



**POLICE & CRIME
COMMISSIONER
for Leicestershire**

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Our ref: OPCC/7298/17

Date: 09 April 2018

Rt Hon Amber Rudd MP, Home Secretary

E-mail sent to privateoffice.external@homeoffice.gsi.gov.uk.

Dear Home Secretary,

Re: PEEL Police Legitimacy (including leadership) 2017

In December 2017, Her Majesty's Inspector of Constabulary and Fire and Rescue Services (HMICFRS) published the second element of its annual PEEL assessment in the form of a report entitled "PEEL: Police Legitimacy (including Leadership) 2017."

On behalf of everyone living, working or visiting in Leicester, Leicestershire and Rutland I was pleased to read that Leicestershire Police makes fair decisions and treats people with respect alongside an overall rating of 'Good'.

As you will know, the inspection focused on three questions:

- To what extent does the force treat all of the people it serves with fairness and respect?
- How well does the force ensure that its workforce behaves ethically and lawfully?
And;
- To what extent does the force treat its workforce with fairness and respect?

In my view, and that of the force, it is critical that the public trust the force in respect of all requirements. You will no doubt be pleased to learn, as I was, that HMICFRS concluded that the Force was "good" in all three areas.

A police force that conducts itself fairly and honestly increases public confidence and trust. In a country that bases its policing premise on public consent, this is essential if we are to obtain public support and willingness to work with us to keep our communities safe from harm.

The report recognises the good practice embedded throughout the force which has a really positive impact on both public confidence and workforce morale. I'm particularly pleased to see that the Inspectors have acknowledged the progress made in areas where improvements were recommended in the last inspection, and the focus, from leaders across the force, on treating people with fairness and respect.

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Stop and search is an emotive and sensitive subject, making it critical that people are treated appropriately during any such encounters. The inspectors noted the external scrutiny accorded to Stop and Search, including the involvement of my own office on the stop and search reference group, which I hope reassures people that that way in which the force conducts Stop and Search is closely monitored.

The inspectors found that “Leicestershire Police is not complying fully with national vetting standards because it has not completed vetting on officers and staff who joined before 2012, and not all have been vetted to the right level.”

I'm pleased to be able to inform you that the vetting project now has a bespoke performance management framework in place to evidence progress in removing the identified backlog of those not vetted to the appropriate standard. Despite this, progress has not been as swift as I would like and in response a vetting action plan was prepared and approved by the Deputy Chief Constable, which records the progress of relevant improvement activities within Leicestershire Vetting Department. To overcome an identified IT issue, the purchase of a new vetting IT solution has been approved.

Recommendations:

1 The force should ensure that it has effective systems, processes and guidance in place to develop individual performance and manage unsatisfactory performance.

In response, guidance has been developed and placed as a link to the procedure on the Force Intranet. Additional management training has been developed alongside the introduction of workshops and handbooks, and police staff training needs are under review.

2 The force should ensure that its promotion processes use contemporary techniques, are transparent and achieve equal representation from protected characteristic groups among candidates.

In response, processes are being updated for Sergeants and Inspectors, and interview training is being reviewed, including training on unconscious bias. Work is ongoing, and indeed my budget this year has boosted, the drive to ensure equal representation and opportunity. I'm pleased to inform you that there was much to welcome in this report of which highlights include:

- “Leaders at all levels within Leicestershire Police demonstrate a strong commitment to treating people with fairness and respect”
- The Force “seeks scrutiny of its services to improve its treatment of people” and is “progressive” in seeking public feedback about the use of stop search powers
- Leaders in the force “understand their responsibility to act as role models and this culture is set by senior leaders of the force”
- The force is making “good progress” towards ensuring that it is fully compliant with national vetting standards
- In its analysis of how the force deals with discrimination, HMICFRS found that there is a culture of intolerance towards such matters in Leicestershire Police, and that “senior officers work with staff representative groups to identify trends that might suggest discrimination in the treatment of people or the workforce”.



I trust that you find Leicestershire Police's response to this report reassuring. Without being in any way complacent, there is much to welcome.

Yours truly,
Willy Bach

Lord Willy Bach
Police and Crime Commissioner