

Meeting: **ETHICS, INTEGRITY AND COMPLAINTS COMMITTEE**
Time/Date: **FRIDAY 15 DECEMBER 2017 – 2:00 p.m.**
Location: **MAIN CONFERENCE ROOM
POLICE HEADQUARTERS, ENDERBY**
Officer to contact: **ANGELA PERRY
EXECUTIVE DIRECTOR**



**POLICE & CRIME
COMMISSIONER
for Leicestershire**

Prevention | Partnership | Protection

AGENDA

<u>Item</u>	<u>Report of</u>	<u>Marked</u>
1. Apologies		
2. Urgent Business		
3. Declarations of Interest		
4. Minutes of meeting of the Committee held on 22 September 2017 (<i>attached</i>)		
5. Recruitment, Retention, Progression of the Workforce	Chief Constable	A
6. Prevent and Counterterrorism	Chief Constable	B
7. Dip sampling of Complaint Files	Chief Constable	C
8. Ethical Dilemmas	Chief Constable	D

Members

Prof. Cillian Ryan (Chair)
Miss Linda James
Dr Steven Cammis
Mrs Karen Chouhan
Mrs Lois Dugmore
Dr Mark Peel
Ms Lynne Richards

Officers Attending

Mrs A Perry, Executive Director, OPCC
Ms S Blair, Communications and PR (OPCC)
Mr R Bannister, Deputy Chief Constable
Mr M Tapp, Strategic Head Of Communications and Public Engagement
Mr M Ball, Superintendent, Head of Professional Standards

Date of next meeting: Friday 2 March 2018, 2:00pm, Main Conference Room

**Minutes of a meeting of the Ethics, Integrity and Complaints Committee
held at Police Headquarters, Enderby
at 2:00pm on Friday 22 September 2017**

Present

Members:

Ms Linda James (Deputy Chair)
Dr Steven Cammiss
Mrs Karen Chouhan
Mrs Lois Dugmore
Ms Lynne Richards

Officers:

Mrs A Perry, Executive Director
Ms S Blair, OPCC Communications Advisor
Mr R Bannister, Deputy Chief Constable
Mr M Tapp, Director of Strategic Communications and Engagement

21/17 Election of Chair

It was agreed that this item be deferred until the Ethics Meeting in December 2017 and that the current Chair continue in their role until that time.

22/17 Election of Vice Chair

It was agreed that this item be deferred until the Ethics Meeting in December 2017 and that the current Vice Chair continue in their role until that time.

23/17 Apologies

Apologies were received from:
Professor Cillian Ryan
Dr Mark Peel
Supt M Ball

24/17 Urgent Business

There were no items of urgent business.

25/17 Declarations of Interest in Items on the Agenda

The Chair invited attendees to make any Declarations of Interest regarding any of the agenda items.

Lois Dugmore declared an interest in agenda item Child Sexual Exploitation and the second ethical scenario, Community Speed Enforcement due to her role as a Nurse Consultant with Leicestershire Partnership NHS Trust.

26/17 Minutes of the meeting held on 23 June 2017

The minutes of the meeting held on 23 June 2017 were discussed and confirmed as an accurate record with the following amendments:

Dr Cammiss' name spelt incorrectly and likewise for Ms Richards' title on page 1.

27/17 Schedule of Meeting Dates 2018-2019

The Committee received a written report from the Police and Crime Commissioner proposing a Schedule of future Meeting Dates. A copy of the report marked 'A' is filed with these minutes.

With the amendment of the date of 16 March 2018 being moved to 23 March 2018, the proposed schedule of meetings was approved.

28/17 Forward Workplan 2018

The Committee received a proposed Forward Workplan and training schedule for 2018 from the Police and Crime Commissioner. A copy of the report marked 'B' is filed with these minutes.

Ms James requested a report to the December 2017 meeting on how Prevent worked with Counterterrorism.

Ms Richards requested a future report on recruitment and promotion processes from a diversity point of view. Ms Richards asked for this information to be broken down by police officers, police staff and officers allocated to neighbourhoods. Information would not be available at a Neighbourhood level however, the other areas would be included in a future report on positive action.

Members requested further information on the following areas: the work of the crime and intelligence directorate, Organised Crime Groups, Criminality and Cybercrime and covert policing and firearms from a training point of view.

Mr Bannister stated that covert policing was an area where ethical dilemmas frequently were addressed.

The Committee APPROVED the contents of the report.

29/17 Review of Terms of Reference

The Committee received a written report from the Police and Crime Commissioner for member consideration of the working arrangements and terms of reference for the Committee. A copy of the report marked 'C' is filed with these minutes.

Ms James pointed out that she would like to amend the wording of 'to dip sample a minimum of 25 files each quarter' to 'we aim to dip sample around 25 files each quarter.'

The Committee APPROVED the terms of reference with the amendment as discussed and the working arrangement for the Committee.

30/17 Stop & Search Equipment

The Committee received a written report from the Deputy Chief Constable about complaint CO/489/15. A copy of the report marked 'D' is filed with the minutes.

Mr Bannister briefly outlined the report and presented the work around Stop & Search in December 2016. Mr Bannister mentioned that in reference to paragraph 5, the electronic reporting tool had been increased from 500 characters to 4000 characters and that the equipment was now fit for purpose.

The Committee NOTED the contents of the report.

31/17 Dip Sampling of Complaint File

The Committee received a written report from the Chief Constable addressing the Dip Sampling Complaints. A copy of the report marked 'E' is filed with these minutes.

Ms James confirmed that the Panel were satisfied with the outcomes.

The Committee NOTED the contents of the report.

32/17 Police Approach to Hate Crime & Terror Attacks

The Committee received a written report from the Chief Constable about the Police Approach to Hate Crime & Terrorist Attacks. A copy of the report marked 'F' is filed with these minutes.

Mr Bannister provided an overview on the Force's approach to addressing Hate Crime and explained how the report set out the action that the Force and the Police and Crime Commissioner implement when there was a terror attack. Mr Bannister explained that after a terrorist attack, a Gold Group meeting would be convened to address the strategic response.

Ms Chouhan commented that after Brexit, high levels of Hate Crime were reported but that the police response had been excellent. Mr Bannister informed the Committee that a new post at Superintendent level had been introduced with the main responsibility of managing strategic partnership arrangements.

Ms Chouhan asked how to differentiate between Hate Crime and Terrorism and Mr Bannister briefly answered that Hate Crime was racially motivated and Terrorism was a complex issue and part of it stemmed from ideology.

The Committee NOTED the contents of the report.

33/17 Child Sexual Exploitation

The Committee received a written report from the Chief Constable on Child Sexual Exploitation. A copy of the report marked 'G' is filed with these minutes.

Mr Bannister stated that there had been an increase in the level of training around Child Sexual Exploitation and child abuse. In 2015, Mr Bannister held a meeting with the three directors of Children Services and Health and an action plan was put into place to move forward with opportunities to develop.

Ms Dugmore stated that there were criticisms around police response and when working with young people, they were not being taken serious and one of the factors was due to race. She questioned whether cultural issues were addressed in training. Mr Bannister expressed that training around cultural issues had been completed to help officers and staff to understand the whole Victim perpetrator aspect and professional curiosity. Some training around professional curiosity has been completed however, there is a need to do more. Mr Tapp added that he was organising a training day here at Force Headquarters regarding these issues.

Ms Dugmore asked how the Force tackle Child sexual Exploitation and raising awareness where the children have been abused in their own home. Mr Tapp confirmed that there will be 2 more videos to be produced in Leicester and Rutland where there will be victims of Child Sexual Exploitation and rape within a domestic setting.

Ms Dugmore added that with the younger age group, it is more difficult to tackle this issue with a 5 year old when the parents are the perpetrators. Mr Bannister stated that there are communications around serious case reviews. Mr Tapp said that there are campaigns in primary school programmes however, this is not always appropriate for young children and that other ways of communication offer a better impact. Mr Dugmore asked about adult survivors if there are any links with their children. Mr Bannister did not know the answer to this but would look into it.

ACTION: Mr Bannister to investigate the issue around adult survivors and their children.

The Committee NOTED the contents of the report.

34/17 Ethical Scenarios

The Committee received a joint report written by the Police and Crime Commissioner and the Chief Constable containing two ethical dilemmas for members' consideration. A copy of the report marked 'H' is filed with these minutes.

Scenario 1

Criminalisation of Children

Introduction

Within this scenario, I would invite the Ethics Committee to consider what can be done when Leicestershire Police receives reports of crime where:-

- The suspects are children,
- The common sense approach may be to take no further action,
- The Home Office counting rules require that a crime report be completed with the child recorded as a suspect

Legislation / Guidance

Home Office Counting Rules for Recorded Crime (HOCR) - Section H - Recorded crime outcomes - Outcome Type 11

“Where a child who is under the age of criminal responsibility commits a crime, the crime must be recorded and the following outcome applied:

Prosecution prevented – named suspect identified but is below the age of criminal responsibility”

Protection of Children Act 1978 Sec 1

(1) It is an offence for a person:-

- a. To take, or permit to be taken or to make, any indecent photograph or pseudo-photograph of a child; or
- b. To distribute or show such indecent photographs or pseudo-photographs; or
- c. To have in his possession such indecent photographs or pseudo-photographs, with a view to their being distributed or shown by himself or others; or
- d. To publish or cause to be published any advertisement likely to be understood as conveying that the advertiser distributes or shows such indecent photographs or pseudo-photographs, or intends to do so.

Example given in HO CR:

A 15 year old boy whilst online asks a 14 year old girl that he knows at school to send him pictures of her breasts and she does so.

One crime of sexuality activity involving a child under 16 against the male. One crime of take/distribute an indecent image of a child in respect of the female who forwarded the images unless she was unduly forced into doing so.

Criminal Justice Act 1988 Sec 39 - Common assault and battery – this includes common assault with no injury

Where battery results in injury, other wounding should be recorded (e.g. Actual Bodily Harm/Grievous Bodily Harm) even if the injury amounts to no more than grazes, scratches, abrasions, minor bruising, swellings, reddening of the skin, superficial cuts, or a 'black eye'.

Hypothetical circumstances for consideration

1 - A parent calls the police and reports that her 8 year old son was in the playground at school when another 8 year old threw a stone at him. The stone hit her son on his bare arm, causing redness at the time, which was seen by a teacher. The redness went away within an hour. The mother feels the school should exclude the boy who threw the stone but the school has refused. The mother wants the police to intervene and take the strongest possible course of action

2 – A 14 year old girl is in a relationship with a 15 year old boy. The girl's parents do not approve of the relationship. The girl's parents find a photograph on her phone of her own naked breasts, and see in the sent messages section that she has sent it to her 15 year old boyfriend.

In both examples above, it can be assumed that there are no apparent wider safeguarding issues, and none of the children involved have had any previous contact with the police.

Questions:

What action should the police take in each case?

Should the police record those who have committed the relevant acts as criminal suspects? (This may include the 14 year old girl for distribution of an indecent image, the 15 year old boy for possession of that same image, and an 8 year old boy, below the age of criminal responsibility, for an assault occasioning actual bodily harm)

If recorded officially as a crime, how might this affect those people in the future, if they are asked if they has ever been in trouble with the police in the course of college applications or job interviews

Mr Bannister explained that when reports of crime are made, under the Home Office Counting Rules, the Police either choose to record or not record the crime. Mr Bannister presented a scenario where young people were sexting and a young person broke the law by sending inappropriate pictures in response to a request. Should the Police comply with the Home Office Counting Rules and record the young person's crime or not. If this crime is recorded, there may be a risk of labelling the young person in a way that could cause an issue in later life.

Ms James asked if the Force record or have a lay file and do not record. Mr Bannister answered that the data is stored within the Home Office Counting Rule intelligence so if a young child reported being a victim, their details would be available on intelligence system.

Ms Chouhan presented her point of view in saying that young children are not always aware of the offence and such acts cause them to get a criminal record. Ms Chouhan believed this to be harsh unless there was a pattern in their behaviour.

Mr Bannister outlined the hypothetical scenarios on page 4, to which Ms James said that young people explore sexual people and would agree to not record it as a crime as it could be dealt with in a different manner such as a discussion.

Ms Chouhan agreed with Ms James regarding finding a different approach rather than treating this as a crime.

The Ethics Committee agreed that the criminalisation of Children could be avoid and approached in a different way.

Scenario 2

Community Speed Enforcement

Purpose of Report

1. The purpose of this report is to consider support or otherwise for proposals made by Leicestershire County Council for piloting the extended use of Road Safety cameras within seven sites within the County. The proposed extension is for average speed camera sites within the pilot areas.

Recommendation

2. It is recommended that members:-
 - a. Support Leicestershire County Council's pilot of average speed cameras within seven County locations.

Background

3. Road Safety Camera Schemes are well established and published evidence corroborates that they contribute to improving road safety. Leicester, Leicestershire and Rutland have an established Road Safety Camera Partnership that operates effectively. It is a self-funding entity as income is generated through the provision of Driver Education Programmes. Its primary purpose is to reduce death and injury on the roads.
4. Leicestershire Police provide the enforcement resource on behalf of the Road Safety Partnership. This includes the deployment of the mobile Camera vans, and the management of the static cameras (that identify offences around speed and non-compliance with traffic signals).
5. Leicestershire Police also provide enforcement resource for those cases that lead to Prosecution. Leicestershire County Council provides the resources for the delivery of respective Driver Education Programmes.
6. Fixed camera sites and mobile camera deployments are identified through analysis of road traffic collision data. National Department of Transport provides guidance around the criteria for the location of these sites (Appendix B). These are in accordance with the primary purpose to reduce death and injury on the roads.
7. In March 2017, Leicestershire County Council agreed proposals for the introduction of a pilot across seven locations within the County. The proposal is for average speed cameras at those locations. These cameras are different from the existing cameras within the Partnership in that they measure the average speed of a vehicle

over a distance. It is proposed that the pilot will be evaluated throughout its twelve month period.

8. The sites chosen for this pilot are sites of community concern, but are sites that would not meet the Department for Transport recommended thresholds for camera locations. County Council enquiries with the Department for Transport confirm that their guidelines are recommendations only and that there is no reason in law why the pilot at these sites should not be implemented.
9. Should Leicestershire Police support this pilot (through enforcement activity for those motorists that exceed the speed limit), there is a risk that the public may perceive that offending motorists are being unnecessarily penalised, and that Leicestershire Police are using offending motorists in support of income generation activity (as many offending drivers will be eligible for Driver Awareness Courses).

Mr Bannister asked the Committee for their views on whether the Force should or should not support Leicestershire County Council's pilot in using speed cameras where evidence has been provided from the community but does not meet the standard requirements around seriously injured. Mr Bannister confirmed that there would not be any financial implications but there would be a challenge that the public would think that is money making.

Ms Richards exclaimed that the community would think that this would be money making exercise.

Ms James agreed that this was a good idea as in villages and rural areas, such as her own, policing is low so this would be a way to reduce crime.

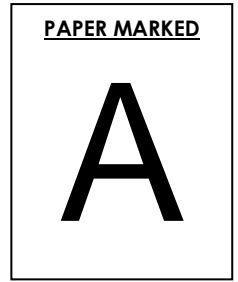
Ms Richards explained that there was not enough communications around the community not wanting this to take place. People would need to understand the good reason behind this and so a message should go to the public as to why this is happening and where the money is going.

Ms James asked that Ms Richards' comments were taken into consideration and that the panel agree to support the Force in supporting Leicestershire County Council in this approach.

Chair
2:00 pm – 3:30 pm

**POLICE AND CRIME
COMMISSIONER FOR
LEICESTERSHIRE**

**ETHICS, INTEGRITY AND
COMPLAINTS COMMITTEE**



Report of	CHIEF CONSTABLE
Subject	RECRUITMENT, RETENTION AND PROGRESSION OF THE WORKFORCE
Date	FRIDAY 15th DECEMBER 2017 – 2.00PM
Author	LYNNE WOODWARD

Purpose of Report

1. The purpose of this report is to update the committee on the current positive action work being undertaken. This concentrates on recruitment, retention, progression and engagement of under-represented groups within Leicestershire Police. This work has the aim of increasing the diversity of staff to be more reflective of the local community

Recommendation

2. The Board are asked for their views on the work of the positive action programme so far.

Introduction

3. The positive action project began in February 2015 and was sponsored by the ACO Resources, supported by the Chief Officer Team and the Police and Crime Commissioner. This began as a two-year project, and had a full time police officer working on the project. It was underpinned by the College of Policing 'BME Progression 2018 Programme', to improve the recruitment, progression and retention of Black and Minority Ethnic (BME) officers and staff, in order to build a more representative workforce. Within Leicestershire Police this has been extended to include work on all areas of under representation, including disability, gender, gender identity and sexual orientation.
4. Following the promotion of the police officer involved in the work, the Change Board approved a police staff post earlier in 2017. The new post holder, Karolina Zalewska was appointed and started at the beginning of September 2017. This work is no longer a two year project but an established post which will drive the work for the future. The current work is concentrating on recruitment and promotion but will also cover retention and engagement going forward.

Current position

5. The current diversity breakdown of the Force is as follows:
 - Female police officer – 28%, police staff – 63%, PCSO's – 42%, Specials – 27% and Cadets – 52%
 - BME police officer – 8%, police staff – 11%, PCSO's – 11%, Specials – 9% and Cadets – 27%.
 - Disabled police officer – 4%, police staff – 5%, PCSO's – 6% and Specials – 4%
 - LGBT data is currently inaccurate due to some technical issues, which is being fixed.

6. The community breakdown of Leicester, Leicestershire and Rutland is 50.5% female and at the latest estimate 25% BME (which is made up of Rutland BME 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.

7. The Force data therefore shows that there is a large under-representation of female, BME 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 Recruitment Work

8. Since Karolina's appointment the following work has been undertaken:-
 - Visited most areas to encourage local involvement in all recruitment activity.
 - Comprehensively analysed the data from the latest recruitment exercise for police officers. This led to a report produced for the Strategic Equality and Fairness Board, chaired by the Chief which highlighted that:-
 - Females were 1.5 times more likely to be recruited than males.
 - Female candidates were more successful at all stages of the recruitment process compared to male candidates.
 - LGB candidates were more successful at all stages of the recruitment process compared to heterosexual candidates
 - Disabled candidates are less likely to be successful than non disabled candidates in the overall recruitment process. However they are more likely to be successful at the CBQ stage and less likely at the interview.
 - White candidates are 3 times more likely to be recruited than BME candidates. Only 1 BME female was appointed.

- BME candidates were less successful at all stages of the recruitment process. This includes the CBQ stage, interview and assessment centre. BME candidates were the only group in which the majority of candidates were unsuccessful at the interview stage. Also at the assessment centre, of the five candidates who failed 3 were BME. The only 2 females who failed were both BME.
 - An outcome of this analysis has led to the formation of a Gold Group on recruitment, retention and progression, chaired by the Chief. It held its first meeting in November, with the second meeting due in December.
 - A range of actions have been identified. These include identifying the actions taken by Greater Manchester and Bedfordshire who have both been recognised nationally for attracting a higher percentage of BME candidates.
 - To look at the opportunity for direct entry into detective roles. The Met Police has shown that this approach has increased BME representation.
 - Comprehensive review of every part of the recruitment process, higher attrition rate for BME and disabled candidates.
 - Review the attrition rate at the vetting stage.
 - To review the 3 entry schemes to the Police via the Professional Educational Qualification Framework in the future and identify what these opportunities might bring. The 3 entry points will be :
 - Degree in Policing (Level 6 qualification) which could then result in an offer of a job from a police force on application.
 - Degree in something else and then a conversion qualification (2 year programme)
 - Become an apprentice during which you will obtain points towards a degree (3 year qualification)
 - The role of corporate communications in messaging and the use of social media to increase representation from underrepresented groups.
9. In 2018, there will be five cohorts of police officers recruited, over 100 officers. Although conversely all PCSO recruitment has been suspended following budgetary pressures. So there will be no opportunity to change the profile of PCSO's. However, there will also be an emphasis on increasing recruitment of volunteers, special constables and cadets, where more significant progress could be made.

Progression

10. Leicestershire Police has a promotion strategy, which sets out the objectives and guiding principles for promotion. The positive action work looks at the need to do more to encourage and enable progression for people from under-represented groups. This work includes identifying opportunities for promotions, secondments and attachments, as well as opportunities for staff to access coaching and mentoring.
11. Work also includes reviewing the promotion process and applications. In addition the use of positive action initiatives for staff development programmes, which include fast track programmes, shadowing and bespoke training courses.
12. There is also to be a focus on the use of development days, management guides and leadership courses to enhance the opportunities for all under-represented groups to access development and promotion opportunities.
13. A recent promotion process has been undertaken for police officers to Sergeant. At the end of the process candidates were marked from “Exceptional”, “Good” to “Not supported” and “Further Development” needed. In the exceptional band there were 25 candidates and at this time 18 people were promoted. The Force implemented the balancing measures, using S.159 of the Equality Act 2010. This led to the following being promoted - 1 BME, 7 female, 2 LGBT and 7 male candidates. There are 7 white men left in the exceptional pool and will be the next to be promoted.

Conclusion

14. The Force have utilised S.159 of the Equality Act 2010 for the first time in a recent promotion process.
15. A recruitment, retention and promotion Gold group has been established to give greater scrutiny on the current recruitment activities which have shown a disproportionate outcome for BME and disabled candidates. The Chief Constable chairs both this new Gold group and a longer running Strategic Equality & Fairness Board.

Implications

Financial :

Legal :

The interpretation of S.158 and S.159 of the Equality Act has not seen any higher court decisions

Equality Impact Assessment :

Potential to assist in recruiting or maintaining a diverse workforce. Also has the potential if inappropriately applied for adverse publicity.

Risks and Impact :

Potential risks are legal challenges

Link to Police and Crime Plan :

Developing a diverse workforce

Communications :

If the balancing measures in S.159 are to be used appropriate and proportionate communications need to be drafted to mitigate any of the risks.

List of Appendices

None

Background Papers

None

Person to Contact

Ms L Woodward

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POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

ETHICS, INTEGRITY AND COMPLAINTS COMMITTEE

PAPER MARKED

B

Report of	CHIEF CONSTABLE
Subject	PREVENT AND COUNTERTERRORISM
Date	FRIDAY 15th DECEMBER 2017 – 2.00PM
Author	DCC ROGER BANNISTER

Purpose of Report

1. The purpose of this report is to update members on Prevent and counterterrorism.

Recommendation

2. Members are asked to note the contents of this report.

Current position

3. The Police and Crime plan acknowledges that Prevent and Channel are National strategies and commits to work with partners to protect the vulnerable. Local delivery is coordinated through LLR's Prevent Steering Group.
4. The PSG is chaired by John Leach the Director of Communities and Enforcement at Leicester City Council and meets quarterly. Its membership consists of representatives of the specified authorities that are subject to the Prevent Duty, Local Authorities, Police, Prisons, Probation, Health and Education. The activity of the PSG is tracked through the Prevent Delivery Plan – appendix A
5. There is no evidence to suggest that Prevent impacts on day to day relations between the Police and the public. However there are issues with trust and confidence in the strategy nationally, that is also felt locally, particularly in Muslim communities. The Police Prevent team rely on Neighbourhood colleagues to advocate on their behalf, extend their reach and broker meetings.

6. Community referrals remain low and frequently are disclosed as part of an existing grievance for example family break ups. Research suggests that the public are unlikely to make direct approaches to Prevent or report concerns via the Anti-Terrorism Line. The public are more likely to make phased disclosures via a community intermediary and local police. [Community Reporting Thresholds: Full Report - Centre for Research and Evidence on Security Threats](#)
7. Women's group have criticised engagement for focusing on men and ignoring their voices.
8. Youth engagement with those groups most at risk of radicalisation is problematic. There are well organised campaigns that target young people with anti-Prevent messaging eg Students not Suspects NUS campaign.
9. There are groups that actively seek to undermine confidence in Prevent and propagate an exaggerated grievance narrative, such as CAGE and to a lesser extent MEND. There is evidence that families' of Prevent referrals have been encouraged to disengage from the Channel process.
10. The quarterly Prevent Steering Group has all key partners represented. This gives the opportunity to share good practice and initiatives. This would include;
11. The Community Reference Group – this is made of critical friends within the Muslim community who critique and advise local delivery. Two members of this this group sit on the PSG.
12. The Prevent Community Forum. This is an open event that attracts and audience which is almost entirely drawn from the Muslim community. It is normally attended by the CC and discusses the strategy as well as addressing community concerns. The most successful of these events have featured inputs from the Independent Reviewer of Terrorist Legislation, OFSTED and IPSO.
13. The Women's network -this is led by the LA Prevent Coordinator supported by female officers from Leicestershire Police. This forum aims to close the gap in engagement with women and acknowledge the pivotal of women in the family and community resilience.
14. Nationally there is a 14 Day Plan to track and respond to community sentiment – this involves positive messaging, vigils, high visibility policing and multi faith events. <https://www.nova-wd.org.uk/assets/files/14-Day-Plan-V3.pdf>
15. This plan can be localised however the recent tempo of attacks meant these periods overlapped.

16. This is made on a case by case basis and if required in consultation with a CT Senior Investigating Officer. CPS advice can also be sought from a CT solicitor. However it is recognised that these decisions are finely nuanced and the processes can appear arcane. There is the perception that less value is placed on attacks against BME communities. Activity to mitigate those sentiments are tracked through a Community Impact Assessment.

Implications

Financial:	Nil
Legal:	Prevent Duty CTSA 2015, HRA 2000
Equality Impact Assessment:	Not conducted but activity underway to establish best practice nationally
Risks and Impact:	Community Trust and Confidence
Link to Police and Crime Plan:	Yes
Communications:	Prevent Comms from Force aligned to messages from NCTPHQ

List of Appendices

Appendix A – Action plan

Background Papers

None

Person to Contact

Name: Ch Insp Bill Knopp
Tel: 01623 608302
Email: William.Knopp@leicestershire.pnn.police.uk

Name: DCC Roger Bannister
Tel: 0116 248 2007
Email: roger.bannister@leicestershire.pnn.police.uk

Ideology

Build resilience to the ideological challenge of terrorism and the threats we face from those who promote it.

What are we going to do?	How are we going to do it?
Deliver educational resources that will help build resilience and critical-thinking skills in young people.	Review and refresh The Respect Programme for KS3 / KS4 and produce a local resource website for its content. KS2 resources will be produced in parallel.
	Develop a drama production exploring identity and radicalisation; for schools and community settings. The production will explore the twin themes of Extreme Right-Wing terrorism and violent Islamism.
	Facilitate countywide delivery of the drama production across a City and County schools. Include community settings where appropriate.
Support communities to develop extremism counter narratives and promote positive social narratives	Identify civil society organisations and key community contacts and develop their social media and communications skills so they can pro-actively promote positive social narratives and challenge the divisive and binary narratives of extremist groups / individuals.
	Upstanding Neighbourhoods Project will continue in 2017/18 as a grass-roots counter narrative initiative
	'Question Time' events, Alims forums, community forums, women's groups (inc. Alimahs), youth council, community centres. These will include the 'Real Talk' project, developing understanding of, and resilience to, extreme far-right recruitment and radicalisation.
	Support the city's elected Young People's Council (YPC) and Young Advisors (YAs) to develop a Prevent initiative.

	The project will be a youth-reviewed toolkit of good practice for adults (esp. teachers) to engage with young people on challenging topics (i.e. terrorism, global politics) and effectively open up safe spaces for debate. A series of short films will accompany the toolkit.
Raise awareness of extreme far-right (XFR) issues, threat of anti-Muslim sentiments and hate crime. Increase confidence to report hate incidents.	Collaborate across County JAGS, Youth Services and VCS youth provisions
	Ensure that Prevent training continues to incorporate Extreme Far Right and local context / examples. Where possible deliver the 'Real talk' far-right extremism initiative to front-line workers and into community settings.
	Raise awareness of the Hate Incident Monitoring Group and the City's hate crime reporting mechanisms with communities

Individuals

Prevent people from being drawn into terrorism and ensure they are given appropriate advice and support

What are we going to do?	How are we going to do it?
Empower communities to take a lead in responding to vulnerable individuals – increase confidence to raise safeguarding concerns.	Maintain a Community Reference Group (CRG) for consultation on local Prevent plans. CRG members to attend quarterly Countywide Prevent Oversight Board
Assist partners and communities to identify vulnerable individuals and signpost to appropriate safeguarding support	Commission a 12 month local outreach initiative to deliver street-based interventions and appropriate safeguarding referrals Develop a robust community engagement strategy that encompasses practitioners from Police SNTs, Local Authority Wardens, Police Prevent Team, Prevent Coordinator, Prevent Officers. Reinforce the local Hate Incident Monitoring Group (HIMG) and Community Tension Monitoring (CTM) mechanisms, with particular regard to racially and religiously motivated hate incidents / crimes.

Involve young people in development and implementation of local Prevent strategy	Identify mechanisms for consulting with young people to influence local Prevent plans.
	Ensure feedback to young people on how their views have informed improvements to services and performance
	Identify a communication channel for quick-time updates and engagement on Prevent issues / developments
Empower female engagement with local Prevent plans	Establish women’s forums for engagement on safeguarding issues and to inform local Prevent strategy
Raise awareness of online risks and internet safety with parents	Develop broad programme of internet safety that includes an extremism module and deliver through schools and community settings.
Raise awareness of the risks associated with Syria and travel to conflict zones and local referral pathways for mental health provision	Launch of the ‘PTSD’ leaflet to communities and stakeholders.
Training front-line staff who work with children and vulnerable adults to understand the need to show ‘due regard’, the risks of radicalisation and local referral mechanisms.	Online training offered to external childcare providers / provision through local voluntary sector umbrella body and its training web portal.
	Understand current safeguarding referral pathways (City & County) and triage process for directing cases to relevant support.
Raise awareness of County Channel Programme across sectors	<ul style="list-style-type: none"> - WRAP and CARE courses incorporates sufficient time to explore Channel and local referral mechanisms - Safeguarding leads made aware of referral routes into Channel - Existing child safeguarding referral routes across the City and County trained to recognise Channel referrals

Recognise and respond to Mental Health associations in relevant Channel referrals	<ul style="list-style-type: none"> - Work with local Mental Health Trust to raise their awareness of Prevent and the radicalisation process - Assist Mental Health Trust with community outreach - Clinical Mental Health representation on local Channel programme
Links to Safer Leicestershire Families (SLF) and Early Help to identify families at increased risk and offer appropriate support	<ul style="list-style-type: none"> - Train SLF and Early help teams on local Prevent and Channel pathways - Increase their confidence in referring to Channel - Identify broader unmet needs and social issues and resolve via Early help coordination
Identify individuals at risk of alienation, disengagement and social exclusion	<ul style="list-style-type: none"> - Commission outreach programme in areas identified as high-risk - Offer opportunities to challenge stereotypes of faith communities - deliver augmented reality project on far-right extremism: REAL Talk - Promote opportunities for inclusion - refer to local safeguarding initiatives, inc. Channel (where appropriate)

Institutions

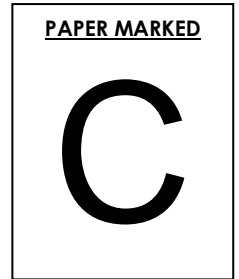
Work with a wide range of sectors where there are risks of radicalisation to address

What are we going to do?	How are we going to do it?
Support for maintained schools, out of hours schooling, out of hours' child provision, madrassas.	Bespoke Prevent in Education sub-group to look holistically at the range of issues affecting child education, implementation of the Prevent Duty and determine appropriate solutions to support our local partners
Charities – Those that raise money for humanitarian disasters in conflict zones, and those that work with young people	Raise awareness of the Prevent Strategy and the risks to young people of radicalisation and extremism
	Assist charities with safer giving messages and publicity to prevent unscrupulous abuse of money collections

	Encourage charities to deliver messages within communities to warn of illicit door-to-door collections
Faith Institutions	Support inter and intra-faith engagement on the Prevent agenda Work with local Faiths Forum to update on Prevent activity and progress
Further and Higher Education	Support staff training and safeguarding policy updates. Assist with development of risk register Consideration to Prevent events / encourage debates within FE and HE Continued support on policies in relation to speakers of concern – ensure freedom of speech is protected and extremist influences are open to challenge Continued awareness of potential recruitment of students by groups of concern (esp. any attempts by National Action to rebrand and revive campus activity)
Health	Health providers supported to meet terms of Prevent responsibilities in NHS contract WRAP training to be delivered to all staff Work with GPs to raise awareness (process to be determined by individual CCGs)
Probation	Support where practicable delivery of WRAP to front-line staff
Prisons	Support the work of East Midlands Counter Terrorism Coordinator for Prisons

**POLICE AND CRIME
COMMISSIONER FOR
LEICESTERSHIRE**

**ETHICS, INTEGRITY AND
COMPLAINTS COMMITTEE**



Report of: **CHIEF CONSTABLE**

Subject: **DIP SAMPLING OF COMPLAINT FILES**

Date: **FRIDAY 15 DECEMBER 2017 – 2:00 p.m.**

Author: **ANGELA PERRY, EXECUTIVE DIRECTOR
SIMON HURST, PROFESSIONAL STANDARDS DEPARTMENT**

Purpose of Report

1. The purpose of this report is for members discussion on the findings from the dip sampling of complaint files.

Recommendation

2. It is recommended that members:-
 - (a) discuss the outcome of the dip sampling of complaint files; and
 - (b) consider a theme for the next dip sampling session.

Background

3. The Police and Crime Commissioner has a responsibility for ensuring that the Chief Constable is applying police regulations in the handling of complaints. The Police and Crime Commissioner fulfils this statutory responsibility by receiving reports from the Chief Constable to the Strategic Assurance Board and by the members of the Ethics, Integrity and Complaints Committee dip sampling of complaint files and reporting on their findings.
4. Three members of the Committee, Ms Lynne Richards, Dr Steven Cammiss and Dr Mark Peel undertook their dip sampling on Tuesday 31 October 2017. The outcome of the dip-sampling is as follows:-

<u>Category of Complaint</u>	<u>File No.</u>	<u>Comments by Member</u>	<u>Force Response</u>
Mishandling of Property Oppressive conduct/harassment	CO/00105/17	Local resolution with consent. Error made by Digital Forensic Unit in allocating device resulted in delay in it being examined. Have procedures been adjusted to ensure this does not happen again? The impact on complainant was substantial.	Noted - thank you DFU have now amended their processes to prevent reoccurrence
Other assault	CO/00641/16	Allegation 1, 2, 3 are not upheld. Allegation 4 upheld. Management action appropriate.	
Neglect of Duty Corrupt Practice	CO/00240/17	No comment	Noted - thank you

<u>Category of Complaint</u>	<u>File No.</u>	<u>Comments by Member</u>	<u>Force Response</u>
Traffic irregularity	CO/00459/16	Management action appropriate. No further comment.	Noted - thank you
Direction and control	CO/00082/17	Police not addressing issues of Anti-Social Behaviour – organisational complaint. Locally resolved. No further comment.	Noted – thank you
Incivility Neglect of Duty	CO/00117/17	Locally resolved with consent. No further comment.	Noted – thank you
	CO/00041/17	Agree with grounds for disapplication – fundamentally repetitious of original complaint which established police responded correctly to each of incident.	Noted - thank you
Other assault Incivility	CO/00041/17	2x complaint withdrawn – no further comment.	Noted - thank you

<u>Category of Complaint</u>	<u>File No.</u>	<u>Comments by Member</u>	<u>Force Response</u>
Failure in Duty Code C Oppressive conduct Discriminating Behaviour	CO/00615/15	Allegations 1, 2, 3, 4 and 6 not upheld – agreed. Allegation 5 and 7 upheld. Management action appropriate. No further comment.	Noted – thank you
Oppressive conduct/harassment	CO/00655/16	Local resolution with consent. No further comment.	Noted – thank you
Oppressive conduct/harassment Neglect of duty	CO/00214/17	Complaint withdrawn. No further comment.	Noted – thank you

<u>Category of Complaint</u>	<u>File No.</u>	<u>Comments by Member</u>	<u>Force Response</u>
Multiple	CO/131/17	I am happy with the investigation and outcome.	Noted – thank you
Multiple	CO/177/17	I am, on balance, happy with the outcome. I do have concerns regarding a number of omissions of duty in the custody process, but the words of advice and learning for these are probably a proportionate response. Is it possible to report back to the community any actions taken re organisation learning on ‘dirty protests?’	We will look to identify a suitable forum for this to take place.

<u>Category of Complaint</u>	<u>File No.</u>	<u>Comments by Member</u>	<u>Force Response</u>
Discriminating behaviour	CO/623/16	I am happy with the investigation and outcome.	Noted – thank you
Multiple	CO/538/16	I am happy with the investigation and outcome.	Noted – thank you
Multiple	CO/599/16	I am happy with the investigation and outcome.	Noted – thank you
Misconduct	CM/60/16	I am happy with the investigation and outcome.	Noted – thank you
Misconduct	CM/63/16	I am happy with the investigation and outcome.	Noted – thank you
Misconduct	CM/5/16	I am happy with the outcome.	Noted – thank you
Conduct	CM/28/16	I am happy with the investigation and outcome.	Noted – thank you

IPCC Non-Referral Register

5. The IPCC non-referral register was not examined on this occasion.

Implications

Financial :	None.
Legal :	The Police and Crime Commissioner has a statutory duty to ensure that the Chief Constable is applying Police Regulations .
Equality Impact Assessment :	None.
Risks and Impact :	The Commissioner requires assurance that complaints from members of the public.
Link to Police and Crime Plan :	None.
Communications :	Media releases before and after the discussion will be drafted.

List of Appendices

None.

Background Papers

Members reports from dip sampling.

Person to Contact

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POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

ETHICS, INTEGRITY AND COMPLAINTS COMMITTEE

PAPER MARKED

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Report of	CHIEF CONSTABLE
Subject	ETHICAL DILEMMA
Date	FRIDAY 15 DECEMBER – 2:00 p.m.
Author	ANDY ELLIOTT, HEAD OF CHANGE

Purpose of Report

1. Policing nationally is facing unprecedented changes in funding, increasing demand and new and emerging crimes that are putting significant pressure on resources. Policing, like all public sector services, is funded on a fixed budget basis that changes year on year but takes no real consideration of demand. As such police forces have to work with the resources they have budget for and to attempt to juggle priorities and meet the demands they face with fixed resources. Nationally 41 of the 43 forces have reduced officer numbers. This is now becoming significantly difficult to do and the force needs to consider what services it should prioritise, what it should stop doing and what it can alter its service levels on to try and cope with the priorities.
2. This paper presents a number of ethical questions to the Ethics Committee seeking guidance on making changes that are ethically sound based on the difficult financial circumstances the force faces.
3. It is important to emphasise that the ethical questions and suggestions posed later in this paper merely reflect discussions taking place within the Police Service and beyond. Their presence within this paper should in no way be viewed as an intention or pre-determined decision to progress in this way at this time.

Recommendation

4. To consider the ethical questions posed and to discuss and provide guidance to the force on potential changes that can be ethically made to services.

Background

5. Leicestershire Police has already saved over £37 million from mainly non people costs since austerity began in 2010. There is now a further funding gap to be bridged of £12 million by 2021/22. 83%+ of budgets are spent on people. Non people based budgets are <17% (£26-27 million) and many of these budgets pay for non-adjustable or time based contracts/services such as pensions, insurances, estate costs and IT systems. Savings from non-people based budgets look very difficult to achieve. This will mean that the majority of the savings required are likely to come from a reduction in the people budgets and a reduction in police officers and police staff. In October 2017 the OPCC agreed to allow the force to use £4.6 million of reserves to maintain police officer numbers at current

levels of 1782 FTE until April 2019. **Appendix A** shows the budget situation for Leicestershire Police.

6. Demand is also increasing. Both locally and nationally we have seen increases in reported crime (nationally estimated at 13%), increases in historic crime related to sexual offences and child sexual exploitation, new and emerging crimes like online fraud and increases in violent crimes (knife crime) and an increase in murders and reported rapes and other sexual offences.
7. Partner agencies are also facing significant budget cuts, in many cases more severe than those in policing. The City Council is expecting to have only 33-35% of the budget it had in 2010 by 2022. To date the cuts have impacted most significantly on non-people based services (highways, arts, maintenance, libraries, parks etc) but the remaining cuts to services are most likely to impact significantly on adult and children's services. This will leave significant gaps in safeguarding which will impact on policing as the last emergency service.
8. The over-arching impact of the reduction in police resources, increasing demands and reduced partner service offer means that the force may well have to reduce or significantly alter its service offer. Nationally this has already began to take place with forces not attending low level, high volume crimes such as bilkings and shoplifting below a fixed amount (£50-100). Leicestershire Police will probably now need to follow this reduction in service offer to cope with the impact of current budget situation which was highlighted at a recent national conference held by demand based consultants Process Evolution who work with over half the UK Police Forces. Process Evolution summarised the state of British Policing as...
 - 5-10% increase in total demand over the last 2 years.
 - Reported increase in volume crime of 13%.
 - Increasing levels of complexity i.e. time at scene increased by 10-15% in last 5 years.
 - Reducing workforce: 41 of 44 forces (incl BTP) are reducing officer numbers (Durham highest reduction, Met least).
 - Drop in performance against standards overall.
 - More single crewing in all forces.
 - Officer utilisation levels significantly increasing (work life balance, overtime up, ability to take leave reducing, increasing stress, increasing mental health issues and sickness levels up)
 - Neighbourhood policing generally made up of what's left rather than what's needed.
9. The following questions are those for which the force would like to test the ethical right to make changes and advice is sought from the Ethics Committee to do so.
10. **Not attending.** Is it ethically acceptable to not attend low risk, low harm, high volume crimes that are unlikely to lead to any form of positive judicial outcome?
11. **Alternative action.** Is it ethical to maximise the full use of alternative outcomes such as out of court disposals in all circumstances when arrest and temporary detention is unlikely to achieve any form of judicial action?
12. **Charging.** Is it ethically acceptable to charge businesses/households/parishes for services above or beyond what the force can afford to offer to all? Examples are crime prevention advice and policing public events.
13. **Safeguarding.** Is it ethically acceptable for the police to reduce its role in safeguarding some vulnerable people based on other partners reducing their roles in the safeguarding arena?
14. **Non-emergency calls.** Is it ethically acceptable for the force to only offer a phone service for non-emergency calls from 8am to 10pm providing that an online reporting process is in place for out of hours reporting?

15. **Focusing on crime.** Is it ethically acceptable that the force should focus its services primarily on crime rather than safeguarding (accepting that safeguarding should be a fully partnership based service provided by multi agency groups)?
16. **Welfare checks.** Is it ethically acceptable to refuse to do welfare checks when another agency may be responsible for the overall wellbeing of the person?
17. **Breach of the peace.** Is it ethically acceptable to refuse to attend potential breach of the peace requests when a family member could assist in supporting?
18. **Social media.** Is it ethically acceptable to not investigate harassment on social media when advising victims to delete or block access to accounts may suffice as suitable means to prevent occurrences?
19. **Low value offences and civil matters.** Is it ethically acceptable to not investigate low value crimes such as shoplifting offences relating to low value goods and alleged matters which may be civil rather than criminal (when claims of criminal damage could be below £100)?
20. **EMAS escorts.** The police are often asked to attend with EMAS crews to potentially volatile situations. Often there appears to be little or no reason for the police attendance. Is it ethically acceptable to not escort EMAS based on revised criteria for risk based on Police assessments and rules?
21. **Missing from home.** Is it ethically acceptable to reduce our service offer to children's homes and other institutions when the children's home could and probably should take more responsibility for their children in care?
22. **Mental Health Act.** On 11 December 2017 the MHA changes and detainees will need to go to a non-police place of safety. This may require officers to transport and await the receiving organisation to accept the detainee. Is it ethically acceptable to make this process as quick as possible and of minimal bureaucracy to ensure officers can return to patrol duties quickly?

Implications

Financial :	There are no financial implications associated specifically with this report. Ongoing decisions may have further implications at a later date
Legal :	None.
Equality Impact Assessment :	None.
Risks and Impact :	Not applicable to this report. However, if some actions are followed through separate risk assessments will need to be undertaken.
Link to Police and Crime Plan :	Not applicable to this report. However, any changes made from discussions would need to reflect the aims and objectives of the P&CP.
Communications :	None.

List of Appendices

Appendix A –

Background Papers

None.

Person to Contact

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Appendix A

