

**POLICE AND CRIME  
COMMISSIONER FOR  
LEICESTERSHIRE**

**ETHICS, INTEGRITY AND  
COMPLAINTS COMMITTEE**

PAPER MARKED

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Report of	<b>CHIEF CONSTABLE</b>
Subject	<b>FORCE VETTING</b>
Date	<b>FRIDAY 21 SEPTEMBER 2018 – 2:00 p.m.</b>
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**Purpose of Report**

1. The purpose of this report is to inform the Committee of the National Vetting Standards and Force compliance with these standards.

**Recommendation**

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

**Background**

3. The Code of Practice for Vetting was laid before Parliament on 12th October 2017 by the Home Secretary. It brings greater consistency to police vetting and aims to ensure that the same standards are applied to an applicant regardless of the force they apply to in England and Wales.
4. The code includes a clear appeals process for applicants in the event that they are rejected during the vetting process.
5. Everyone in the police service must maintain high ethical and professional standards and act with the utmost integrity. They must be seen to maintain and promote such standards. A thorough and effective vetting regime is a key component in assessing an individual's integrity. It helps to reassure the public that appropriate checks are conducted on individuals in positions of trust. Vetting also identifies areas of vulnerability which could damage public confidence in a force or the wider police service.
6. The Code of Vetting and Authorised Professional Practice (APP) provides information on the vetting procedures which are to be applied by police forces in England and Wales.
7. The purpose of APP Vetting is to:

- set out the key principles of vetting in the police service
  - set out how those principles are to be implemented in the police service
  - support the consistent application of vetting standards across the police service
  - support the overarching Code of Ethics
  - support the standards of professional behaviour, and police staff code of conduct
8. Leicestershire Police adopted the Vetting Code of Practice and APP in October 2017, in replacement of the ACPO/ACPOS Vetting Policy for the Police Community (2012). There are two aspects of the APP which Leicestershire Police are still to implement in full.
9. The first aspect is the specification of 'Aftercare' for designated posts within the organisation. The force, in common with others, awaits a specific determination as to the regularity of 'Aftercare' to be clarified within the APP. This will be covered by the forthcoming revision of the APP – section 7.45, whereupon the force will ensure it is compliant. In the interim period, Leicestershire vetting department completes Aftercare once in the lifetime of the vetting period, or upon the movement of a person to another role.
10. The second aspect is the collection of statistical information which relates to vetting decisions where protected characteristics are evident (section 4.1 – Vetting and the Equality Act 2010). This will be covered by the provision of a vetting software solution under purchase by the force. A manual interim solution is in place during the interim period.
11. All personnel recruited by Leicestershire Police after 2012 are appropriately vetted to the standard required. Prior to this time, a percentage of staff were not vetted appropriately. In order to fulfil these obligations a vetting project was commissioned by the force in 2014 which increased the headcount of the vetting department, identified those who were not appropriately vetted and commenced work to manage this backlog as promptly and effectively as possible. By 1<sup>st</sup> August 2018, the number of those not vetted to the appropriate standard had reduced from 1789 to 805. 83% of the force is therefore vetted to the appropriate standard and the residual backlog expected to be cleared by March – June 2019.

### **Background Papers**

Vetting Code of Practice and Authorised Professional Practice  
[http://hg95t029/cms/admin/files/uploads/VettingAPP\\_22.9.17.pdf](http://hg95t029/cms/admin/files/uploads/VettingAPP_22.9.17.pdf)

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