

**POLICE AND CRIME
COMMISSIONER FOR
LEICESTERSHIRE**

**ETHICS, INTEGRITY AND
COMPLAINTS COMMITTEE**

PAPER MARKED

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| Report of | CHIEF CONSTABLE |
| Subject | GIFTS AND GRATUITIES |
| Date | FRIDAY 21st JUNE 2019 – 2.00PM |
| Author | RICH WARD, PROFESSIONAL STANDARDS DEPARTMENT |

Purpose of Report

1. The purpose of this report is to inform the Committee of details in respect of the Force and OPCC Policies and Procedures for Gifts, Gratuities and Hospitality and to submit the registers from both.

Recommendation

2. It is recommended that members:-
 - (a) Note the report contents

Background

3. The receipt of gifts and hospitality by the police is an area of public interest, media scrutiny and frequent examination by inspecting bodies. The HMIC report 'Without Fear or Favour' (2011) highlighted the necessity for clear boundaries, checking mechanisms, governance and oversight in respect of police officers and staff receiving gifts and hospitality. In their examination of public views of police corruption and public confidence – 'Corruption in the Police Service in England and Wales' (2012) the IPCC examined public perceptions of the receipt of gifts by the police and identified corruption warning signs, such as where hospitality became regular, occurred outside of work time or involved alcohol or more substantial items as gifts.
4. The hard work, commitment and kindness demonstrated daily by the police officers and staff of Leicestershire Police is well recognised. It is therefore understandable that individuals or organisations may wish to express their gratitude to departments or individuals by offering a gift or a gratuity. Indeed, within the private sector, it is common business practice for customers and stakeholders to receive gifts and / or hospitality as part of negotiations or business transactions.

5. As a guiding principle, police officers and staff should not accept the offer of any gift, gratuity, favour or hospitality, when doing so might compromise their impartiality or give rise to a perception of such compromise. The police officer or staff member is therefore expected to interpret the 'intention behind the gift or hospitality' and assess not only whether it is likely to compromise their position, but also whether it could be perceived as such. The member of staff will have to consider the degree of lavishness of a gratuity or hospitality, its relative value, the industry norm, and the extent to which the gratuity or hospitality is connected to the business in question. The existence or otherwise of previously offered or accepted gratuities or hospitality may also be relevant. Of course, they complete this assessment with the awareness that a refusal to accept such an offer may cause unnecessary offence or might hinder productive working relationships. Where doubt exists, advice from the Professional Standards Department should be sought.
6. The Leicestershire Gifts and Gratuities Procedure originates from the ACPO (now NPCC) Guidance on Gifts, Gratuities and Hospitality (2012) and is designed to protect staff by providing a register for both accepted and declined offers of gifts and gratuities. The register provides a transparent record and enables a common sense approach to be applied regarding the retention, approval or disposal of all such offers.
7. As a minimum, entries will include the nature of the offer, the surrounding circumstances in which the offer was made, the estimated value of the gift, gratuity or hospitality, and whether permission to accept any such offer was sought or granted. Such authority should be sought from a supervisor.
8. The register is published, with some redaction of officer name and rank, upon the Force website biannually. Declarations that are not required under the terms of the Force policy are removed from the register prior to publication.
9. The types of gift most regularly offered by members of the public to police officers are chocolates, biscuits and alcohol. The Gifts, Gratuities and Hospitality Procedure are currently silent upon the specific receipt of alcohol as a gift.
10. In respect of advertisement of this Policy & Register there is the following in place:-
 - Advertised on the Counter Corruption Unit Website
 - The Gifts & Gratuities Policy is on the Force Document Library
 - Information is also contained within the Police Service Volunteer Policy (Document Library)
 - The Register is displayed on the Force external Website
 - This risk area is discussed and explained during training inputs to new joiners and existing staff when they attend specific training courses e.g. custody Sergeants, CID Course etc.

List of Appendices

Appendix A Force Register
Appendix B Force Procedure
Appendix C OPCC Register

Background Papers

None.

Person to Contact

Rich Ward, Head of Professional Standards Department, 07989 594277 n m n
Email: richard.ward@leicestershire.pnn.police.uk



Leicestershire Police

Gifts, Gratuities and Hospitality Procedure

| | |
|-------------------------|--------------------------------|
| Procedure Owner: | Head of Professional Standards |
| Department Responsible: | Professional Standards |
| Chief Officer Approval: | Deputy Chief Constable |
| Protective Marking: | Not Officially Marked |
| Date of Next Review: | Apr 2020 |

This document has been produced in conjunction with the Leicestershire Police Legislative Compliance Pack

Review log

| Date | Minor / Major / No change | Section | Author |
|----------|---------------------------|--------------------------|----------------|
| Feb 2013 | Live | | DCI Mick |
| Jan 2015 | Minor | All hyperlinks corrected | DS Paul Woods |
| Feb 2018 | Minor | S 3.4/5.1s5.9 & 5.10 | DI Reme Gibson |
| Apr 2019 | Review | All Sections | Carol Grundy |
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1. Introduction

- 1.1 The public expect the highest standards of integrity from all members of staff. It is vital that police officers and police staff act with honesty and integrity and that they are seen to be impartial at all times.
- 1.2 This procedure provides police officers and police staff with an ethical framework in which to determine the boundaries of acceptability around gifts and hospitality and how the acceptance of gifts or hospitality can undermine personal and professional integrity. It also aims to reinforce the importance of preventing allegations of corrupt practices or improper relationships with any member of the public or corporate body arising from the offer or acceptance of any gift, gratuity or hospitality.
- 1.3 The procedure provides police employees with definitive detail and examples on the boundaries of acceptability and non-acceptability, and makes clear the distinctions that exist between an act which would constitute a breach of the criminal law (Bribery Act 2010) and low-level hospitality which could in no way be considered as a breach of integrity.
- 1.4 The responsibility for determining the acceptability or otherwise of any gift, gratuity and hospitality are matters for the Counter Corruption Unit.

2. Background

- 2.1 The publication in December 2011 of HMIC's report '*Without Fear or Favour*' on its review of police relationships provided the police service and the public it serves with reassurance that there were no endemic failings in police integrity. At the same time, the review found evidence of a lack of clear boundaries, checking mechanisms, governance and oversight of procedures for the approval of gifts and hospitality.
- 2.2 HMIC made 6 principal recommendations and highlighted a further 23 considerations on specific matters which, when acted upon, would put the service in a stronger position to instil and further improve public confidence in police integrity and to improve its ability to prevent and deter the infrequent incidents of corrupt practices that cause significant adverse reputational damage, particularly when attributable to or involving senior leaders across the service.
- 2.3 This publication forms the basis of this procedure and through its implementation will bring about consistency across forces nationally.

3. Key Principles

- 3.1 Police officers and police staff are subject to the Standards of Professional Behaviour, chief amongst which is that which relates to honesty and integrity. This standard specifically states that police officers and police staff are honest, act with integrity, and do not compromise or abuse their position. It further clarifies that police officers and police staff should never solicit the offer of any gift, gratuity, favour or hospitality in any way connected to or arising from their role within the police service, whether on or off duty.
- 3.2 As a further guiding principle, police officers and police staff should not accept the offer of any gift, gratuity, favour or hospitality as when doing so might compromise their impartiality or give rise to a perception of such compromise.
- 3.3 Offers of a gift, gratuity or hospitality vary widely according to the circumstances and will range from readily identifiable examples of criminality (such as a breach of the Bribery Act 2010) through to instances of entirely appropriate and reasonable extension of gratitude and common courtesy which do not amount to any suggestion of any breach of integrity on any party.
- 3.4 The provisions of the Bribery Act 2010 contains two general offences covering the offering, promising or giving of a bribe (active bribery) and the requesting, agreeing to receive or accepting of a bribe (passive bribery) at sections 1 and 2 respectively. The provisions of the Act extend the definition of bribery to include seeking (or agreeing) to bring about improper performance of duties, which includes a public function such as policing. Improper performance amounts to any breach of an expectation that a person will act in good faith, impartially, or in accordance with a position of trust. Staff should also be aware of offences under section 6 of the Act in relation to bribing foreign public officials.
- 3.5 The Act does not prohibit reasonable and proportionate hospitality and promotional or other similar business expenditure intended to improve the image of a commercial organisation, to better to present products and services, or to establish cordial relations. It is, however, clear that hospitality and promotional or other similar business expenditure can be employed as bribes. Considerations in this regard will include the degree of lavishness of a gratuity or hospitality, its relative value, the industry norm, and the extent to which the gratuity or hospitality is connected to the business in question. The existence or otherwise of previously offered or accepted gratuities or hospitality may also be relevant.
- 3.6 At the other extreme, during the course of their duties in the community, police officers or police staff may well occasionally be offered gifts or hospitality which does not in any circumstances amount to any breach of integrity on the part of either party. Examples of such include the provision of light refreshments as a common courtesy in line with policing duties, inexpensive promotional products from partnerships or conferences, or discounts aimed at all members of the wider police service (eg, advertised discounts through police publications).
- 3.7 Similarly, bona fide, unsolicited and inexpensive gifts of thanks from members of the public or victims of crime may be offered to individual officers or teams in genuine appreciation of outstanding levels of service. Offers of such gifts or hospitality could cause concern for an officer or staff member as to whether they can be accepted or not. Guidance in relation to this is outlined in section 5 below.

- 3.8 Police officers and police staff should be aware that at times a refusal to accept such an offer may cause unnecessary offence or might hinder productive working relationships. Equally, to accept such an offer may be misinterpreted and could lead to inaccurate expectations of favour or service. Where doubt exists, advice from the Counter Corruption Unit.
- 3.9 On the occasions it does not prove possible to tactfully refuse or return any offered gratuity or hospitality, the recipient should ensure an entry is made in the force register of gifts and hospitality as detailed in Section 5 below.

4. Register of Gifts and Hospitality

- 4.1 The Register of Gifts, Gratuities & Hospitality is under the direction and control of the Head of Professional Standards, who will ensure scrutiny, auditing and governance of the Register in line with wider corporate governance of matters of integrity and counter corruption.
- 4.2 As a minimum, entries will include the nature of the offer, the surrounding circumstances in which the offer was made, the estimated value of the gift, gratuity or hospitality, and whether permission to accept any such offer was sought or granted. Such authority should be sought from a supervisor.
[Click here for the Gifts, Gratuities and Hospitality Form.](#)
- 4.3 Declarations of offers of gifts, gratuities or hospitality irrespective of whether accepted or rejected by the recipient should be made to ensure integrity. Exemptions from any requirement to record extends only to those instances of impromptu and unforeseen provision of light refreshments in line with policing duties, inexpensive promotional products from partnerships or conferences, or discounts aimed at all members of the wider police service.

5. Considerations

- 5.1 The following considerations should assist police officers and police staff in determining the boundaries of acceptability of any gift or hospitality. These lists should be considered as comprehensive but not exhaustive.

In order to make what is acceptable more memorable, the acronym GIFT has been devised:

- **Genuine:** is this offer made for reasons of genuine appreciation for something I have done? Why is the offer being made, what are the circumstances, have I solicited this offer in any way or does the donor feel obliged to make this offer?
- **Independent:** Would the offer or acceptance be seen as reasonable in the eyes of the public? Would a reasonable bystander be confident I could remain impartial and independent in all of the circumstances?
- **Free:** Could I always feel free of any obligation to do something in return? How do I feel about the propriety of the offer? What are the donor's expectations of me should I accept?
- **Transparent:** Would I be comfortable if my acceptance of this offer was transparent to my force, colleagues, and to the public or was reported publically? What could be the outcome for the force if this offer was accepted or declined?

5.2 To assist police officers and police staff in applying a consistency of approach, the following cases provide additional guidance.

5.3 A gift may be accepted if it is:

- Of a trivial or inexpensive nature (for example, diaries, calendars, stationery or other small items offered during a courtesy visit or conference).
- A small commemorative item from visiting overseas law enforcement or governmental agencies or similar organisations.
- Bona fide, unsolicited and inexpensive gifts of thanks from members of the public or victims of crime may be offered to individual officers or teams in genuine appreciation of outstanding levels of service.
- Alcohol may be accepted if it is inexpensive and given as a thank you from a member of the public/partner agency.

All such offers of gifts should nonetheless be subject of a declaration in the force register. [Click here for the Gifts, Gratuities and Hospitality Form](#)

5.4 A gift should not be accepted if it is:

- From external contractors or companies tendering for work with the force or wider service.
- Cash payments (other than donations to specific police charities or police supported charities).
- A financial reward resulting from the publication of articles relating to the intended recipient's role or duties as a member of a police force.

All such offers of gifts should nonetheless be subject of a declaration in the force register. [Click here for the Gifts, Gratuities and Hospitality Form](#)

5.5 A gratuity may be accepted if it is:

- An offer or discount negotiated through the Police Federation, The Superintendents' Association, or other staff association or trade union
- A discount to public service workers including members of the police service offered on the basis that the organisation in question has a large customer base and of a trivial or inexpensive nature (and the force has given explicit approval for such an offer)
- Free travel arrangements for officers and staff on active duty if approved and formally negotiated through the force

5.6 There should be no requirement to declare any such gratuity in the force register.

5.7 Gratuities which amount to individual gain from a points scheme when purchasing items or fuel are not acceptable, eg, when refueling a police vehicle at a supermarket petrol station and using your own in store reward / loyalty card to collect the points. Force loyalty cards are permitted; however, the accumulated points must not be used for personal gain by an individual or team. Items such as furniture and equipment may be purchased for individual departments providing the purchase is for the good of the organisation.

5.8 Hospitality may be accepted if it:

- Extends to the impromptu provision of light refreshments during the course of policing duties
- Is a conventional meal provided during the course of a working day by another police force or partner agency in either law enforcement or community safety, for example attendees at meeting, seminar or conference organised by an external body. In either case there should be no requirement to declare any such gratuity in the force register.
- However, should the hospitality entail a conventional meal provided in accordance with the recipient's duties such as; the annual dinner of a representative association, private company or local authority which are limited to isolated or infrequent occasions and can be demonstrably in the interests of the force to attend, then the recipient should declare this in the force register.

[Click here for the Gifts, Gratuities and Hospitality Form](#)

If you are in any doubt as to the acceptability of an item you have received as a gift or as a gratuity, you should err on the side of caution and decline the offer or discuss that matter with the Counter Corruption Unit before accepting.

5.10 Hospitality will not be acceptable if it:

- Amounts to regular free or discounted food or refreshments whether on or off duty.
- Includes a degree of lavishness which is outside of the industry norm or is beyond any sense of common courtesy or reasonableness.

All such offers of gifts should nonetheless be subject of a declaration in the force register. [Click here for the Gifts, Gratuities and Hospitality Form](#)

5.11 Breaches to the procedure:

It should be noted that any breaches to this procedure may amount to a breach of the Standards of Professional Behaviour for both Police Officers and Police Staff and may result in action being taken in line with local Misconduct Procedures.

5.12 Reporting Concerns

If you become aware that a colleague may have breached this procedure, you can report via Bad Apple or alternatively and in line with the Whistleblowers procedure, you should report to either a manager or direct to the Counter Corruption Unit.

APPENDIX B

Gifts, Gratuities and Hospitality Register

| Date received | Recipient's Rank | Donor's Organisation | Description of Gift, Gratuity or Hospitality | Estimated value | Gift Accepted? | Reason for Declining or Accepting. |
|---------------|------------------|----------------------|--|-----------------|----------------|--|
| 05/07/2018 | C/Insp | LCFC | iPad cover | U/K | Y | Given by youth worker as a thank you. |
| 07/07/2018 | PC | | Pizza | U/K | Y | Given by Pizza shop whilst deployed on PSU duties for World Cup game |
| 09/07/2018 | CC | | Meal | U/K | Y | Council/Senate Dinner at Loughborough University |
| 09/07/2018 | PCSO | | 6 x courgettes | U/K | Y | Given by a member of the public from their allotment whilst on foot patrol |
| 17/07/2018 | PCSO | | 1 bottle of Prosecco | U/K | Y | Given by member of the public after they were given assistance to get home |
| 17/07/2018 | PCSO | | 1 bottle of Prosecco | U/K | Y | Given by member of the public after they were given assistance to get home |
| 19/07/2018 | CC | | Lunch at Leicester Races | U/K | Y | Invited by the High Sheriff of Leicester |
| 30/07/2018 | Police Staff | | Flowers & Chocolates | U/K | Y | Given by Unison member leaving Organisation as a thank you |

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| 02/08/2018 | DC | | Bottle of wine | U/K | Y | Given by mother of a murder victim as a thank you |
| 02/08/2018 | Police Staff | Eastwood Hall | Garden Party | U/K | Y | |
| 02/08/2018 | Police Staff | Eastwood Hall | Garden Party | U/K | Y | |
| 06/08/2018 | Supt | LCFC | 4 x travel bottles | U/K | Y | Given by Operations Director on attendance at first 'friendly' match of the season |
| 09/08/2018 | PS | | Chocolates | U/K | Y | Given by sister of a sudden death victim as a thank you |
| 10/08/2018 | PC | | Chocolates & Biscuits | U/K | Y | Given by a member of the public as a thank you |
| 10/08/2018 | PC | | Chocolates & Biscuits | U/K | Y | Given by a member of the public as a thank you |
| 10/08/2018 | DC | | Basket of fruit and thank you card | U/K | Y | Given by a victim of crime as a thank you |
| 16/08/2018 | PC | BP | Flapjack | U/K | Y | Given by petrol station when officer refuelled police vehicle |
| 17/08/2018 | PS | Purple Flat (National Inspection Scheme) | Meal | £15 | Y | Attended by officer as part of an inspection |

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|------------|--------------|--------------------|--------------------------------------|-------|---|---|
| 21/08/2018 | PC | | 2 Boxes of Chocolates | U/K | Y | Given as a thank you to the whole LPU by a member of the public |
| 23/08/2018 | PCSO | | Bunch of Flowers | U/K | Y | Given by local resident as a thank you |
| 24/08/2018 | Police Staff | | Thank you card & Chocolates | U/K | Y | Given as a thank you by colleagues |
| 24/08/2018 | PC | Waitrose | Basket of Shopping | £7.60 | Y | Given as a thank you after officer apprehended a shoplifter whilst off duty - officer declined goods but company insisted he accept |
| 07/09/2018 | PC | | Box of Chocolates | U/K | Y | Given as a thank you by a student following mentoring |
| 07/09/2018 | PC | | Box of Chocolates | U/K | Y | Given as a thank you by a student following mentoring |
| 09/09/2018 | PCSO | | Thank you card and box of chocolates | U/K | Y | Given as a thank you by a member of the public |
| 12/09/2018 | PC | | 2 x McDonalds Drinks Voucher | U/K | Y | Given by member of the public as a thank you |
| 15/09/2018 | PC | East Fresh/Cofresh | 7 bags of Bombay Mix Crisps | U/K | Y | Given by owners of company as a thank you |
| 17/09/2018 | PC | LCFC | Football coat | U/K | Y | Given by football club for their role as Dedicated Football Officer |

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|------------|--------------|------------------------------|---|-----|---|---|
| 17/09/2018 | PC | LCFC | Football coat | U/K | Y | Given by football club for their role as Dedicated Football Officer |
| 19/09/2018 | PS | | Biscuits and Ice Lollies | U/K | Y | Given by a member of the public for FEO staff as a thank you |
| 23/09/2018 | PC | | 2 Boxes of Chocolates | U/K | Y | Given as a thank you by member of the public |
| 02/10/2018 | Police Staff | LEBC | Box of Chocolates | U/K | Y | Given as a thank you for organising a visit |
| 02/10/2018 | Police Staff | St Peter & Pauls COE Academy | Box of biscuits | U/K | Y | Given as a thank you for proving e-safety information |
| 02/10/2018 | Police Staff | ALTIA | Folder, Travel Mug, Cloth Bag & Light Lunch | U/K | Y | Provided on attendance at Conference/Group Meeting |
| 02/10/2018 | Police Staff | ALTIA | Folder, Travel Mug, Cloth Bag & Light Lunch | U/K | Y | Provided on attendance at Conference/Group Meeting |
| 05/10/2018 | DC | | Flowers & Chocolates | U/K | Y | Given as a thank you by a victim of crime |
| 06/10/2018 | Police Staff | Eastwood Hall | Afternoon Tea | U/K | Y | |
| 06/10/2018 | Police Staff | Eastwood Hall | Afternoon Tea | U/K | Y | |
| 11/10/2018 | PCSO | Womens Union | Flowers | U/K | Y | Given as a thank you for giving a speech |

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| 12/10/2018 | PC | | Tin of sweets | U/K | Y | Given as a thank you from member of the public |
| 19/10/2018 | PS | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PC | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PC | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PC | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PC | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PC | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PC | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PC | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PC | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PC | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PC | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PC | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PC | Brooksby | Lunch | U/K | Y | Given as part of a training course for officers |

| | | College | | | | |
|------------|--------------|-------------------------------|---------------------------|-----|---|---|
| 19/10/2018 | PCSO | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PCSO | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PCSO | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 19/10/2018 | PCSO | Brooksby College | Lunch | U/K | Y | Given as part of a training course for officers |
| 22/10/2018 | Police Staff | | Pheasant Shoot | U/K | N | Given as a thank you by member of public - declined |
| 25/10/2018 | PCSO | | Box of Biscuits | U/K | Y | Given by church group following a safety talk |
| 25/10/2018 | CC | Cathedral Guild of St Martins | Dinner | U/K | Y | Invited by Organiser |
| 27/10/2018 | Police Staff | | Box of Cadbury Heroes | U/K | Y | Given by a victim of crime as a thank you |
| 27/10/2018 | Police Staff | | Pack of Cup Cakes | U/K | Y | Given by a member of the public as a thank you |
| 30/10/2018 | Police Staff | ABM Pegasus User Board | Dinner and Accommodation | U/K | Y | User Group Meeting |
| 08/11/2018 | DC | | Flowers & Tin of Biscuits | U/K | Y | Given by mother of a victim of crime as a thank you |

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| 11/11/2018 | CC | Leicester University | Remembrance Day Lunch | U/K | Y | Invited a commemoration of centenary |
| 12/11/2018 | DI | LCFC | Attendance at Memorial Event | U/K | Y | Given by the club as a thank you |
| 12/11/2018 | DC | LCFC | Attendance at Memorial Event | U/K | Y | Given by the club as a thank you |
| 12/11/2018 | DC | LCFC | Attendance at Memorial Event | U/K | Y | Given by the club as a thank you |
| 12/11/2018 | DC | LCFC | Attendance at Memorial Event | U/K | Y | Given by the club as a thank you |
| 12/11/2018 | DC | LCFC | Attendance at Memorial Event | U/K | Y | Given by the club as a thank you |
| 15/11/2018 | PCSO | | Box of Chocolates | U/K | Y | Given by a member of the public as a thank you |
| 15/11/2018 | PCSO | | Confectionary | U/K | Y | Given by a member of the public as a thank you |
| 15/11/2018 | Police Staff | Athena | Beverages | U/K | Y | Given as a thank you after arranging an awards ceremony |
| 19/11/2018 | DC | | 6 x Jack Daniels Fudge Sweets | U/K | Y | Given by mother of a victim of crime as a thank you |
| 19/11/2018 | Police Staff | | 2 x boxes of chocolates | U/K | Y | Given by a member of the public as a thank you |
| 19/11/2018 | Police Staff | | 2 x boxes of | U/K | Y | Given by a member of the public as a thank you |

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|------------|--------------|--------|---|-------|---|---|
| | | | chocolates | | | |
| 19/11/2018 | Police Staff | | 4 bottles of beer | U/K | Y | Given by a colleague as a thank you |
| 19/11/2018 | DC | Chorus | Stationary, Crisps, Chocolates, Bottle of Lemonade, Bottle of Alcohol Free Beer | U/K | Y | Given as a thank you after speaking at a conference |
| 22/11/2018 | PC | | McDonalds Meal | £5.68 | Y | Paid for by a fellow customer who then drove away before officer could refuse gift |
| 23/11/2018 | DC | | Bottle of Jack Daniels | U/K | Y | Given as a thank you by a victim of crime following a Crown Court trial |
| 23/11/2018 | PC | | 2 x Pizzas | U/K | Y | Given by a member of the public to officers who were attending the scene of a serious RTC |
| 26/11/2018 | Police Staff | | Bottle of Wine | U/K | Y | Given as a thank you by a colleague |
| 28/11/2018 | Police Staff | | 1 packets of biscuits | U/K | Y | Given as a thank you by a member of the public after giving advice |
| 28/11/2018 | DC | | Box of Chocolates and Thank You Card | U/K | Y | Given as a thank you by a victim of crime |
| 28/11/2018 | Police Staff | | Box of Chocolates | U/K | Y | Given as a thank you by a colleague |

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|------------|--------------|------------------|-------------------------------|-----|---|--|
| 28/11/2018 | Police Staff | | Chocolates and Flowers | U/K | Y | Given as a thank you by a member of the public |
| 28/11/2018 | DC | | Chocolates | U/K | Y | Given by family of a victim of crime |
| 01/12/2018 | PC | | Superdrug Gift Card | U/K | Y | Given as a thank you by a member of the public - donated to charity |
| 05/12/2018 | PC | | Box of Biscuits | U/K | Y | Given by a local resident as a thank you to the beat team |
| 05/12/2018 | PC | | Box of Chocolates | U/K | Y | Given as a thank you by a member of the public |
| 06/12/2018 | Police Staff | | Voucher | £50 | Y | Given as a thank you by a former colleague who was assisted by the OHU |
| 06/12/2018 | Police Staff | | Voucher | £50 | Y | Given as a thank you by a former colleague who was assisted by the OHU |
| 06/12/2018 | Police Staff | | Voucher | £50 | Y | Given as a thank you by a former colleague who was assisted by the OHU |
| 10/12/2018 | PC | | Thank you card and £10 note | £10 | N | Given as a thank you by a member of the public - money returned |
| 11/12/2018 | Police Staff | | Bottle of Wine and Chocolates | U/K | Y | Given as a thank you by a colleague |
| 11/12/2018 | Police Staff | The Kings Centre | Tin of Quality Street | U/K | Y | Given as a thank you to staff at Wigston LPU |
| 11/12/2018 | PS | | Tub of | U/K | Y | Given as a thank you to the DNT by local |

| | | | Celebrations | | | councillor |
|------------|--------------|-----------|------------------------------------|-----|---|--|
| 12/12/2018 | Police Staff | | Box of Chocolates | U/K | Y | Given as a thank you after giving assistance to a member of the public |
| 13/12/2018 | Insp | | Box of Chocolates and Potted Plant | U/K | Y | Given by a charity as a thank you for helping at their Christmas lunch |
| 13/12/2018 | PC | Waitrose | Sandwiches and bag of crisps | U/K | Y | Given to officer by a member of store staff |
| 13/12/2018 | PCSO | | Dove Gift Set | U/K | Y | Given by a member of the public as a thank you |
| 13/12/2018 | PCSO | | Lynx Gift Set | U/K | Y | Given by a member of the public as a thank you |
| 13/12/2018 | PCSO | | 2 x Ornaments | U/K | Y | Given by a member of the public as a thank you |
| 13/12/2018 | PCSO | | Dove Gift Set | U/K | Y | Given by a member of the public as a thank you |
| 13/12/2018 | CC | | Bracelet & Christmas Card | U/K | Y | Given by a volunteer colleague |
| 15/12/2018 | PC | | Tub of Quality Street | U/K | Y | Given by a member of the public as a thank you |
| 15/12/2018 | PC | | Tub of Quality Street | U/K | Y | Given by a member of the public as a thank you |
| 17/12/2018 | Police Staff | LPF Trust | Highcross Voucher | £30 | Y | Given as a thank you - Donated to charity |

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| 17/12/2018 | PC | New Parks Housing Office | Box of Cadburys Heroes | U/K | Y | Given to beat team as a thank you |
| 19/12/2018 | Police Staff | | Pack of Chocolate Bars | U/K | Y | Given as a thank you - Donated to charity |
| 19/12/2018 | PC | | Bottle of Rum, Christmas card and bag of Popcorn | U/K | Y | Given by a member of the public as a thank you |
| 19/12/2018 | PC | | After Eight Mints | £2 | Y | Given by a member of the public as a thank you |
| 19/12/2018 | PC | | Biscuits & Chocolates | U/K | Y | Given as a thank you to LPU by a local resident |
| 20/12/2018 | Police Staff | | 2 Bottles of Wine, Chocolate & Handmade Picture | U/K | Y | Given by colleagues as a thank you |
| 20/12/2018 | Police Staff | | Bottle of Gin | U/K | Y | Given as a Christmas present from a colleague |
| 20/12/2018 | PC | | Bottle of wine | U/K | Y | Given by local school after appearing as 'Santa' for special needs children |
| 20/12/2018 | Police Staff | | Box of Budweiser, box of biscuits & chocolates | U/K | Y | Given by local resident to LPU as a thank you for their hard work throughout the year |
| 20/12/2018 | DC | LCFC | Signed Football | U/K | Y | Given as a thank you by family of chairman |

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| | | | Shirt | | | |
| 20/12/2018 | PC | LCFC | Signed Football Shirt | U/K | Y | Given as a thank you by family of chairman |
| 20/12/2018 | PS | LCFC | Signed Football Shirt | U/K | Y | Given as a thank you by family of chairman |
| 20/12/2018 | PS | | Bottle of Wine & Box of Chocolates | U/K | Y | Given by family of a seriously ill girl as a thank you after arranging visits to FHQ and EMA |
| 20/12/2018 | Police Staff | | Confectionary | U/K | Y | Given as a thank you for some training delivered |
| 20/12/2018 | Police Staff | | Confectionary | U/K | Y | Given by Vehicle Hire Company - donated to charity |
| 20/12/2018 | Police Staff | | Confectionary | U/K | Y | Given by Vehicle Hire Company - donated to charity |
| 21/12/2018 | PS | Dawoodi Bhora Mosque | 2 x Christmas Hampers | £20 | Y | Given by the community Mosque as a thank you - donated to food bank |
| 21/12/2018 | PCSO | | Bottle of Hugo Boss aftershave | U/K | N | Given by a grateful member of the public after collecting a lost wallet - officer returned gift to donor |
| 21/12/2018 | PCSO | | Ted Baker gift set | U/K | Y | Given as a thank you by a victim of crime |
| 21/12/2018 | PC | | Christmas Card and Tin of Biscuits | U/K | Y | Given by a member of the local community as a thank you |

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| 21/12/2018 | PC | | 2 x Bags of Cashew Nuts | U/K | Y | Given by a member of the public as a thank you |
| 21/12/2018 | CC | Dawoodi Bohra Mosque | Fortnum's Hamper | U/K | Y | Donated to Headway Charity |
| 23/12/2018 | PC | | Tin of Biscuits | U/K | Y | Given as a thank you by a victim of crime |
| 23/12/2018 | LSTO | | Box of Maltesers | U/K | Y | Given as a thank you for use of car park |
| 23/12/2018 | Insp | Lutterworth Neighbourhood Action Group | 4 Tins of Biscuits | U/K | Y | Given as a thank you to local officers |
| 24/12/2018 | PC | Taste Social Noodle Bar | Lunchtime meal | U/K | Y | Given as a thank you by a local businessman |
| 28/12/2018 | DC | | Chocolates | U/K | Y | Given as a thank you by the family of a victim of crime |
| 28/12/2018 | PCSO | Highcross Shopping Centre | Bottle of Wine | U/K | Y | Given as a thank you by security staff |

APPENDIX C

| Date entered on register | Organisation/Individual | Gift/Hospitality Offered | Accepted/Declined | Date of Event | Approx Value |
|--------------------------|--|--|------------------------------------|---------------|------------------------|
| 12.05.16 | East Midlands Airport Security Executive Group | Tour and lunch as part of role in the East Midlands Airport meeting | Accepted | 18.05.16 | |
| 16.05.16 | Sir Peter Soulsby (Invited before post as PCC) | VIP tickets to LCFC celebrations | Accepted | 16.05.16 | |
| 31.05.16 | National Farmers Union | Lunch | Accepted | 08.07.16 | |
| 01.06.16 | Lord Mayor of Leicester | Civic Service and afternoon tea | Declined | 19.06.16 | |
| 02.06.16 | Police Federation | Police Bravery Awards 2016 - ceremony and evening dinner | Accepted | 14.07.16 | |
| 27.06.16 | Islamic Centre Leicester | Iftar - Buffet | Accepted by self and Lady Caroline | 01.07.16 | |
| 22.07.16 | Panth Parkash Gurdwara | Observe Sikh Wedding Ceremony | Accepted | 23.07.16 | |
| 04.07.16 | Magistrates Association | Light refreshments | Accepted | 25.10.15 | |
| 12.07.16 | High Sheriff | Lunch to honour Judge Simon Hammond | Accepted | 03.08.16 | |
| 26.07.16 | Charnwood College | Two bottles of wine | Accepted | 13.07.16 | |
| 30.08.16 | Leicester Law Society | Summer Garden Party | Accepted | 22.09.16 | <i>event cancelled</i> |
| 04.08.16 | Blaby District Council | Outstanding Achievement Awards 2016 - Dinner | Declined | 29.09.16 | |
| 07.09.16 | Leicester City Football Club | Dinner - pre game as guest | Accepted by self and Lady Caroline | 17.09.16 | |
| 09.09.16 | High Sheriff | Service and lunch | Accepted | 09.10.16 | |
| 21.11.16 | Samworth Brothers | Dinner | Accepted | 22.11.16 | |
| 08.02.17 | LCFC v Derby (H) | 2 miniature whisky bottles - cost circa £10 | Accepted | 08.02.17 | |
| 20.02.17 | LCFC | Football scarf cost circa £10 | Accepted | 20.02.17 | |
| | High Sheriff of Leicestershire and De Montfort University Charity | Charity Dinner | Accepted | 16.03.17 | |
| 20.03.17 | Burbage and Hinckley branch of Probus | Lunch | Accepted | 20.03.17 | |
| 12.06.17 | Welcome reception and Thank you lunch "The Unremembered" | Lunch at the Panth Prakash Gurdwara | Accepted | 25.05.17 | |
| 08.06.17 | Lodge Park Academy | T-shirt and small booklet | Accepted | n/a | |
| 12.06.17 | Rotary Club of Melton Mowbray | Lunch for Lord Bach and Samuel Watson | Accepted | 12.06.17 | |
| 22.06.17 | Suleman Nagdi | Annual Iftar Dinner | Accepted | 23.06.17 | |
| 16.06.17 | Rory Palmer, Deputy City Mayor and City Councillor for Eyres Monsell | Garden party and picnic | Accepted | 17.06.17 | |
| 26.7.17 | University of Leicester | Research Impact Award Ceremony and drinks | Accepted | 27.06.17 | |
| 12.07.17 | Police Federation and Police Mutual | Police Bravery Awards 2017 - ceremony and evening dinner | Accepted | 13.07.17 | |
| 19.07.17 | Martin Traynor OBE, Chairman of the Board of Trustees of the King Richard III Visitor Centre | Murder, Mystery and Mayhem (private viewing of the King Richard III Visitor Centre - new exhibition) | Accepted by self and Lady Caroline | 20.07.17 | |
| 10.08.17 | Leader of Harborough District Council | Lunch | Accepted | 11.08.17 | |
| 14.08.17 | CKI School of Martial Arts | Glass trophy (worth approx £25) presented to Lord Bach | Accepted | 12.08.17 | |
| 14.08.17 | Greater Noakhali Shomiti UK | Eid al-Fitr celebration meal | Accepted | 13.08.17 | |
| 23.08.17 | Civil Service Pensioners Alliance | Lunch with Alan Tuck at the Angel Bar before Pensioners Alliance Meeting | Accepted | 23.08.17 | |
| 05.10.17 | Blaby District Council | Annual Outstanding Achievement Awards - dinner | Accepted by self and Lady Caroline | 5.10.17 | |

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| 16.10.17 | LCFC - Susan Whelan, Chief Executive Officer | LCFC v Manchester City - attend game and dinner | Accepted by self and Lady Caroline | 18.11.17 | |
| 24.10.17 | Leicestershire and Rutland Branch of the Magistrates Association | Bottle of wine | Accepted | 24.10.17 | |
| 06.11.17 | Leicestershire Branch of the National Association of Retired Police Officers | Christmas Lunch @ Ashfields Restaurant | Accepted by self / declined by Lady Caroline | 08.12.17 | |
| 16.11.17 | Rotary Club of Oadby | Dinner @ The Stage Hotel, Wigston | Accepted | 23.11.17 | |
| 11.01.18 | Jaffer Kapasi, Anjuman E Saifee, Leicester | Dinner @ Markaz/Centre, Loughborough Road | Accepted | 11.01.18 | |
| 12.02.18 | ProjectPolska | Fat Thursday donuts for PCC and Team (15 donuts) | Accepted | 09.02.18 | |
| 01.03.18 | Resham Singh | Box of samosas | Accepted | 01.03.18 | |
| 09.03.18 | Leicester City Football Club | LCFC v Chelsea - attend game and dinner | Accepted by self and Lady Caroline | 18.03.18 | |
| 26.3.18 | Reflex Marketing | 12 Krispy Crème Doughnuts | Accepted | 26.3.18 | |
| 12.4.18 | Sikh Welfare and Cultural Society | 20 samosas | Accepted | 12.4.18 | |
| 8.5.18 | Radio Fox / Jas Minhas | Guest during live match commentary | Accepted | 9.5.18 | |
| 13.6.18 | Maulana Khalid Sahab | Annual Community Iftar Programme - breaking the fast - dinner | Accepted | 12.6.18 | |
| 18.06.18 | Anjuman-e-Saifee, Leicester | Asian confectionary in celebration of Eid | Accepted | 18.6.18 | |
| 08.08.18 | Leicester City Football Club | LCFC v Wolverhampton Wanderers - attend game and dinner | Accepted by self and Lady Caroline | 18.08.18 | |
| 17.08.18 | Blaby District Council | Outstanding Achievement Awards 2018 - Dinner | Accepted by self and Lady Caroline | 04.10.18 | |
| 30.08.18 | Dear Albert | T-Shirt, DVD, Drawing with frame | Accepted | 30.08.18 | |
| 30.08.18 | Leicester City Football Club | LCFC v Liverpool - attend game | Accepted | 01.09.18 | £60.00 |
| 27.09.18 | Shama Women's Centre | Samosas and flower arrangement | Accepted | 27.09.18 | £20.00 |
| 07.12.18 | East Midlands Chamber | Christmas Lunch @ Winstanley House | Accepted | 02.01.19 | £25.00 |
| 09.12.18 | National Association of Retired Police Officers | Christmas Lunch @ Ashfields Restaurant | Accepted | 02.01.19 | £25.00 |
| 18.12.18 | Belgrave Community | Christmas food hamper | Accepted | 18.12.18 | £30.00 |
| 10.01.19 | Champions The Brand Agency | Champagne reception | Accepted by self and one staff member | 17.01.19 | £50.00 |
| 01.02.19 | Independent Custody Visitor - Pat Groves | Hand knitted baby blanket for Dharmista Dave who is going on maternity leave | Accepted | 28.01.19 | £10.00 |
| 01.02.19 | Independent Custody Visitor - Billy Bhamra | Religious chain for Dharmista Dave when leaving for maternity leave | Accepted | 30.01.19 | £5.00 |
| 06.02.19 | LCFC | Signed LCFC football shirt presented to the PCC at a Give Racism the Red Card event | Accepted | 06.02.19 | £55.00 |
| 26.02.19 | Shephed Association for the Prosecution of Felons | Tie | Accepted | 22.02.19 | £10.00 |
| 01.03.19 | Leicestershire Law Society | Dinner at Winstanley House | Accepted | 8.03.19 | £40.00 |
| 09.04.19 | Romail Gulzar, Pukaar News on behalf of Leicester Mercury | Dinner At Athena "Leicester Curry Awards. PCC and guest, DPCC and guest | Accepted | 08.04.19 | £100.00 |