants process, which is open to all organisations and agencies to tackle knife crime. We have received over 20 bids for the £100,000 knife crime fund covering Leicester, Leicestershire and Rutland. We are currently in the process of evaluating the bids and expect to be able to announce successful providers in early March.

3.6 Additionally in response to the increase in violent and knife crime offences and the severity of the injuries of victims the PCC has funded catastrophic haemorrhage packs (trauma packs) to be available in all police front line vehicles. This will enable front line officers to implement lifesaving treatment whilst the ambulance is en route. This initiative is in partnership with East Midlands Ambulance Service who will replace each pack once used. Early indications suggest that officer safety training will start from April with the packs live in use on the streets in May 2019.

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3.7 Rape offences have increased by 26 offences (+12%) when compared to the same quarter of last year. October 2018 was an exceptionally high recording month for rape offences with 91 offences being recorded (this is an increase of 15 offences from October 2017). Approximately 30% of the total rape offences recorded in Q3 18/19 were historical offences (over 6 months ago). The proportion of historical rapes being reported to Leicestershire police force has decreased by 3 percentage points. (33% in Q3 17/18 and 30% in Q3 18/19). The overall volume of historical rape offences reported has increased by 1 offence (+1%) when comparing the two periods. It appears that December 18 was a particularly low month for the number of historical offences being disclosed with 14 rape offences classed as historical offences. This is a reduction of 5 offences when compared to December 2017 and a reduction of 10 offences when compared to the average number disclosed throughout the 18/19 financial year (April 18 – November 18).

3.8 Hate crime offences have increased by 78 offences (+25%) when compared to the same quarter of the previous year. The volume of hate crime offences recorded has seen a slight peak in October 18 with 144 offences recorded, the volumes have now returned to normal levels. Racial related hate crime remains the largest category of hate crimes recorded, racially related hate crime accounted for 77% of all hate crime in Q3 2018/19. This figure is comparable to 81% in the same quarter of the previous year. Religiously related hate crime is recording an increase of 5 offences (+15%) and Sexually orientated hate crime is recording an increase of 13 offences (+46%). The hate crime category showing the largest increase between the two years is 'Other Hate Crime'. This is currently recording an increase of 4 offences (+200%). However because of the low numbers recorded each year, both under 10 crimes recorded, the percentages appear to be skewed. There is a strong link between the number of hate crime offences, terrorist events and national and international media reporting i.e. Brexit and the Trump election in America. Currently the force is anticipating an increase in hate crime offences due to the ongoing Brexit programme, however a Gold Group has been established to assess and prepare for the potential impact of Brexit. This group is attended by the Commissioner.

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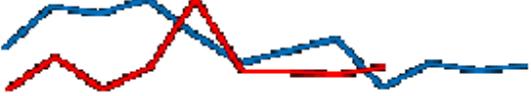
3.9 Total Burglary offences have reduced by 177 offences (-7%) from the same quarter of the previous year. Burglary Residential has also slightly reduced this quarter when compared to the previous year. There have been 3 less recorded Burglary Residential offences than the same quarter of the previous year (0%). Burglary residential figures now also include shed and garage offences. There is a seasonal pattern to burglary offences with recorded volumes increasing over the winter months and this trend has been identifiable in Q3. November 2018 has seen the highest number of Burglary Residential offences recorded since Oct 17 (667 offences).

3.10 Drug offences have increased by 166 offences (+43%) when compared to the same quarter of the previous year. Throughout the quarter there have been a number of operations including; Op Counter following on from Op Radar, an investigation into the drugs market of Market Harborough. This operation resulted in a positive outcome of a male being arrested with a large quantity of drugs and weapons. The male has since pleaded guilty. Much of the drug related crime is self-generated as a result of proactive enforcement by the police as opposed to crimes being reported.

3.11 Child Sexual Exploitation (CSE) offences have reduced by 27 offences (-54%) when compared to the same quarter of the previous year. The volume of offences reported for Q3 also represents a reduction of 11 offences when compared to Q2 of 18/19 (-18%).

## Leicestershire Police Performance Report

### 4 Outcomes

KPI	Performance				
	Q3 Performance 18/19	Q3 Performance 17/18	Volume Change	% Change	Trend (Blue=17/18 and Red=18/19)
4.1 Volume of Positive Outcomes	2,710	2,550	+160	+6%	

#### 4. Outcomes

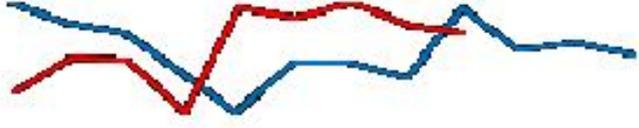
4.1 The number of positive outcomes recorded over Quarter 3 18/19 represents a 6% increase when compared to the same period of the previous year. Outcomes are important because they indicate that an effective response has been made to a criminal offence ranging from a warning to a full conviction. The number of positive outcomes recorded in December 2018 was the largest number of positive outcomes (910) recorded for the same period in three years. (2017 showed 791 positive outcomes and in 2016, there was 883 positive outcomes recorded).

4.2 Public confidence is measured by the Crime Survey for England and Wales. For the period Oct 17 - Sept 18, the force is currently recording a confidence level of 75% (the highest being 82% and the lowest being 68%). This places us 5<sup>th</sup> out of the 8 most similar forces. Although the public confidence level has reduced by -2.3 percentage points when compared to the Oct 16 – Sept 17 period this is not regarded as a significant change.

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4.3 All user satisfaction levels appear to be stable at 74%. It should also be noted that more than 70% of victims remain satisfied with the Police handling of their crime. User satisfaction is currently based on a 12 month rolling picture.

4.4 ASB satisfaction has decreased to 70.6% as at the end of December 2018, this remains within the expected control limits. There has been no statistically significant change in the satisfaction levels of ASB victims since 2015.

Leicestershire Police Performance Report					
5 Prevent					
KPI	Performance				
	Q3 Performance 18/19	Q3 Performance 17/18	Volume Change	% Change	Trend (Blue=17/18 and Red=18/19)
5.1 Number of Stop and Searches	1,026	508	+518	+102%	

**5. Prevent**

5.1 The period October – December 2018 saw a continued increase in the use of stop and search. The monthly levels carried out in October, November and December 2018 (369, 355 and 322 respectively) also continue to be much higher in comparison to historic monthly levels of circa 150. The volume of stop and searches carried out in Q3 2018/19 represents a 102% increase when compared to the same period of the previous year. This also represents a 13% increase (+120 stop searches) when compared to Q2 2017/18. Approximately 31% of the stop searches completed in Q3 2018/19 resulted in a positive outcome, with 186 searches resulting in an arrest. 95% of all stop searches completed for January 2019 were recorded on the new software PRONTO.

5.2 One of the stop and search categories showing the largest significant increase is for controlled drugs with a total of 653 searches completed throughout quarter 3 18/19, with 251, 209 and 193 searches recorded for October, November and December respectively. This represents a 120% increase (+356 searches) when compared to the same period of the previous

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year. Offensive weapon stop and searches is showing an 86% increase (+72 searches) when compared to the same period of the previous year with 41, 71 and 44 searches completed in October, November and December 2018 respectively.

5.3 Integrated Offender Management Team (IOM), as at 31<sup>st</sup> December 2018, is actively managing 357 prolific and dangerous offenders. The current re-offending reduction rate based upon the IOM cohort is -26.2% (based upon performance from April to December 2018) leading to a reduction of 107 victims of crime.

5.4 A priority Offender Management Premier Service is due to be implemented in February 2019, this will ensure a consistent level of service for High Risk offenders. As part of the service, the OCG Tier 1 and Tier 2 subjects are being adopted into IOM so the volume of prolific and dangerous offenders will be expected to increase by approximately 29%. In addition to this, Ministry of Justice GPS Court Imposed Bail tags were introduced in Leicestershire on the 30<sup>th</sup> November, with Leicestershire force being the only one nationally to adopt the scheme.

5.5 MOSOVO (Managing Sexual Offenders and Violent Offenders) has maintained control over 1,452 sexual and violent offenders, 1,005 of them in our communities. The growth in sex offenders has increased by approximately 12% each year as POLIT and Signal are more successful in identifying offenders.

5.6 POLIT (Paedophile Online Investigation Team) experienced a significant uplift in enforcements when compared to the previous quarter of 18/19. During the reporting quarter POLIT have conducted 49 enforcements, safeguarded 34 children and have prosecuted 18 offenders. This represents an increase of 48% in enforcements (16 enforcements). The increase in enforcements is as a direct result of the increase in CEOP's (Child Exploitation and Online Protection Command) referrals and reports from Paedophile Hunter Groups over the quarter.

5.7 The Prevent Team, part of the Counter Terrorism Policing network, handled 43 referrals, which is an increase on the same period for last year, which stood at 28 (+54%). There has also been a 54% increase when compared to Q2 of 2018/19.

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Appendix 2:

<b>Glossary:</b>	
<b>Contact Management Department (CMD)</b>	The department responsible for taking initial calls from the public, recording incidents if appropriate, identifying threat, risk and harm, and subsequently prioritising police response and deploying the most appropriate resource.
<b>Domestic Abuse Investigation Unit (DAIU)</b>	Domestic Abuse Investigation Unit is the Force Team that manages high risk domestic abuse crimes and incidents in order to provide support to victims and investigate offences. The DAIU provide specialist support to manage these high risk cases, pursue offenders and support the victims to reduce and prevent repeat offending.
<b>Domestic Violence Prevention Orders (DVPO)</b>	DVPOs are a civil order that fills a "gap" in providing protection to victims by enabling the police and magistrates' courts to put in place protective measures in the immediate aftermath of a domestic violence incident where there is insufficient evidence to charge a perpetrator and provide protection to a victim via bail conditions.
<b>Clare's Law</b>	Clare's Law allows police to give members of the public a formal mechanism to make enquires about an individual who they are in a relationship with or who is in a relationship with someone they know, and there is a concern that the individual may be abusive towards their partner (Right to Ask route).
<b>Missing Persons Team (MPT)</b>	A team within the safeguarding hub responsible for supporting the force, ensuring the investigation of missing people is conducted expeditiously from initial report to home visit and closure.
<b>ASB</b>	A wide range of unacceptable activity and includes things like vandalism, graffiti and fly-posting, nuisance neighbours and intimidating groups taking over public spaces. Antisocial behaviour can ruin lives and create an environment where crime that is more serious can take hold.
<b>Incident</b>	Incidents reported to the police relate to issues including public safety and welfare, crime, anti-social behaviour and transport. When recording an incident, staff allocate an "opening code" to the incident log. Opening codes indicate the nature of the incident, for example whether it relates to a road traffic accident or a burglary.

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<b>Crime</b>	A crime is a deliberate act that causes physical or psychological harm, damage to or loss of property, and is against the law.
<b>County Lines</b>	County lines refers to a model used by criminal gangs, whereby urban gangs supply drugs to suburban areas and market and coastal towns. These gangs frequently exploit children and vulnerable adults to courier drugs and money. Some vulnerable adults have their homes taken over by the gangs (cuckooing) using force or coercion.
<b>Historical Offences</b>	In this report, a crime has been classed as historical if the difference between the reported date and the start date of the offence is over a year.
<b>Integrated Offender Management (IOM)</b>	A multi-agency partnership approach involving the Police service, probation, Turning Point, prison service and youth offending service to manage offenders together to reduce re-offending, reduce demand and reduce the number of victims of crime.
<b>Managing Sexual Offenders and Violent Offenders (MOSOVO)</b>	The MOSOVO team manage registered sex offenders, registered violent offenders and part 4 terrorism offenders in the community. They also investigate Potentially Dangerous Offenders (PDP'S).
<b>Paedophile Online Investigations Team (POLIT)</b>	A unit within the digital hub responsible for investigating intelligence and reports of indecent images of children.
<b>Signal</b>	The Signal team is the Force Rape Investigation Team. After initial attendance by frontline colleagues, the Signal team will investigate rapes on a 'cradle to grave' basis dealing with both victims and suspects.
<b>Prevent Team</b>	As part of the Counter Terrorism Policing Network, the Prevent Team are responsible for the Force's strategy concerning the PREVENT strand of the Governments CONTEST strategy. The three main objectives of Prevent are; <ul style="list-style-type: none"> <li>- Tackle the causes of radicalisation and respond to the ideological challenge of terrorism</li> <li>- Safeguard and support those most at risk of radicalisation</li> <li>- Enable those who have already engaged in terrorism to disengage and rehabilitate.</li> </ul>

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<b>Positive Outcome</b>	<p>Positive outcomes include sanctioned detections but also take account of restorative and reparative outcomes (community resolutions), which are defined as: the resolution of a less serious offence or anti-social behaviour incident, where an offender has been identified, through informal agreement between the parties involved as opposed to progression through the traditional criminal justice process. A community resolution may be used with both youth and adult offenders.</p> <p>A positive outcome can be one of the six sanctioned detection outcomes or a restorative justice outcome.</p>
<b>Pronto</b>	<p>A mobile app designed to allow Police officers to complete a number of duties remotely on their mobile phones. The new technology means officers will be more visible and can patrol for longer. The software went live in early October 2018.</p>
<b>Most Similar Forces</b>	<p>Nationally peer comparisons are made using the Most Similar Forces groups. These groups are made on the basis of a number of socio-demographic and geographic variables believed to be strongly linked to increased levels of crime, fear of crime or incidents for example single parent households, unemployment etc.</p> <p>The seven forces deemed most similar to Leicestershire are; Sussex, Hertfordshire, Essex, Bedfordshire, Hampshire, Nottinghamshire and Kent.</p> <p>The greater the ranking of the msf measure, the lower the position.</p>
<b>OCG</b>	<p>Organised Crime Group.</p> <p>Organised criminals working together for a particular criminal activity or activities.</p>
<b>Child Sexual Exploitation (CSE)</b>	<p>Child sexual exploitation refers to the sexual abuse of a person below the age of 18, as well as to the production of images of such abuse and the sharing of those images online</p>

# POLICE & CRIME COMMISSIONER FOR LEICESTERSHIRE

## POLICE AND CRIME PANEL

Report of	OFFICE OF THE POLICE AND CRIME COMMISSIONER
Subject	MODERN SLAVERY AND HUMAN TRAFFICKING
Date	MONDAY 18 MARCH 2019 – 1:00 p.m.
Authors	SUPERINTENDENT SHANE O'NEILL AND SIMON DOWN

### Purpose

1. The purpose of this report is to update the Panel on Modern Slavery and Human Trafficking.

### Background

2. Modern Slavery & Human Trafficking (MSHT) is an international serious organised crime issue, reflected as a priority by the Police and Crime Commissioner, the National Crime Agency (NCA), East Midlands Special Operations Unit (EMSOU), and Leicestershire Police.
3. It is known that MSHT is a largely under reported and indeed hidden crime that requires a joined up approach between law enforcement and partner agencies to identify both victims and perpetrators. The method of victimisation utilised varies in each case but victims are mainly coerced by exploiting vulnerabilities, such as finance, cultural beliefs, language, immigration status and family cohesion. UK victims are also victimised through mental illness, and drug/alcohol dependence.
4. Methods of control of victims include violence, debt-bondage and physiological dependency by different means and groups utilise violence, sexual offences, drugs trafficking, child sexual exploitation and immigration crime.

### Recommendation

5. The Panel is asked to note the contents of this report.

### A co-ordinated approach

6. Tackling MSHT is everyone's business. This includes (to a greater or lesser extent):
  - Identifying and reporting
  - Pursuing and disrupting perpetrators
  - Preventing would be victims and would be perpetrators from becoming involved

- Supporting victims and their full recovery/re-integration into society
  - Ensuring against MSHT within our own organisation and supply chains
7. The Strategic Partnership Board has identified that Serious Organised Crime (inclusive of MSHT) requires a co-ordinated approach to tackle it effectively and safeguard individuals and communities from its effects.
  8. Modern slavery is one of the two areas for priority for a review of the partnership response, preparedness and safeguarding arrangements for those affected by or involved in its commission. The PCC will be leading this review through the PCC's Modern Slavery Toolkit (developed by the National Anti-Trafficking and Modern Slavery Network).
  9. Modern slavery, alongside County Lines has been identified as areas of Criminal Exploitation that overlap and need to be prioritised to raise public awareness, improve intelligence and information of its impact across LLR and ensure effective multiagency disruption and prosecution of those responsible.
  10. Leicestershire Police has identified an increase of a supervisor and six officers from the recent precept increase to add to its current capabilities to address the growth in criminal exploitation which includes Modern Slavery and County Lines.

#### Police Intelligence

11. Intelligence indicates that forced labour predominantly includes working in car washes, nail bars or as slaves on traveller sites. Female European victims are forced to work in the sex industry, while Asian females are exploited for labour and/or sexually abused. Nationally there are increasing reports in the construction and food service industries.
12. Although technology is enabling the targeting of potential victims over the internet, the majority of recruitment still takes place face to face. Victims are often moved around the UK using a variety of transportation methods, such as public transport, private vehicles, taxis and hire cars.
13. This movement does not have to be for any particular criminal activity to be classified as slavery and trafficking and in the case of County Lines drugs supply, exploited vulnerable people are referred into the National Referral Mechanism to assist in safeguarding and protecting them from further exploitation.
14. Studies have shown that victims of MSHT are at a high risk of self-injury, depression, posttraumatic stress disorder, anxiety and suicidal thoughts. These issues have been identified in cases in the East Midlands.

## Modern Slavery Referrals

15. Nationally during the first six months of 2018 there were just over 2,500 referrals to the National Referral Mechanism. Leicestershire had 51 referrals over 2017/18 with the local authorities, immigration and Leicestershire Police directly being the main referring agencies.

### National NRM

Referral nationality	Jan - Jun 2018
United Kingdom	734
Albania	421
Vietnam	349
China	210
Romania	192
Sudan	166
Eritrea	123
Nigeria	107
India	100
Pakistan	75
Poland	67

Table 1 National NRM referrals by nationality (NCA, 2018)

### Local NRM Figures

Referral nationality	Jul 17 - Jun 18
United Kingdom	19
India	10
Hungary	6
Sudan	5
Iran	3
China	2
DRC	2
Eritrea	2
Somalia	2

Table 2 Local NRM referrals by nationality (Leics Police, 17/18)

16. The Leicestershire nationality breakdown shows that there is a need to understand why we do not see Romanian, Polish and Albanian referrals as we have established communities across LLR. Hungarian referrals appear high on the Leicestershire Police figures, but not in national figures.
17. Gangmasters and Labour Abuse Authority (GLAA – formerly the Gangmasters Licensing Authority) intelligence reports that victims of modern slavery for labour exploitation are more likely to be Romanian aged 18-25, with exploiters of the same nationality aged 26-45.
18. The various organisations who have been the first responder in NRM referrals in the past 18 months, are shown in the table below. This shows strongly that the police are not the sole agency that will identify and refer suspected victims of modern slavery.

First Responder Organisation	
Gangmasters & Labour Abuse Authority (GLAA)	1
HO Immigration Enforcement (HOIE)	1
Leicestershire Police	14
Local Authority	13
Metropolitan Police Service	3
Migrant Help	2
Salvation Army	3
UK Border Force (UKBF)	1
UK Visas and Immigration (UKVI)	13
<b>Total</b>	<b>51</b>

Table 3 2017 & 2018 NRM Referrals recorded by Leicestershire Police by First Responder Agency (NCA, 2018)

## Modern Slavery Identification

19. The responsibility on agencies around Modern Slavery are clear from guidance from the independent slavery commissioner as:
- a. Identification and referral of victims
  - b. Supporting victims – this can be through safeguarding children and adults with care and support needs and through housing/homelessness services

- c. Community safety services and disruption activities
  - d. Ensuring that the supply chains are free from modern slavery.
20. Modern slavery intersects with many different areas that the public sector are involved with and a number of different staff members or representatives might come across it while going about their everyday activities.
  21. Key examples where staff might come across victims include housing and homelessness services, community safety work, trading standards and licensing services, social services and customer services.
  22. This means that although law enforcement agencies will no doubt be the agencies seeking to prosecute suspects; local authorities and other public sector services have responsibilities to identify, safeguard/support and refer individuals they suspect are victims of modern slavery.

#### Modern Slavery Current Demands

23. Nationally there are over 1000 live Slavery investigations underway by police forces with over 2000 potential victims associated to them.
24. Sexual exploitation is the highest proportion of these at 39%, Labour exploitation accounting for 28% and Criminal Exploitation at 24%. Smaller but still significant was domestic servitude.
25. The GLAA currently have live operations in the following industries; Food Processing, Domestic Work, Construction, Factories, Car washes, Restaurants and Warehouses.
26. Leicestershire Police currently has 50 live investigations where slavery or trafficking is suspected and these are dealt with by specialist officers with experience of Modern Slavery and Criminal Exploitation.
27. Leicestershire Police have worked with the NCA, GLAA and Local Authorities to investigate and arrest those suspected of Modern Slavery which is not always supported by a victim who may not immediately identify themselves as exploited.
28. There are 2 Modern Slavery Prevention/Risk orders in place in LLR that assist in stopping those suspected of Modern Slavery offences in carrying out certain activities or recruiting new victims.
29. Currently the intelligence picture across LLR reflects the national trends with intelligence showing that sexual exploitation through prostitution is most prevalent and these victims are mainly Romanian.
30. Commercial partners indicate a significant concern around the hosiery trade, nail bars and food processing supply chains at locations across LLR.
31. The growth since 2016 in live investigations has been seen across the country and it is expected that as agencies and the public become more co-ordinated in recognising and referring potential victims these numbers will increase. This will also improve our joint intelligence picture of this type of illegal activity.

### Modern Slavery the next steps

32. The PCC will continue to work with partners to understand how we can better co-ordinate and enhance our shared ability to tackle MSHT and support victims to fully recover and re-integrate back into society.
33. The PCC will publish an MSHT Transparency in Supply Chains statement, consider what policy/procedural changes may be required to enhance our ability to fight MSHT, will train all his staff to spot the signs and will work with the Force to ensure that they do similarly.

### **Persons to Contact**

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