

**POLICE AND CRIME  
COMMISSIONER FOR  
LEICESTERSHIRE**

**ETHICS, INTEGRITY AND  
COMPLAINTS COMMITTEE**

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Report of	<b>CHIEF CONSTABLE</b>
Subject	<b>VETTING</b>
Date	<b>FRIDAY 17 SEPTEMBER 2021 – 2:00 p.m</b>
Author	<b>D/SUPT RICH WARD</b>

**Purpose of Report**

1. To update the Ethics, Integrity and Complaints Committee on vetting standards and Force Compliance.

**Background**

2. In March 2021 Warwickshire Chief Constable Mr Martin Jelley launched the revised Police Vetting Approved Professional Practice (APP) 2021, which had been developed in collaboration between the College of Policing and the NPCC. The revised APP 2021 sets out the vetting standards that are to be applied by Police forces in England and Wales with the expectation that they are adopted by all force vetting units.
3. The revised version of the APP will strengthen the safeguards already in place; ensuring Police Vetting is able to effectively support the aspiration of the Service to have a work force that better represents the communities we serve. The new APP is a more rounded and proportionate approach for vetting practitioners to take.

**Key changes are**

- The vetting standard – Previous versions of the APP have described the minimum standard of vetting. To ensure consistency of the application of the vetting process nationally; to aid with the transferability of vetting in certain circumstances and to ensure the integrity of police vetting in protecting the public; the APP going forward is the vetting standard.

This statement brings to a close any local discussions around proposals to deviate from the APP in certain areas.

- Disproportionality in vetting – a requirement for forces to take a more proactive approach to monitoring whether vetting has a disproportionate

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impact on under-represented groups in order to ensure a diverse and representative police service. Additionally, there is new guidance supporting the utilisation of Risk Mitigation Strategies in order to assist in ensuring proportionate vetting outcomes. Additionally, there has been a softening of the position in relation to those who have experienced financial hardship. The on-boarding of the new vetting software 'Core-vet' will provide the functionality for the Vetting Manager to critically review and monitor local vetting decisions, where the data and analysis indicates may be disadvantaging people with shared Protected Characteristics

- Transferee vetting – clarity and standardisation of the vetting requirements for all staff who transfer between forces following a recommendation from the HMICFRS spotlight report.  
New local processes have been implemented by HR and Vetting to ensure that the following information is collated for those transferring or re-joining the service:
    - performance
    - sickness
    - complaints
    - business interests
    - notifiable associations
    - corruption intelligence
  - Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 – Clarification of vetting requirements in relation to juvenile cautions following the recent court of appeal finding in relation to protected cautions and convictions.
4. Within the 'vetting standard' a significant change was made to the APP to clarify the ambiguity around frequency of Management Vetting (MV) and MV & Security Clearance (SC) aftercare.
  5. Section 8.48.3 – Change of frequency to annual aftercare for MV/NPPV3 (Non-Police Personnel Vetting – level 3) plus SC and twice during the clearance for MV/NPPV3 only.
  6. A full review of the implications of this change has taken place and various options have been explored in order to confirm the position that Leicestershire Police should take in respect of the APP change and the direction from CC Martin Jelley that all forces seek to be fully compliant with the APP. Forces should also expect HMICFRS to inspect against the standard set out in the Vetting APP 2021.
  7. The Security Vetting Manager, Mandy Bogle-Reilly, has now been able to analyse the impact of the requirement for the yearly aftercare work required for Management Vetting (MV) and Security Clearance (SC) vetting clearance. This will result in circa 1000 additional yearly checks. The analysis undertaken, highlighted that two additional FTE Vetting Researchers will be required to service this additional demand and ensure that yearly checks were completed for those staff members with MV and SC clearance. It was quickly established that the current vetting establishment did not have the capacity to manage the additional demand.
  8. Further scoping work carried out, identified that there were no additional central funds to secure the two additional vetting researcher roles, therefore I

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had to look to my own PSD budget to identify opportunities to self-fund the project.

9. In June 2021 I identified a vacant Grade 4 ISA position within PSD which I transferred over to vetting, to allow for the immediate recruitment of a Vetting Researcher.
10. Further scoping within the PSD establishment identified an opportunity to use a vacant DC post within the CCU to support vetting. I have since agreed to swap this DC vacancy with a vacant staff position within CAID which will now allow me to use this vacancy to recruit the second vetting researcher. This particular proposition is due for consideration and ratification at the September change board.
11. Interviews for the new vetting roles are due to take place week commencing Monday 23rd August and we hope to have the first of the two new vetting recruits starting with us at the end of September.
12. The new vetting roles are being offered on a 2-year fixed term contract to allow for the new 'Core-Vet' vetting software to be fully implemented and tested, which is anticipated to provide long term efficiency saving within the vetting process. This may then provide an opportunity to streamline the current vetting establishment.

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