

Meeting: **ETHICS, INTEGRITY AND COMPLAINTS COMMITTEE**

Time/Date: **FRIDAY 22 SEPTEMBER 2017 – 2:00 p.m.**

Location: **MAIN CONFERENCE ROOM
POLICE HEADQUARTERS, ENDERBY**

Officer to contact: **ANGELA PERRY
HEAD OF GOVERNANCE AND ASSURANCE**



**POLICE & CRIME
COMMISSIONER
for Leicestershire**

Prevention | Partnership | Protection

AGENDA

<u>Item</u>	<u>Report of</u>	<u>Marked</u>
1. Election of Chair		
2. Election of Vice Chair		
3. Apologies		
4. Urgent Business		
5. Declarations of Interest		
6. Minutes of meeting of the Committee held on 23 June 2017 (<i>attached</i>)		
7. Schedule of Meeting Dates	Police & Crime Commissioner	A
8. Forward Workplan 2018/Training Plan	Police & Crime Commissioner	B
9. Review of Terms of Reference	Police & Crime Commissioner	C
10. Stop & Search Equipment	Chief Constable	D
11. Dip Sampling of Complaint File	Chief Constable	E
12. Police Approach to Hate Crime & Terror Attacks	Chief Constable	F
13. Child Sexual Exploitation	Chief Constable	G
14. Ethical scenarios	Chief Constable	H

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, Head of Governance and Assurance, 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: 2:00pm, Friday 15 December 2017, Main Conference Room

Minutes of a meeting of the Ethics, Integrity and Complaints Committee
held at Police Headquarters, Enderby
at 2:00pm on Friday 23 June 2017

Present

Members:

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

Officers:

Mr R Bannister, Deputy Chief Constable
Mr M Tapp, Director of Strategic Communications and Engagement
Ms S Blair, OPCC Communications Advisor
Mr M Ball, Superintendent, Professional Standards Department

11/17 Apologies

Apologies were received from:

Miss Linda James	Panel Member
Mrs A Perry	Head of Governance and Assurance, OPCC

12/17 Urgent Business

There were no items of urgent business.

13/17 Declarations of Interest in Items on the Agenda

The Chair invited attendees to make any Declarations of Interest regarding any of the agenda items. No such declarations were made.

14/17 Minutes of the meeting held on 24 March 2017

The minutes of the meeting held on 24 March 2017 were discussed and confirmed as an accurate record with the following amendments highlighted:

Matt Tapp confirmed that he attended the meeting on 24 March 2017 although the draft minutes had not recorded this.

8/17 – DCC Bannister requested that an amendment be made to the third paragraph to read ‘The Deputy Chief Constable stated that as a general rule searches were very straight forward *‘in terms of the basis of their undertaking’*

7/17 – Mrs Richards informed the Committee that in December 2016, a follow-up had been agreed on the subject of Dip Sampling (IT Information System and limitations of the Stop Search Equipment) and was due to have been brought to the March 2017 meeting. To date, this follow-up paper has not been presented. It was agreed there would be a follow up to previous Complaint Ref No CO/489/15. The response from the IT Dept & Information System section, regarding the limitations of Stop Search recording system, will be reported back to the Ethics Committee.

15/17 DARWIN

The Committee received a written report from the Chief Constable about Op Darwin. A copy of the report marked 'A' and appendices are filed with these minutes.

DCC Bannister, who presented the paper, explained that Edison is a Force project which went live in 2015 to address a number of performance issues and resourcing levels in the context of designing a new Target Operating Model. Darwin has been introduced as the evolution of thinking around Project Edison and the Force is using Darwin to manage demand and to improve performance. He explained that Darwin is part of a longer term Change Programme and is being led by a senior officer.

Mrs Richards questioned the impact that internal change would have on partner agencies and DCC Bannister said this was being considered.

Mrs Chouhan asked the DCC to explain the link between Cultural Change and Darwin and he said that it was a transformational rather than transactional link.

Dr Peel mentioned that in the Enhanced Triage slide pack, the data presented was not easy to interpret and he asked if it could be presented more intelligibly in future.

Mrs Richards queried the data analysis, the risk in the way the information was used, the recording systems and how the right information was gained.

DCC Bannister said that all information was factually correct and that there were independent systems with no inherent cross-fertilisation. However, he stressed that sub programmes teased out commonality between the systems. Supt Ball explained to members that NICHE was the intelligence crime network, Sentinel is a partnership system owned by Leicester County Council and that Genie is a system that pulls out all information.

DCC Bannister said that overall crime was increasing particularly in certain categories i.e. firearms, drugs and some areas of violence. He acknowledged that officer strength had reduced, and that there were now 547 fewer police officers than in 2009. He said that in 2006 there was one officer to every 430 residents and that, that ratio has now risen to one officer for every 599 residents. DCC Bannister said that the scrutiny and bar around some crimes, such as Child Sexual Exploitation (CSE), was very high and the complexity of these types of crimes had increased as the perpetrators could be from the other side of the world i.e. online cyber fraud. He added that Force's focus was to reduce demand as much as possible, not least in the Control Room where much of the demand wasn't relevant to the police. He said there needed to be a culture shift in thinking and a channel shift in terms of many functions and processes but that this was difficult, as many partner agencies were shrinking. DCC Bannister invited members to spend some time visiting the Force Control Room.

The Committee NOTED the contents of the report and DCC Banister's invitation.

16/17 Culture of Leicestershire Police

The Committee received a written report from the Chief Constable addressing the Culture of Leicestershire Police. A copy of the report marked 'B' is filed with these minutes.

DCC Bannister presented the report and explained that its purpose was to help the Committee understand the approach the Force was taking towards culture change and how the foundations for this were laid in 2010-2011, in reference to Project Edison. He explained that his predecessor DCC Simon Edens had embedded cultural change within the Blueprint 2020 project and carried out a particular audit shown in Appendix A. In summary, DCC Bannister said that the Force had made good progress, especially around evidence-based policing. Page B3 referenced how the transactional focus was moving to a longer-term, problem-solving, transformative programmes and that it was a work in progress.

Mrs Chouhan asked for clarification around the desired leadership culture. If this was going to be achieved, how would that help with tackling austerity and why would this be a helpful way to look at it? She asked that more detail be provided around the behaviours that needed changing.

DCC Bannister said that there was benefit for the organisation in being less "competitive" and more understanding about competing demands within the Force. He said there would also be benefit accrued from a changing management to officer/staff ratio. Today, middle and senior management are responsible for big teams and with that, trust and empowerment of staff was a prerequisite in an organisation which carried firearms and used force.

Mrs Richards said she supported the desired leadership culture and stated that it was critical to target those resistant to change with a targeted programme around communications and training. DCC Bannister confirmed that the Force had "change" ambassadors who had the responsibility to explain the change programme to colleagues.

Mrs Dugmore asked about the budget deficit and how that effected staff morale. She expressed concern that trying to change culture and finding new collaborative ways of working could destabilise the organisation since every other partner organisation worked in a different way.

DCC Bannister concluded that the Force was working very closely with Trade Unions and Staff Associations in relation to culture change.

The Committee NOTED the contents of the report.

17/17 Police and Crime Commissioner's Police and Crime Plan

The Committee received a written report from the Police and Crime Commissioner (PCC) summarising the Police and Crime Plan Report. A copy of the report marked 'C' is filed with these minutes.

Ms Blair explained the aims and the objectives of the Police and Crime Plan.

Dr Peel said he was delighted to read within the Plan the high praise about the performance of the Force with which he said he whole-heartedly agreed. He commented, however, that he was disappointed that the Committee had not been consulted in the drafting of the Plan. Mr Cammis said he disagreed, and that it was the job of the Committee to scrutinise the work of the PCC, not play a part in the development of the Plan.

Mrs Richards asked whether the observations from the Police and Crime Panel had been taken on board or whether any of its recommendations for changes to the plan were outstanding.

Mrs Dugmore said that she did not believe the Plan was completely factual, highlighting the section where it suggested that suicide was not always linked to mental health. She said that this was not a determination that should be made by the Police or by the OPCC. She also suggested that she found it unhelpful that various sections of the Plan currently referred to sexual abuse and that she would have preferred to see this issue dealt with in its own, dedicated section.

Dr Peel mentioned that he had written to the PCC regarding a visit he had made to the Cyber Crime Office and concerns relayed to him by officers about the inadequate power of the existing server, and that he had hoped these concerns would have been reflected in the Plan.

The Committee NOTED the contents of the report.

ACTION: Prof Ryan to meet with Lord Bach to discuss the Committee's thoughts about the plan.

18/17 Complaints

The Committee received a written report from the Chief Constable summarising recent complaints and the findings of the Committee's dip sampling activity. A copy of the report marked 'D' is filed with these minutes.

The Committee discussed cases numbered 00175/16, CO/247/16 and 00435/16 in depth.

The Committee NOTED the contents of the report.

19/17 Ethical Dilemmas

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 'E' is filed with these minutes.

Scenario 1

Introduction

Within this scenario, I would invite the Ethics Committee to consider the Force position in respect of substance misuse testing of employees, and in particular whether or not it is appropriate to extend the scope of the existing policy to include the random testing of a wider section of the workforce.

Policy/ Guidance

1. Leicestershire Police Procedure for Preventing & Dealing with Substance Misuse

2. Code of Ethics

8.1 Fitness for work: According to this standard you must be fit to carry out your role in policing and fulfil your responsibilities, not consume alcohol when on duty, not use illegal drugs, not misuse legal drugs or other legal substances.

2. Police Staff Council Police Staff Standards of Professional Behaviour (Sept 2008)

Fitness for Work - Police staff when at work are fit to carry out their duties.

Circumstances

The existing Force policy for the prevention and management of substance misuse within the workforce has a number of objectives, including awareness of the risks associated with such misuse, support and guidance, and seeks to deter individuals from substance and alcohol misuse by the prospect of their behaviour being detected.

The scope of substance misuse testing is detailed at section 6 of the Force policy. The committee is asked to consider only the issue of 'routine random testing'.

Routine random testing is managed on behalf of the Force by the Counter Corruption Unit and planned in advance on an annual basis. Approximately 80 tests are completed per year, and although individuals are selected at random, there will be some pre-selection of the departments to be tested to ensure that vulnerable and safety critical posts are included during the course of the annual testing programme (See Appendix 5 of Force policy).

*Only Police officers and Special Constables will be selected for random testing. Police staff employees may only be tested where there is 'reasonable cause' to do so. With the extension of police staff to front line policing and investigative roles (such as Police Community Support Officers and Investigative Support Assistants) and the key support role of other police staff employees, does the Committee consider that routine random testing should be applied to **all individuals** working for Leicestershire police, regardless of rank, warranted officer status or role?*

Question

DCC Bannister said that random, routine tests for substance misuse are carried out in the Force on police officers but not for non-police personnel, and he invited the Committee to consider whether the programme of such tests should be extended to all police employees.

After considerable debate, the Committee determined that it was unethical to only test Police Officers and recommended that the programme was extended to everyone who worked for the Force.

Scenario 2

Tattoos

Introduction

Within this presentation, I would invite the Ethics Committee to consider the application of the appearance Standards laid down in relation to police officers and staff, particularly in relation to visible tattoos.

The standards are applied when recruiting warranted officers and staff and also as a measure to maintain standards for serving offices and staff. Recruitment for Leicestershire is managed by shared HR services with Derbyshire Police, however the forces apply their own individual standards

Appearance standards currently vary from Force to Force and have been much debated. The Police Federation have lobbied for a more relaxed approach and commissioned an Ipsos Mori poll which found that The College of Policing has also proposed a national set of appearance standards which has been shared with us by a Leicestershire officer who is a proponent of a greater acceptance of visible tattoos. Included are the relevant sections of both the current version of the policy and the proposed national standard.

When tattoos are declared they are currently reviewed by a manager within Professional Standards Department and assessed against the appearance standards. Tattoos are rarely seen which could be described as offensive, however it frequently involves consideration of tattoos which are visible on the hands, neck or face.

The ethics committee are invited to consider:

- 1) How Leicestershire Police should generally approach the reviewing of tattoos and application of the appearance standards.*
- 2) A range of tattoos and indicate whether each should be acceptable.*

Current Force appearance standards in relation to tattoos

6. Tattoos

The wearing of tattoos has become a more socially accepted practice, and this procedure does not seek to impinge upon the rights of the wearer. This procedure aims to balance individual rights against the need to present a professional image of Leicestershire Police.

Tattoos are deemed unacceptable if they:

1. Undermine the dignity and authority of the officer and/or the organisation.
2. Could cause offence to members of the public or colleagues.
3. Are visible upon the hands, face or neck.
4. Indicate unacceptable attitudes towards women, minority groups or any other section of the community.
5. Indicate alignment with a particular group (political or otherwise) that could cause offence.
6. Are considered or could reasonably be interpreted as discriminatory, rude, lewd, crude, racist, sexist, sectarian, homophobic, violent, threatening or intimidating.

The Professional Standards Department will consider exceptions to (3) above on the grounds of religious belief, other cultural reasons, or application that the size, nature and prominence are such that it should be deemed acceptable.

All staff are required to cover tattoos on their upper and lower arms when at work.

Whilst unacceptable tattoos may prevent recruitment into Leicestershire Police, those currently working for the organisation that obtain an unacceptable tattoo, could breach of the Standards of Professional Behaviour and face misconduct proceedings.

If in doubt, the advice of the Professional Standards Department should be sought.

Proposed National appearance standards in relation to tattoos

Following some last minute feedback from unison and one final discussion with the Chief Constable these will be presented to the College of Policing professional committee and NPCC.

Tattoos

Independent research conducted by Ipsos Mori on behalf of the Police Federation of England and Wales, in 2016 has found that members of the public are largely accepting of police officers and staff with visible tattoos, however visible tattoos are deemed unacceptable if they could reasonably be interpreted as discriminatory or offensive and /or indicate attitudes or views which are inconsistent with the College of Policing Code of Ethics and the Standards of Professional Behaviour.

Careful consideration will be given by the organisation to any tattoo located on the neck, face or hands in deciding if it is acceptable. This includes consideration of the size, nature and prominence of the tattoo. Officers and staff should keep this guidance in mind when deciding whether to have such a tattoo.

Police Federation Article - Police tattoos



Introduction

One in five 18-29 year-olds has a tattoo. In 30-39 year-olds, it's one in four. However, many police forces are taking a tougher and less tolerant line on officers with tattoos, and tightening up the rules on what can and can't be displayed, requiring tattooed officers to wear long sleeves on hot summer days and under body armour. The Home Office national guidance relating to police and visible tattoos is currently being interpreted differently by each of the 43 forces, creating confusion and unequal treatment.

What are our concerns?

We are concerned that if tougher policies on visible tattoos are adopted, the police service risks missing out on a generation of able, talented and committed officers just because they are inked. We are also concerned that existing officers are being treated unfairly, as different policies are enforced in different parts of the country. There have been cases in which different policies on visible tattoos have prevented officers from transferring between forces. We are concerned about the equality issues of age and sex discrimination. The new policies that are being rolled out across the country are having a derogatory impact on a significant number of our members (1 in 3 of young adults). Tattoos on hands and necks are also more common amongst young women. Additionally, we are concerned about the health and safety impact if officers are forced to wear long sleeved tops regardless of the weather conditions.

What is PFEW calling for?

PFEW wants national standardisation, rather than local interpretation. We are calling for a modern, consistent national approach to tattoos to be adopted across the police service. PFEW believes that if the police service truly wants to embrace diversity and widen the talent pool it recruits from, then forces need to be more open-minded, so communities have a police service that reflects today's society.

What is PFEW doing about it?

We have undertaken two pieces of research – one with [police officers](#) and one with [members of the public](#) – to find out how they feel about officers with tattoos. The results are very informative and positive, the key headline being that 81% of the public who were asked said that dealing with an officer with a tattoo had no effect on their confidence in the officer. There is also a summary of the [key findings](#) from each.

A small working group has now been set up with the intention of drafting some national guidance and all Chief Constables have been written to. Our research will contribute to this work and help to inform it.

How you can get involved

Thanks to all who have contributed to the debate. We have had a great response on social media, with many people getting in touch with us about this issue.

You can still join the conversation on social media by tweeting your thoughts on the subject using [#FedINK @PFEW_HQ](#).

Read the blog ['Why do many police forces have an old-fashioned attitude towards tattoos?'](#) by the PFEW's lead on tattoos, Victoria Martin.

Watch some of our [video discussion on the topic](#) via our YouTube channel.

Questions

If you have any questions about this campaign, please email the Federation lead on this issue: [Victoria Martin](#).

The Committee felt that most images of tattoos provided were acceptable for police officers. They felt that tattoos were now more widely accepted but that if a tattoo was on a highly visible part of the body and was 'aggressive', racist, or discriminatory, then it would not be acceptable. The DCC said that that individuals applying to join Leicestershire Police were asked on the application form if they had tattoos and where they were on the body. Applicants are also asked to submit photographs of their tattoos with their application forms.

The Committee deemed the following tattoos as acceptable:



20/17 Cyber Beat – Update

Due to events that have taken place since the agenda paper was prepared, the Chair read the following statement in order to exclude the Public and Press from the meeting: “I move that the public, including the press, be excluded from the meeting during consideration of the next item by virtue of paragraph 7 of Schedule 12A to the Local Government Act 1972, information relating to any action to be taken in connection with the prevention, investigation or prosecution of crime.”

The Committee then received a verbal update from the DCC on the Cyber Beat Project and the Committee agreed to NOTE the contents of the report.

Chair

2:00 pm – 4:05pm

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

PAPER MARKED

A

ETHICS, INTEGRITY AND COMPLAINTS COMMITTEE

Report of	POLICE AND CRIME COMMISSIONER
Subject	SCHEDULE OF MEETING DATES
Date	FRIDAY 22 SEPTEMBER 2017 – 2.00 P.M.
Author	ANGELA PERRY, EXECUTIVE DIRECTOR

Purpose of Report

1. The purpose of this report is for members' approval of a schedule of meeting dates for the Committee for 2018-19.

Recommendation

2. It is recommended that the Committee approve the schedule of meeting dates proposed within the report.

Future Meetings

3. As per the terms of reference the Committee meet on a quarterly basis. It has previously been agreed that dates for formal meetings are also utilised to incorporate training sessions for members or where appropriate, further scrutiny work. This generally requires a commitment from members to attend for the whole day.
4. Dates proposed all fall on a Friday which has previously been identified as the day of the week most suitable to members.
5. The format of a full day's meeting is as follows:-

Training/Scrutiny

10.00 a.m.– 1.00
p.m.

Lunch

1.00 – 1.45 p.m.

Formal Meeting

2.00 p.m.

6. A proposed programme of dates of future meetings is as follows:-

FORMAL MEETING DAYS

2018

- Friday 16 March 2018
(*Good Friday falls on 30 March*)
- Friday 22 June 2018
- Friday 21 September 2018
- Friday 14 December 2018

2019

- Friday 15 March 2019
(*Good Friday falls on 19 April*)
- Friday 21 June 2019
- Friday 20 September 2019
- Friday 13 December 2019

7. It is proposed that the June meeting date include an agenda item in relation to the Chairman's Annual Report into the work of the Committee during the previous 12 months up to 31 March.
8. In addition to meeting dates the following dates are proposed for members to meet and undertake dip sampling of complaint files:-

DIP SAMPLING DAYS

2018

- Monday 29 January 2018
- Monday 7 May 2018
- Monday 6 August 2018
- Monday 29 October 2018

2019

- Monday 28 January 2019
- Monday 6 May 2019
- Monday 5 August 2019
- Monday 28 October 2019

9. Members are asked to have their diaries with them at the meeting so final dates can be agreed.

Implications

Financial :	None.
Legal :	None.
Equality Impact Assessment :	None. Dates will be amended to cover religious festivals and faith commitments.
Risks and Impact :	A schedule of dates is required to forward plan the work of the Committee.
Link to Police and Crime Plan :	Proposal is in line with the Nolan Principles and Code of Ethics.
Communications :	Communications will be planned around the work of the Committee.

List of Appendices

None.

Background Papers

None.

Person to Contact

Angela Perry, Executive Director
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**POLICE AND CRIME
COMMISSIONER FOR
LEICESTERSHIRE**

**ETHICS, INTEGRITY AND
COMPLAINTS COMMITTEE**

PAPER MARKED

B

Report of	POLICE AND CRIME COMMISSIONER
Subject	FORWARD WORKPLAN 2018
Date	FRIDAY 22 SEPTEMBER 2017 – 2:00 p.m.
Author	ANGELA PERRY, EXECUTIVE DIRECTOR

Purpose of Report

1. The purpose of this report is for members' consideration and approval of a forward work plan and training schedule for the work of the Committee for 2018.

Recommendation

2. It is recommended that members approve a forward work plan and training schedule for 2018.

Background

3. At its meeting on 25 September 2015 the Committee agreed its priority work areas for their first year of operation. These were agreed as:-
 - Complaints and misconduct allegations
 - 'Stop and search' processes
 - 'Whistleblowing' arrangements and processes
 - Facial recognition
 - Resource deployment in a time of austerity
4. At their meeting in 16 December 2016 members identified further topics they wished to cover in the coming year. These were as follows:-
 - Safeguarding – adults and children – how the Force understood and how implemented.
 - How the Chief Constable sets the culture of Leicestershire Police.
 - Stop and search footage.
 - Social Media – what monitoring of staff personal social media.
 - Police force that reflects the local community – recruitment and promotions processes.
 - Business Interests Policy and how it is applied.

- Counter Terrorism – force approach and ethical questions.
5. The last three bullet points listed above will be on the agenda for the December meeting of the Committee.

Workplan for 2018

6. Members are now requested to provide their thoughts for a future workplan for meeting taking place in 2018. Members are asked to also identify aspects of training that they feel would be beneficial during the coming year.
9. Attached at Appendix 'A' are proposals for future topics to be addressed by the Committee from their terms of reference and also outstanding from previous meetings. (*The meeting of the Committee on 15 December 2017 is included for completeness*). Following on from the previous paper it should be noted that the dates listed may change as a result of member's earlier discussion on this agenda.
10. Members should be aware that the agenda items on the work plan for future meetings are not exclusive and other items will be included at the direction of the Chairman and members. Requests for additional items are also likely to be received from the Police and Crime Commissioner and Chief Constable at different times.

Implications

Financial :	None.
Legal :	None.
Equality Impact Assessment :	None.
Risks and Impact :	None.
Link to Police and Crime Plan :	The work of the Committee is in line with the Nolan Principles and Code of Ethics.
Communications :	A communications plan is in place to publish the work of the committee.

List of Appendices

Appendix A – Forward Workplan and Training Scheduled 2018

Background Papers

None.

Person to Contact

Angela Perry, Executive Director

Tel: 0116 2298982 Email: angela.perry@leics.pcc.pnn.gov.uk

Ethics, Integrity and Complaints Committee

Forward Workplan and Training Schedule 2018

<u>DATE OF MEETING</u>	<u>TRAINING PLAN</u>	<u>AGENDA ITEMS</u>
<p><u>Friday 15 December 2017</u></p>	<p><u>Counter Terrorism</u> <i>How structured in the organisation. How implemented including work with partners.</i></p> <p><u>Officer Personal Safety Training</u> <i>(Minute 7/17 refers)</i></p>	<ul style="list-style-type: none"> • <u>Recruitment and Promotion Processes</u> <i>How the Police endeavour to achieve a force that reflects the local community. To also reflect how Positive Action Project is being progressed. To include stats on internal promotion processes and breakdown of workforce.</i> • <u>Business Interests Policy</u> <i>How this is applied. Number of refusals and appeals. How reviewed and managed by supervisors.</i> • <u>Counter Terrorism</u> <i>The Force approach and ethical decisions the force have to take in relation to resources. .</i> • <u>Annual Report of the Committee 2016/17</u> <i>Draft report of the work of the committee</i> <p><u>STANDING ITEMS</u></p> <ul style="list-style-type: none"> • <u>Complaints</u> <i>(Complaints and misconduct performance data and organisational learning. To include dip sampling of files and outcomes).</i> • <u>Ethical Dilemmas</u> <i>(Discussion on ethical dilemmas presented).</i>

<u>DATE OF MEETING</u>	<u>TRAINING PLAN</u>	<u>AGENDA ITEMS</u>
<u>Friday 16 March 2018</u>	<ul style="list-style-type: none"> • <u>Viewing of Stop and search footage</u> 	<ul style="list-style-type: none"> • <u>Op Darwin Update</u> <i>(Six month update)</i> • <u>Stop and Search – Update</u> <i>(Minute 08/17 refers)</i> • <u>Inspection of Gifts, Gratuities and Hospitality Register</u> <i>(For Force and the OPCC – to include a report on communications to staff on complying with the policy)</i> • <u>Bi-annual report of the work of the Committee</u> <p><u>STANDING ITEMS</u></p> <ul style="list-style-type: none"> • <u>Complaints</u> <i>(Outcome of dip sampling of complaint files by members. Discussion on issues raised and Force response).</i> • <u>Ethical Dilemmas</u> <i>(Discussion on ethical dilemmas presented)</i>

<u>DATE OF MEETING</u>	<u>TRAINING PLAN</u>	<u>AGENDA ITEMS</u>
<u>Friday 22 June 2018</u>		<ul style="list-style-type: none"> • <u>Transparency – Compliance with Publication Scheme</u> <i>(How the force comply with the transparency agenda on publication of information)</i> • <u>Inspection of Officers Expenses</u> <i>(Paid to ACPO officers and senior officers within OPCC)</i> • <u>Gifts and Hospitality Registers</u> <i>(Examination of the registers for Office of Police and Crime Commissioner and Office of Chief Constable)</i> <p><u>STANDING ITEMS</u></p> <ul style="list-style-type: none"> • <u>Complaints</u> <i>(Outcome of dip sampling of complaint files by members. Discussion on issues raised and Force response. Outcome of inspection of IPCC non-referral log).</i> • <u>Ethical Dilemmas</u> <i>(Discussion on ethical dilemmas presented)</i>

<u>DATE OF MEETING</u>	<u>TRAINING PLAN</u>	<u>AGENDA ITEMS</u>
<u>Friday 21 September 2018</u>		<ul style="list-style-type: none"> • <u>Election of Chair</u> • <u>Election of Vice-Chair</u> • <u>Forward Workplan</u> • <u>Review of Terms of Reference for the Committee</u> • <u>Consideration of a Force Policy</u> <i>(e.g Notifiable Relationships, Debt Management)</i> <i>(How implemented, managed and supervised)</i> • <u>Vetting Policy</u> <i>(What the vetting standards are – force compliance with national standards – to include stats)</i> <p><u>STANDING ITEMS</u></p> <ul style="list-style-type: none"> • <u>Complaints</u> <i>(Outcome of dip sampling of complaint files by members. Discussion on issues raised and Force response. Outcome of inspection of IPCC non-referral log).</i> • <u>Ethical Dilemmas</u> <i>(Discussion on ethical dilemmas presented)</i>

<u>DATE OF MEETING</u>	<u>TRAINING PLAN</u>	<u>AGENDA ITEMS</u>
<u>Friday 14 December 2018</u>		<ul style="list-style-type: none"> • <u>Complaints</u> <i>(Review performance management data to show timeliness of completion of complaints, trends and analysis of types of complaints and or geographical police areas of concern).</i> • <u>Civil claims</u> <i>(Overlap of complaints and civil claims)</i> • <u>Annual Report of the work of the Committee</u> <p><u>STANDING ITEMS</u></p> <ul style="list-style-type: none"> • <u>Complaints</u> <i>(Outcome of dip sampling of complaint files by members. Discussion on issues raised and Force response. Outcome of inspection of IPCC non-referral log).</i> • <u>Ethical Dilemmas</u> <i>(Discussion on ethical dilemmas presented)</i>

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POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

PAPER MARKED

C

ETHICS, INTEGRITY AND COMPLAINTS COMMITTEE

Report of	POLICE AND CRIME COMMISSIONER
Subject	TERMS OF REFERENCE
Date	FRIDAY 22 SEPTEMBER 2015 – 2.00 P.M.
Author	ANGELA PERRY, EXECUTIVE DIRECTOR

Purpose of Report

1. The purpose of this report is for members' consideration of any amendment to working arrangements and the terms of reference for the Committee.

Recommendation

2. It is recommended that the Committee:-
 - (a) consider the terms of reference attached at Appendix 'A' to the report; and
 - (b) approve that the Communications representative from the Office of Police and Crime Commissioner be included in the working arrangements for the Committee.

Terms of Reference

3. A previous review highlighted the officer representatives in attendance at committee meetings did not include the Director of Strategic Communications and Engagement for the Force. This amendment was agreed and is now included. It should be noted that a further oversight in this regard is that the representation also does not include the Communications representative from the Office of Police and Crime Commissioner and members are requested to consider this for inclusion under the working arrangements within the terms of reference.

Implications

Financial :	Costs in relation to members' allowances and travel expenses to undertake this work will be contained within the OPCC budget.
Legal :	There is no legal requirement to have an Ethics, Integrity and Complaints Committee in place

however it is increasingly being seen as best practice. The work of the Committee will provide assurance that compliance with legislation is in place for both corporation soles.

Equality Impact Assessment : The Committee will scrutinise EIA's relative to the area of work being addressed.

Risks and Impact : The work of the Committee will ensure compliance with organisational values and promote high ethical standards. Externally the work of the Committee should increase public confidence that the Force maintains high levels of integrity and standards of service delivery.

Link to Police and Crime Plan : Proposal is in line with the Nolan Principles and Code of Ethics.

Communications : A communications plan has been approved.

List of Appendices

Terms of reference for the Ethics, Integrity and Complaints Committee

Background Papers

None.

Person to Contact

Angela Perry, Executive Director

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ETHICS, INTEGRITY AND COMPLAINTS COMMITTEE

Terms of Reference

Purpose

The Ethics, Integrity and Complaints Committee will be responsible for enhancing trust and confidence in the ethical governance and actions of Leicestershire Police. The Committee will provide reassurance to the Police and Crime Commissioner that ethics and integrity are embedded within Leicestershire Police and that complaints against the police are dealt with expeditiously and follow due process. Through its work the Committee will provide assurance to both the Police and Crime Commissioner, and the Chief Constable, that the Force aspires to, and achieves, the highest levels of integrity and standards of service delivery.

The Committee will be overtly unbiased and independent and will discharge its responsibilities by:

- Promoting the highest standards of ethical conduct in all its dealings
- Providing a focus for education into ethical issues
- Ensuring compliance with organisational values
- Identifying good practices and opportunities for improvement.

Working Arrangements

The working arrangements of the Committee will be as follows:-

- (a) The Committee will meet quarterly with dates of meetings being advertised on the Police and Crime Commissioner's website. The Committee will be subject to the Freedom of Information Act and in the interests of transparency it will meet in public except when considering restricted information when it will meet in private. Agendas will be published five working days prior to the meeting date. Reports and minutes will be published on the Police and Crime Commissioner website.
- (b) A quorum for all meetings will be 3 members, one of whom must be either the Chair or Deputy Chair.
- (c) Meeting dates will be scheduled at least 12 months in advance and a forward plan of work agreed.
- (d) Outside of formal meetings members of the Committee will undertake work within the remit of the Committee's terms of reference. This will include the dip sampling of complaint files and other areas of work as identified.
- (e) Representation at formal meetings will be the Chief Executive and Head of Governance and Assurance from the OPCC and the Deputy Chief Constable, Head of Professional Standards and Strategic Director for Communications and Engagement from the Force.
- (f) Secretarial support for agenda setting, collation and distribution of reports, attendance at meetings to take minutes will be provided by through the SLA in place with the Force for the provision of executive support services.

Committee Responsibilities

The Committee will articulate and promote the influence of professional ethics in all aspects of policing. It will support the PCC and the Senior Command Team in their business portfolios from the perspective of the ethical dilemmas of their work by considering any ethical matters referred by the Commissioner or the Chief Constable.

The Committee will anticipate ethical challenges facing the police service and the correct response. It will advise and influence changes in Leicestershire Police policy.

The Committee will advise the Commissioner, and Chief Constable, on the effectiveness of the embedding of the Code of Ethics within the Force and its on-going influence on service delivery.

The Committee will report biannually on its work and setting out its findings.

The Committee will regularly scrutinise:-

- Expenses paid to officers both within the Force and the OPCC, including the Commissioner and Chief Constable.
- Information published as required by government under the transparency agenda.
- Stop and search data and outcomes including any disproportionality identified.
- 'Any Questions' on the Force intranet site to identify any ethical or integrity issues arising and the responses given.
- Promotion processes to ensure they are fair and equitable.
- Resource deployment in a time of austerity.
- The implementation of force policy and procedure to ensure it is adhered to.

In addition the Ethics, Integrity and Complaints Committee will consider and may make recommendations regarding the following:-

Policy and Procedure

- Providing advice to those engaged in the development or review of force policy and procedure;
- Ensuring policy and procedure reflects the stated values of the force and police service

Decision Making/Transparency

- Review the decision making of others
- Review compliance with the agreed Decision Making Model
- Transparency around performance against strategic plans
- Review compliance with declarations of interest, gifts and hospitality
- Review chief officers' diaries and cross check gifts and hospitality against the procurement register to ensure transparency.
- Review the communications to staff on the requirement to complete the hospitality and gifts register, particularly in respect of declined gifts.
- Review compliance with the Publication Scheme

- Review compliance with the Equality Scheme

Leadership

- Review the ethical standards expected of all leaders
- Supporting and if necessary challenging the ethical conduct of leaders

Culture

- Review organisational values
- Promoting the purpose and adoption of value based action and decision making throughout the force
- Ensuring the Code of Ethics and force values are applied consistently across all activities of the force.

People

- Reviewing staff performance in upholding the values of the force and police service
- Scrutinising inter-personal relations, such as behaviour that may fall short of the conduct threshold or indicate a failure to afford an individual dignity or equality in treatment.
- Review the monitoring undertaken of staff members personal social media
- Review the vetting undertaken to ensure it complies with the national standards.
- Make recommendations in respect of resources allocated to PSD, CCU where it is felt this is not adequate to deliver the assurances required.

- Review of the Business Interests Policy and the business interests held by officers, including those declined.

Performance

- Ensuring operational and organisational performance is measured and delivered ethically, upholding the values of the force and Code of Ethics
- Review expected standards and conduct of staff/officers
- Review the arrangements in place for “Whistleblowing”. *(A working protocol will be developed to avoid duplication with JARAP responsibilities in relation to anti-fraud and corruption).*
- Review statistical data in relation to complaints against the police and ensure any issues are identified and acted upon if appropriate.

Conduct

- Ensuring investigations are conducted ethically and in compliance with relevant process and force values.
- Consider potential ethical conflict in relation to matters such as procurement, hospitality, allowances/expenses and personal association.
- Regular reviewing of the IPCC Non-Referral Register held by the Force to ensure decisions are ethical.
- Monitoring of Force and PCC systems for recording and monitoring complaints
- Reviewing complaint cases or misconduct investigations, including appeals, that cause or are likely to cause particular community concern or raise reputational issues
- Monitoring of performance data regarding complaints to ensure that the Force has an effective complaints reporting system in place and is identifying and learning from any recurring patterns or themes

- Monitoring the proportionality of decision making around complaints and misconduct allegations, including the potential discriminatory impact on the community and the officers and staff of the Force
- To provide a forum to debate issues concerning professional standards, integrity and ethics, in accordance with principles and standards set out in the 'Code of Ethics' published by the College of Policing, and to challenge and make recommendations about ethical dilemmas facing the Force (whether brought to the Committee or raised by the Committee) and relevant integrity policies
- To report, on a biannual basis, the summary findings, conclusions and recommendations of the Committee to the Police and Crime Commissioner and Chief Constable
- Reviewing Hospitality Registers maintained by the Force and the Office of the PCC
- Consider the effectiveness of change or improvement programmes
- To receive feedback on formal inspection of the Force from HMIC, IPCC and any other national body where that inspection relates to integrity, transparency or the handling of complaints.
- Ensure reviews of completed complaint files managed by both the Force and the IPCC are undertaken and best practice and exceptions identified and acted upon if appropriate)
- Review compliance with FOI requests for both the Force and the OPCC.
- Review the adequacy of sharing information and agreed Protocols

Complaints/Misconduct

- To review the handling of public complaints, misconduct and grievances to commend best practice, to identify necessary organisational learning and to report any irregularities to the Commissioner and the Chief Constable so they may take appropriate action.
- To dip sample a minimum of 25 files each quarter, on a theme to be determined in advance by the Chair, to provide assurance that the Force's procedures, investigations and outcomes have addressed statutory requirements. To take a risk based approach and completion of a review proforma for each file examined. PSD to provide a mixture of substantiated, unsubstantiated, locally resolved, withdrawn and discontinued cases.
- To review performance management data to show timeliness of completion of complaints, trends and analysis of types of complaints and or geographical police areas of concern.
- To review the progress of live complaint cases or misconduct investigations, including appeals that cause or are likely to cause particular community concern.
- To monitor the proportionality of decision making around complaints and misconduct allegations, including the potential discriminatory impact on the community and the officers and staff of the Force.
- To provide a forum to debate issues concerning professional standards, integrity and ethics, in accordance with the principles and standards set out in the Code of Ethics and to challenge and make recommendations about ethical dilemmas facing the Force ensuring organisational learning is maximised.
- To ensure the Force is identifying and learning from any recurring patterns or themes arising from complaints or misconduct matters.

- To identify overlapping themes between complaints and civil claims.
- To view a selection of misconduct allegations to reassure of the actions being taken against staff through internal procedures as well as those arising from complaints.

These terms of reference will be reviewed annually by the Committee.

TofR – SAB 1.12.14

**POLICE AND CRIME
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ETHICS, INTEGRITY AND
COMPLAINTS COMMITTEE**

PAPER MARKED

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Report Of	CHIEF CONSTABLE
Subject	STOP SEARCH EQUIPMENT
Date	FRIDAY 22 SEPTEMBER 2017 – 2.00 PM
Author	SGT ADAM ARCHER

Purpose of Report

1. The Committee requested a short report to be completed by the IT Department/Information System Section which commented on the functions of the electronic Stop Search recording system and any limitations associated to this. This request was due to be delivered at the March 2017 meeting however for reasons not known this was not completed.
2. The request was therefore rightly chased and it was agreed that the Committee will be updated at the September 2017 meeting.

Background

3. In December 2016 the Ethics Committee discussed a complaint (CO/489/15) which had arisen out of a stop/search. The finding of the Committee was that the complaint had been handled correctly however it appeared that the character limit of the electronic form in which the relevant grounds were entered had stopped the officer's narrative at a crucial point. The inference being that the system was perhaps overly restrictive and forcing officers to either not enter detailed grounds or shortcut these to fit the character limit and was therefore not ethical.

Enquiries Completed

- The IT Department were asked to examine the current method of recording stop/search occurrences.
Specifically, comment was requested in relation to the following areas;
- Functions of the electronic stop/search form.
- Imposed character limits within the electronic stop/search form.
- Capability of paper reports being produced from the electronic stop/search form.
- Any previous history of similar problems with the electronic stop/search form.
- Any changes/development required as a result of the above.

4. PS Glen Icton, force lead for Stop/Search was also consulted and asked to comment on the above issues being identified elsewhere within the force area.

Summary of Findings

5. The electronic stop/search reporting tool was introduced in order to provide an accurate and secure process associated to the recording of stop/search.

At the time that the stop/search record that complaint CO/489/15 relates to was entered there would have been a 500 character limit within the 'grounds box'. The box did not inform the inputting officer how many characters were allowed or remained.

6. Changes implemented prior to the request of this report now allow for 4000 characters within the 'grounds box'. The number of characters that the officer has left to input is now also displayed.

The electronic stop/search record does not have a print function however it does permit an export of anonymised data into an Excel document that can subsequently be printed. This includes the 'grounds box'.

7. Although the 'grounds box' is included within the Excel document the 'update contents' field does not and therefore there is the potential for this to be reviewed and a decision made in respect of inclusion of this data.
8. The issue of the permitted characters within the 'grounds box' was previously highlighted in April 2017. Upon receipt of this feedback the IT Department began working with the Stop Search Reference Group to implement changes.
9. PS Icton has referenced the above however is now of the opinion that issues associated to this process have now been rectified.

Conclusion

10. The issues highlighted by the Ethics Committee with respect to a restrictive character limit having been imposed upon the 'grounds box' have already been remedied and now provide a significantly greater space for officers to enter the full extent of their grounds for search.
11. The IT Department has made a number of small recommendations in respect of future changes to the electronic stop/search recording system. This report has been shared with the Stop Search Reference Group for their consideration.

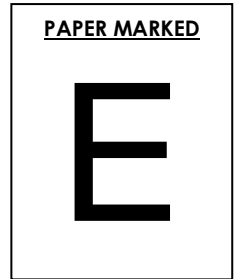
Person to Contact

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Roger Bannister, Deputy Chief Constable
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Email: roger.bannister@leicestershire.pnn.police.uk

**POLICE AND CRIME
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**ETHICS, INTEGRITY AND
COMPLAINTS COMMITTEE**



Report of: **CHIEF CONSTABLE**

Subject: **DIP SAMPLING OF COMPLAINT FILES**

Date: **FRIDAY 22 SEPTEMBER 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 Karen Chouhan, Ms Lynne Richards, Dr Steven Cammiss and Professor Ryan and Dr Steven Cammiss undertook their dip sampling on Wednesday 26 July 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>
Gross Misconduct/misconduct (various)	CM/0013/16	I have read this case and the thorough investigation that has been undertaken. I agree with the conclusion of the 10 and find assessment and note the potential problem with the team dynamics. I am pleased to see that some detailed management of the team in proposed.	Noted - thank you
Gross Misconduct Dishonesty	CM/50/16	I am satisfied that this is a proportionate investigation and decision the CPS non-referral.	Noted – thank you

<u>Category of Complaint</u>	<u>File No.</u>	<u>Comments by Member</u>	<u>Force Response</u>
NM Refund	M1/15/17	I have reviewed and agree the non-referral is appropriate	}
	M1/92/17	I have reviewed and agree the non-referral is appropriate	} Noted - thank you
	M1/115/17	I have reviewed and agree the non-referral is appropriate	}

<u>Category of Complaint</u>	<u>File No.</u>	<u>Comments by Member</u>	<u>Force Response</u>
Other Neglect or Failure in Duty	CO/00032/17	This was appropriately handled by local resolution. Agree with conclusion.	Noted – thank you

<u>Category of Complaint</u>	<u>File No.</u>	<u>Comments by Member</u>	<u>Force Response</u>
Other Neglect or Failure in Duty	CO/00021/17	Agreed suitable for local resolution. Dealt with within 2 weeks and to satisfaction of complainant. No further comment.	Noted – thank you

<u>Category of Complaint</u>	<u>File No.</u>	<u>Comments by Member</u>	<u>Force Response</u>
1. Oppressive Conduct or Harrassment 2. Other Neglect or Failure in Duty	CO/00475/16	Noted that one element of the complaint is upheld correctly, and two others are not upheld. I have a question regarding the identification of the suspect. Given that the victim said she saw Grosvenor Casino and Travelodge as she came out of the property where the alleged incident took place. Could there have been more of an attempt to locate the suspect by 'door knocking; at the residential flats in that immediate area? Maybe this is unrealistic though given police resources and the number of flats there may be. I agree with the conclusion of the complaint.	Noted and agreed – thank you These issues were addressed with the OIC and Supervisors as part of the Professional Debrief conducted by DCI Starbuck.

<u>Category of Complaint</u>	<u>File No.</u>	<u>Comments by Member</u>	<u>Force Response</u>
	CO/00660/15	Case relates to complaint that LP did not handle. The ASB incidents very well and which led to him trying to commit suicide. I find the investigation to be very thorough and am pleased that the PC initiated a multi-agency discussion, as clearly the complainant had health issues. The only thing I am left wondering is it more could have been done to 'push' housing health agencies to do more for the care and the complainant and his partner.	Noted – thank you. Agreed. However, having raised the issues as part of the multi-agency discussion, it is difficult to see what else could be done other than follow up contact to determine implementation and progress. Will raise via 'Getting it Right First Time' forum.

<u>Category of Complaint</u>	<u>File No.</u>	<u>Comments by Member</u>	<u>Force Response</u>
Neglect of Duty x 2 individual	CO/00457/16	Concluded by way of Local Resolution, without complainant's consent. Agreed difficult to see what else could have been done under circumstances.	Noted – thank you
Neglect of Duty x 3 Individual discriminatory behaviour	CO/00657/16	<p>Concluded by way of local resolution – agreed. However it raises questions about the Managed Appointment Unit –</p> <ul style="list-style-type: none"> • Criteria/time allocations for different incidents, how are these assessed? • What flexibility is built into system? It is clear in this case the incident could not be dealt with within an hour, which caused extra frustration for the complainant when officer left. 	Noted – thank you. We will bring to the attention of the Strategic Lead for the Managed Appointment Unit to consider reviewing existing practice in light of the questions raised.

<u>Category of Complaint</u>	<u>File No.</u>	<u>Comments by Member</u>	<u>Force Response</u>
Neglect of Duty x 3 Incivility	Co/00016/17	Local Resolution implemented, complaint subsequently withdrawn, after recent terrible events June 2017. Support offered to Leicestershire Police who are doing a fantastic job. Agreed and noted.	Noted – thank you

<u>Category of Complaint</u>	<u>File No.</u>	<u>Comments by Member</u>	<u>Force Response</u>
Neglect/Breach PACE Code B	CO/299/16	I am happy with the investigation and outcome.	Noted – thank you
	CO/280/16	I am happy with the investigation and outcome.	Noted – thank you
	CO/421/15	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

Angela Perry, Executive Director, (0116) 2298980

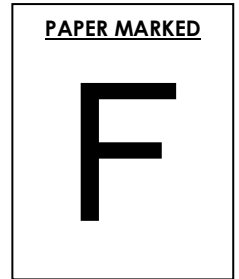
Email: angela.perry@leics.pcc.pnn.gov.uk

Simon Hurst, Professional Standards Department, (0116) 2485202

Email: simon.hurst@leicestershire.pnn.police.uk

**POLICE AND CRIME
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**ETHICS, INTEGRITY AND
COMPLAINTS COMMITTEE**



Report of	CHIEF CONSTABLE
Subject	POLICE APPROACH TO HATE CRIME & TERROR ATTACKS
Date	FRIDAY 22 SEPTEMBER 2017 – 2.00 PM
Author	DEPUTY CHIEF CONSTABLE ROGER BANNISTER

Purpose of Report

1. The purpose of this report is to provide members with a brief overview in respect of Leicestershire Police's approach to hate crime & terror attacks.

Recommendation

2. It is recommended that members note the contents of this report.

Overview

3. Following a terror attack, it is common place to see a spike in the reporting of hate incidents and crimes to the police. In order to effectively assess and address the issues and tensions within the community, Leicestershire Police have established a number of measures which can be implemented in the event of any terror attack.

Initial response following a Terror Attack

4. It is often the case that a strategic meeting, known as a 'gold group' is commandeered following a terror attack, chaired by a Chief Officer Team member. It will include representation from Senior Managers from each directorate as well as key partner agencies, and the Police and Crime Commissioner.
5. This meeting sets out the strategic aims and objectives of Leicestershire Police's response to a terror attack, and provides an opportunity for each directorate to update the Chief Officer Team and PCC regarding ongoing activity and considerations.

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6. There may be several gold group meetings over a period of days or weeks where direction and updates can be provided.
7. Hate crime is routinely discussed as an item agenda at gold group meetings.
8. The Police and Crime Commissioner is personally briefed and kept fully updated by a member of the chief officer team following any terrorist incident, as well as prior to and in between gold group meetings.

Hate crimes reported to Leicestershire Police following a terrorist attack

9. A single command and control structure is implemented where all hate crime incidents are flagged for the attention of the force control room inspector or supervisor.
10. All incidents are assessed on an individual basis and prioritised accordingly for an available resource to attend at the earliest opportunity.
11. No hate crime will be closed in the Call Management Centre (CMC) without being assigned a crime number.
12. A DI will closely monitor all hate crime incidents and provide figures to the daily management meeting on a daily basis.
13. The Force Hate Crime officer will be made aware of all incidents and ensure compliance
14. Hate crime will be discussed as a standing item agenda on daily management meetings.
15. Daily returns will always be provided to the National Community Tensions Team (NCTT).
16. By putting these measures in place allows the police to effectively monitor, assess and address hate crimes / incidents, including trends, which occur and allows appropriate engagement with those affected communities.

Community Engagement

17. The level of community engagement is dependent on the type of terrorist incident and also the incident location.
18. Each NPA commander will tailor the community response based on the needs of the community that they serve. It is standard procedure that a Community Impact Assessment (CIA) will be generated following a terror attack which will outline the engagement plan with the

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community. It is also used to assess the tension within that community on a daily basis.

19. Community engagement following a terror attack may include:

- Additional patrol plans, particularly around sites of interest or with vulnerable communities.
- Specialist departments being given specific locations to sit up in during downtime to demonstrate visible police presence within communities.
- Engagement with the community via social media
- Specific and consistent messages of reassurance being provided to communities by police officers and staff.

Contingency planning

20. In light of the attacks seen across the UK this year, a risk based approach to events has been adopted to consider any additional response which may be appropriate. This is assessed on a case by case basis to supplement the suite of plans the force holds to deal with terrorist attacks, which are nationally mandated.

21. As a result of the Finsbury Park attack in London, the force created a formal command structure to support the Ramadan period and Eid celebrations. This involved looking at the events across the force area and on, a case by case basis, working with organisers to provide a proportionate police response. This has varied from occasional visits by officers to deployments of overt armed staff.

22. Wider events continue to be assessed as they are notified to us. In addition to support this, wider work continues both in counter terrorism policing and our force response to hate crimes for which there are developed and robust policies in place at both a local and national level.

Person to Contact

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DCC Roger Bannister, Tel: 0116 248 2005

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Leicestershire Police

Hate Incident and Hate Crime Policy

Policy Owner:	Chief Superintendent
Department Responsible:	Local Policing Directorate
Chief Officer Approval:	ACC Crime
Date of Next Review:	March 2019
This policy has been reviewed against APP and all relevant procedures.	
Moved to APP:	Not moved over to APP
Rationale:	APP is incomplete at this time

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

Review log

Date	Minor / Major / No change	Section	Author
Dec 2007	Live		Insp Basra
Sept 2009			C/Insp Keenan
Dec 2010	Minor		C/Insp Keenan
April 2011	Minor	Legal basis & monitoring	PC Pete Bumpus
July 2012	Minor	Legal Basis only	T/DS Pete Flynn
Feb 2015	Review re APP – currently under development	Front page	PC1562 Kev Love
Dec 2015	Minor	All	Darren Goddard
March 2017	Minor	All	Darren Goddard

Policy Statement

Leicestershire Police recognises that when a hate incident or hate crime occurs it does not simply injure the victim or damage their property but can and often does seriously affect whole families, local communities and society as a whole.

Leicestershire Police will investigate all hate incidents and hate crimes rigorously and proportionately. It is recognised that even the most innocuous hate occurrence if mismanaged has the potential to become a critical incident.

Members of all communities need to know that the police are fully aware of these issues. Leicestershire Police will do all it can to allay community fears. We will do this by consultation, explaining our procedures for tackling hate incidents and hate crimes, encouraging those affected to report, and by taking appropriate action against those responsible and to hold them to account for their actions.

Aims

Leicestershire Police aims to:-

- Take positive action against any behaviour that is motivated by prejudice or hostility towards any group in society.
- To deal promptly, effectively, and sensitively with all hate incidents and hate crime, bringing perpetrators to justice where evidence allows.
- Gain the trust and confidence of individuals, and members of groups, who are the victim of a hate incident or a hate crime, to ensure such behaviour does not go unreported.
- To deal with all crimes and incidents in an expeditious manner, and to keep victims updated in accordance with the guidelines set out in the victim's code.
- Recognise and respond effectively to hate incidents and hate crimes that are or have the potential to become Critical Incidents.
- To work with partners to provide support for victims of hate incidents and hate crimes.
- Work with all partners to contribute positively to community safety, cohesion, and confidence.
- To reduce repeat victimisation.

Scope

The policy and guidance will deal with the Leicestershire Police's response to hate incidents and hate crimes acknowledging that it is equally important to record both incidents *and* crimes.

The recording of incidents *and* crimes will allow Leicestershire Police to build a more accurate picture of hate incidents and crimes within Leicester, Leicestershire, and Rutland. Accurate recording of hate incidents and hate crimes will in turn allow resources to be deployed in the most effective manner.

Hate incidents and hate crimes are particularly hurtful to victims as they are often targeted solely because of their personal identity, or their actual or perceived membership of a particular social or minority group.

Leicestershire Police will seek to protect those who are victimised due to their membership, or perceived membership, of any social group, including alternative sub-culture, disability, gender identity, race, religion or sexual orientation.

Members of any identifiable social or minority group can also be targeted because they belong to other social or minority groups and may therefore experience multiple discrimination. The resultant confusion, fear, and feeling of lack of personal safety felt by individuals may then permeate whole communities with other members of those communities feeling victimised and vulnerable to attack. Working in partnership with statutory partners, community partners, and identified support groups is therefore of paramount importance.

Legal Basis

This policy and supporting guidance takes account of requirements under the following legislation:

- Criminal Justice Act 1988 and 2003
- Crime and Disorder Act 1998 (as amended)
- Sex Discrimination (Gender Reassignment) Regulations 1999
- ACPO guidelines on Gender reassignment
- Racial and Religious Hatred Act 2006
- Freedom of Information Act 2000
- Human Rights Act 1998
- The Equality Act 2010
- College of Policing National Policing Hate Crime Strategy 2014 and
- College of Policing Hate Crime Operational Guidance 2014.

Monitoring

Chief Superintendent – Local Policing Directorate

The Chief Superintendent, Local Policing Directorate (LPD) will be responsible for ensuring the implementation of the ongoing effectiveness of this Policy. He/she will also be responsible for any review of this document and its contents. He/she will be responsible for monitoring overall compliance with this policy by drawing together auditing information from other departments (as above) and producing quarterly and annual information reports.

**POLICE AND CRIME
COMMISSIONER FOR
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**ETHICS, INTEGRITY AND
COMPLAINTS COMMITTEE**

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Report of	CHIEF CONSTABLE
Subject	CHILD SEXUAL EXPLOITATION
Date	FRIDAY 22 SEPTEMBER 2017 – 2.00 PM
Author	DCI MATT DITCHER

Purpose of Report

1. The purpose of this short report is to inform the Ethics, Integrity and Complaints Committee of the developments within the police and multi-agency response to Child Sexual Exploitation (CSE) across Leicester, Leicestershire and Rutland (LLR). This is intended to provide assurance to the committee that the police and multi-agency response to CSE is now very different to that seen in the recent past.

Developments

2. In August 2014 Professor Alexis Jay produced a report on the Independent enquiry into CSE in Rotherham (1997-2013). It followed high profile criminal trials and opportunities for improvement. Around the same time DCC Bannister led the setup of the CSE Executive for Leicester, Leicestershire and Rutland. The group compiled senior representation of Health, Local Authorities and the Police. The group have successfully led a number of issues including the response to PCC funding; an enquiry hub and improved communications.
3. In 2016 a multi-agency CSE team was launched which currently consists of Police, Leicestershire Children's Social Care, Leicester City Children's Social Care, Rutland Children's Social Care and Health colleagues. In January 2017 this team collocated at the Safeguarding Hub at Wigston Police Station. The team is made up of Police Detectives and Investigators, CSE Social Workers, Specialist CSE Nurses, a CSE analyst, a psychologist, CSE outreach workers and Parent/Guardian Support workers. The team is headed by a Children's Social Care Service Manager and a Detective Inspector.
4. The team identifies, prevents and disrupts CSE offences, provides bespoke victim care and brings offenders to justice.

5. Frontline staff across LLR have been trained in and are aware of CSE and the CSE risk factors. They are able to identify CSE and make appropriate referrals. The links between CSE and missing from home episodes are understood and recognised.
6. There is a daily CSE risk assessment meeting within the multi-agency team, a weekly intelligence meeting and a monthly tasking and coordination group which identifies the strategic CSE risks. This allows the threats, risks, emerging issues and trends to be identified and action taken to protect victims and prevent offences. This is a bespoke process which has been designed and implemented within the LLR.
7. The Team reports to the LLR CSE Operations Group which in turn reports to the LLR CSE Executive chaired by DCC Bannister.
8. An information sharing tool has been designed and embedded which allows frontline practitioners across all agencies to share information with the team to build and enrich the intelligence picture and feed into the daily risk assessment meeting to ensure that no information/intelligence is missed or not actioned.
9. Leicestershire Police has created Safeguarding PCSO's which act upon single strand intelligence to build the intelligence picture to again ensure that no information/intelligence is missed or not actioned and child left at risk of harm.
10. A CSE Communications Officer has recently been employed and is engaged in creating an LLR CSE Communications Strategy to raise awareness of CSE and help members of the public identify CSE and then take action to inform the team. This follows on from Kayleigh's Love Story which was shown to school children across LLR and led directly to disclosures of CSE.
11. Leicestershire Police also has a dedicated non recent investigation team based within the Child Abuse Investigation Unit. This team of detectives is responsible for investigating non recent child abuse and ensures that disclosures whenever they are made are thoroughly investigated and offenders brought to justice.

Summary

12. Across LLR we now have a multi-agency CSE Team (police are an integral partner) which identifies, prevents and disrupts CSE offences, provides bespoke victim care and brings offenders to justice. Frontline staff are now able to recognise and identify CSE and make the appropriate referrals which allows CSE to be tackled.

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POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

ETHICS, INTEGRITY AND COMPLAINTS COMMITTEE

PAPER MARKED

H

Report of	CHIEF CONSTABLE
Subject	ETHICAL SCENARIOS
Date	FRIDAY 22 SEPTEMBER 2017 – 2:00 p.m.
Author	DCC BANNISTER

Purpose of Report

1. The purpose of this report is to seek members' views on two ethical scenario's outlined within the Appendices.

Recommendation

2. It is recommended that members consider the ethical scenarios and provide their views.

Commentary

3. The Terms of Reference provide for the Committee to be a forum for debate concerning professional standards and make recommendations about ethical dilemmas facing the Force. As such a standing item of 'Ethical Scenarios' will be included on all future agenda for members to discuss and provide their views.

Implications

Financial :	None.
Legal :	None.
Equality Impact Assessment :	None.
Risks and Impact :	<ul style="list-style-type: none">• The scenarios provided are anonymised in order that no individual can be identified. The views of the Committee will be taken into account on any future similar incidences.• Public perception and reputational issues for the Force.
Link to Police and Crime Plan :	Links to the Nolan Principles and Code of Ethics contained within the Plan.
Communications :	Communications Plan will be approved by the Committee at this meeting.

List of Appendices

Appendix 1 – Criminalisation of Children

Appendix 2 – Community Speed Enforcement

Background Papers

None.

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Ethical Scenarios

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 indent 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 HOCR:

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

Scenario 2

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).

Implications

Financial :	There are no financial implications. The Road Safety Partnership is self-funding and the County Council is providing the initial funds for the cost of cameras.
Legal :	There is no legal implication as the proposed enforcement is consistent with Road Traffic legislation.
Equality Impact Assessment :	There are no EIA issues – no sections of the community are believed to be at any more risk of impact than others. Those negatively impacted upon are motorists that do not comply with road traffic restrictions designed to improve safety of all road users.
Risks and Impact :	<p>There is a risk of a negative public reaction to a perception that motorists are being penalised. This risk can be offset against existing community concerns associated with speeding in rural communities. The risk can also be mitigated around the evaluation of the pilot and in particular the monitoring of any complaints and dissatisfaction.</p> <p>A separate risk associated with the pilot is the capacity for the Road Safety Unit (managed through Leicestershire Police) to manage the anticipated additional demand. This risk can be mitigated through agreed prioritisation (existing Partnership sites to retain priority over sites subject to the pilot), and the allocation of additional resource that would be provided through the self-funded model.</p>
Link to Police and Crime Plan :	Prevention is a key theme within the Police and Crime Plan and this pilot is designed to prevent injury and death on the road, thereby making communities and neighbourhood safer. It is also in support of Viable Partnerships that are working

effectively together to address community concerns.

Communications :

It is proposed that Leicestershire County Council will manage communications as they are the lead agency behind this proposed pilot.

List of Appendices

Appendix A – Leicestershire County Council paper
Appendix B - National Department of Transport

Background Papers

None.

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**CABINET – 10 MARCH 2017****COMMUNITY SPEED ENFORCEMENT****REPORT OF THE DIRECTOR OF ENVIRONMENT AND TRANSPORT****PART A****Purpose of the Report**

1. The purpose of this report is to update members on the Council's Community Speed Enforcement initiative and seek the Cabinet's approval for seven trial sites in advance of a potential wider role out of a Community Safety Camera Programme should the Government agree with the County Council's approach.

Recommendation

2. It is recommended that:
 - (a) Funding of £500,000 for the programme of trial sites from 2016/17 underspends be approved;
 - (b) The programme of trial sites detailed in paragraph 19 of this report be approved and the Director of Environment and Transport be authorised to carry out the necessary consultation with partners and communities and to implement the programme;
 - (c) A further report be submitted to the Cabinet when a response is received from the Department for Transport regarding the retention of fine income and setting out proposed local criteria for the wider use of speed cameras based on that identified in paragraph 22 of this report.

Reason for Recommendations

3. The programme of trial sites is being undertaken to seek to prove the concept of the proposed community safety camera approach. It will identify:
 - a) the effect of average speed cameras on speeding levels within an area/community;
 - b) the likely 'pay back' periods that may be required should the concept be adopted and fine revenue be made available by the Government to implement schemes.
4. These measures could potentially improve quality of life for communities, address concerns about speeding vehicles and improve the health and wellbeing of Leicestershire's residents. They will do this by reducing road deaths and injuries, reducing the fear of road danger, and encouraging more walking and cycling.

Timetable for Decisions (including Scrutiny)

5. Subject to the Cabinet's approval and support from the Leicester, Leicestershire and Rutland Road Safety Partnership (LLRRSP) the trial sites could be implemented in Autumn 2017. This would be subject to procurement timescales.

Policy Framework and Previous Decisions

6. On 10 February 2017 the Cabinet considered a report and supplementary report on Community Speed Enforcement.
7. In developing these proposals consideration has been given to the Government's policy for safety cameras (*Department for Transport, Use Of Speed And Red-light Cameras For Traffic Enforcement: Guidance On Deployment, Visibility And Signing 2007*).

Resource Implications

8. Speeding fines cannot currently be used to fund the installation of any type of speed camera, which can typically cost between £30,000 to £50,000 per unit. Economies of scale exist because several cameras can share the required back office technology.
9. Seven sites have been identified for the trial (see Part B of this report below) with an approximate £500,000 cost (pending further site assessment work). This will be funded from 2016/17 underspends.
10. Should the trial be successful, and should the Government make the suggested changes to the national policy on safety cameras in the future, money from future fine income could be diverted to fund community safety cameras.
11. The Director of Corporate Resources and the Director of Law and Governance have been consulted on this report.

Circulation under the Local Issues Alert Procedure

12. Mr. E. F. White CC, Mr. D. Snartt CC, Mr. S. D. Sheahan CC, Mr. G. A. Hart CC, Mr. D. A. Sprason CC, Mr. O. O'Shea CC, Mr. J. Kaufman CC, Mr. D. A. Gamble CC.

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PART B

Background

13. On 10 February 2017 the Cabinet considered a report and supplementary paper regarding Community Speed Enforcement which set out the Council's proposed approach to community speed cameras. The Council wishes to use average speed cameras to enforce speed limits, irrespective of the casualty record. Subject to funding being available, these could be installed at locations where communities have expressed concern and there was a proven issue with speeding vehicles.
14. The report also set out the Authority's wish to see the costs of new cameras being met by offenders, through surplus funds generated by the locally run driver education workshops along with speeding fine income, which is currently retained in full by the Government.
15. The Cabinet resolved to write to the Department for Transport (DfT) on the matter and, if necessary, to continue to campaign for a change to national policy guidance on safety cameras - seeking new siting criteria and for the DfT to agree to local authorities retaining fine income to fund camera installation costs. The Cabinet agreed to seek support from the LLRRSP and in the meantime authorised the Director of Environment and Transport to develop trial schemes and local criteria for the use of safety cameras.
16. At the time of writing this report a response from the DfT is still awaited.

Proposed Trial Sites

17. To prove the concept of the proposed community safety camera approach the Cabinet agreed that a trial scheme or schemes should be developed to understand the effect on speeding levels within the area and adjacent roads, and to identify the likely pay back periods that may be required should the fine revenue be made available by the Government.
18. Further consideration has been given to the development of a number of trial sites across the County and it is proposed to trial cameras in 3 different situations:
 - a) **Villages** where there is a speeding problem and the community has expressed concerns about the level of speeding traffic.
 - b) **Rural routes** that have a higher than national average accident rate where there are no common factors that could be treated by individual engineering measures and it is considered that a lower speed limit and effective enforcement will reduce the accident rate.
 - c) **Key arterial routes** where there is the potential to develop a smart corridor approach that could potentially utilise the data collected from average speed cameras not only to enforce the speed limits but to provide real-time traffic management information such as average speeds and journey times.

19. The table below indicates the proposed trial sites and the rationale for their choice.

Site	Category	Rationale
Sharnford (Blaby)	Village	A rural village with a longstanding issue and community concerns, an LLRRSP site with mean speeds downhill of 31.2mph and 85%ile speeds downhill of 35.9 mph in a 30 limit.
Woodhouse Eaves (Charnwood)	Village	A rural village with a longstanding issue and community concerns, with mean speeds of 32.9 mph and 85%ile speeds of 41.4 mph in a 30 limit.
Measham (North West Leicestershire)	Village	A rural village with a long standing issue and community concerns, an LLRRSP community concern site and a community speed watch site with mean speeds of 42.8 mph and 85%ile speeds of 50 mph in the 30mph limit.
Walcote (Harborough)	Village	A rural village with a long standing issue and community concerns, an LLRRSP community concern site with mean speeds of 35.4 mph and 85%ile speeds of 39 mph in a 30 mph limit.
B676 Melton to County Boundary (Melton)	Rural Route	A low standard rural route with an accident rate of between 357 and 390 accidents per billion vehicle kilometres compared to a national average accident rate for rural roads of 267 accidents per billion vehicle kilometres. Proposals for a reduction in speed limit from National Speed Limit to 50mph currently being considered.
A6 Harborough Road, Oadby (Oadby and Wigston)	Major Arterial Route	A key arterial route providing access into the Principal Urban Area (PUA) and forming part of the Council's emerging Major Route Network. Carries in excess of 19,500 vehicles per day with over 800 vehicles per day exceeding 50mph in a 40mph limit.
A50 Field Head to A46 (Hinckley and Bosworth)	Major Arterial Route	A key arterial route providing access into the PUA and forming part of the Council's emerging Major Route Network. Carries in excess of 25000 vehicles per day. Speed limit due to be reduced in April 2017 and requests for average speed cameras received during consultation.

20. Subject to the Cabinet's approval, consultation will be undertaken with local councils, LLRRSP members and local communities. This will be done via direct contact and through the Council's website as appropriate.
21. If the trial sites are supported by local communities and the LLRRSP the programme would be implemented in autumn 2017 (pending timescales of appropriate procurement). The cost of measures will be approximate £500,000 and

this will be funded as detailed in paragraph 9.

Development of Local Criteria for the wider use of speed cameras.

22. Criteria for choosing and prioritising sites are still being developed, but the following factors will be among those considered:
 - a) Input from partners, for example the LLRRSP.
 - b) The level of the existing speeding problem using a combination of mean speed and 85thile speed related to national averages together with the absolute volumes of speeding traffic.
 - c) Level of community concern and local support for the installation of cameras.
 - d) Whether alternative measures have been considered/tried at the site.

23. The County Council holds the results of over 2650 speed surveys across the County for all speed limits. Work is currently ongoing to analyse this data and benchmark it against the speed limit and DfT published national averages so that sites can be categorised as red, amber or green to aid the prioritisation of potential sites. In addition, local councils will be contacted to ascertain the level of support for the proposed approach and to identify their areas of concern.

Proposed way forward

24. In view of ongoing community concerns about speeding across Leicestershire it is proposed that the trial schemes be introduced in Autumn 2017 and that a report on the trial sites will be submitted to the Cabinet after they have been in operation for 12 months.

25. Concurrently with the trial schemes, work will take place to develop local criteria for the wider use of safety cameras in Leicestershire. This would be subject to Government approval and agreement to the Authority retaining fine income for the installation of safety cameras.

Relevant Impact Assessments

Equality and Human Rights Implications

26. There are no Equality and Human Rights Implications directly arising from this report. The wider use of safety cameras in Leicestershire would bring a significant benefit to communities with speeding concerns. The ability to install speed cameras more freely will reduce road deaths and injuries and improve the quality of life for communities.

27. No detailed equality assessment has yet been undertaken on the proposed changes to community speed enforcement. Equality and Human Rights Impact Assessments (EHRIA) will be undertaken as appropriate during the review of any departmental strategies prior to final decisions being made. This will ensure that any new, proposed or significantly changed policies, practices, procedures, functions or services are assessed for equality and human rights implications.

Crime and Disorder Implications

28. The Authority continues to recognise the importance of seeking to address crime and fear of crime, including from speeding vehicles. It emphasises the importance of implementing policies and measures to ensure that it provides safe, high quality environments.

Environmental Implications

29. The effective enforcement of appropriate speed limits should lead to a smoother flow of traffic reducing acceleration and deceleration leading to reduced emissions; In addition the effective enforcement of speed limits will improve the quality of life for communities, reduce road safety fears and lead to more sustainable transport choices.

Partnership Working and Associated Issues

30. The existing Safety Camera Scheme is directly managed by Leicestershire Police. It forms an integral part of the Leicester, Leicestershire and Rutland Road Safety Partnership (LLRRSP), which consists of the following organisations:
- Leicestershire County Council
 - Leicester City Council
 - Rutland Council
 - Leicestershire Police
 - Leicestershire Fire and Rescue Service
 - Highways England
 - Leicestershire Magistrates' Courts
 - Public Health.

Risk Assessment

31. The proposed changes to community speed enforcement have not been risk assessed. However, the County Council will assess the risks of relevant new policies and schemes at appropriate points during their development.

Background Papers

Report to the Cabinet on 10 February 2017 on Community Speed Enforcement and minutes of that meeting

<http://politics.leics.gov.uk/ieListDocuments.aspx?CId=135&MId=4858&Ver=4>

DfT guidance (2007) - Use of speed and red-light camera for traffic enforcement:

<http://ow.ly/a4CO309rJ9l>

USE OF SPEED AND RED-LIGHT CAMERAS FOR TRAFFIC ENFORCEMENT: GUIDANCE ON DEPLOYMENT, VISIBILITY AND SIGNING

INTRODUCTION

1. The Department's joint statement with the Association of Chief Police Officers (ACPO) and the Home Office (DfT, ACPO and HO, 2005) recognises speeding as one of the four most significant dimensions of unlawful, disorderly and dangerous road vehicle use. It therefore provides a joint commitment to tackle this activity.
2. Safety cameras provide a valuable and cost-effective method of preventing, detecting and enforcing speed and traffic light offences. They encourage changed driver behaviour and are also proven to make a significant contribution to improving road safety for all road users. Safety cameras therefore play an important role in an integrated road safety strategy.
3. On 15 December 2005 the Secretary of State for Transport announced (Hansard, 2005, Column 178WS) the ending of the National Safety Camera Programme and netting-off funding arrangement for cameras in England and Wales. Camera funding, activities and partnerships are being integrated into the wider road safety delivery process from 1 April 2007.
4. The move gives local authorities, the police and other local partners greater freedom and flexibility to pursue whichever locally agreed mix of road safety measures they see fit in order to reduce road casualties in their area. With this also comes greater local accountability for the future deployment and operation of cameras.
5. The fundamental objective underlying the National Safety Camera Programme has been to reduce speeding, collisions and casualties at locations where excessive speed represents a road safety problem, and to achieve this result through camera locations being publicised, signed and visible to road users. Whilst recognising greater local

flexibility, it is the Department's intention that road safety partnerships continue to follow this approach in respect of safety camera enforcement at specific sites as part of their local road safety strategies.

6. This Circular provides guidance and best practice advice on the deployment of speed and red-light cameras in these circumstances after 1 April 2007. The guidance does not restrict or fetter the police's discretion to enforce covertly anywhere, at any time.
7. This Circular supersedes Circular Roads 01/92 (Use of Technology for Traffic Enforcement: Guidance on Deployment), Circular Roads 01/95 (Traffic Signal and Speed Camera Signing) and the Handbook of Rules and Guidance for the National Safety Camera Programme for England and Wales 2006/07, which are now cancelled.

BACKGROUND

8. Safety cameras are those that enforce speeding and/or traffic-light offences. A number of independent research studies, including of the National Safety Camera Programme, have shown that cameras are an extremely effective mechanism for reducing vehicle speeds and road casualties at camera sites. These include:
 - Cost-benefit analysis of traffic light and speed cameras (August 1996)
 - A cost recovery system for speed and red-light cameras – two-year pilot evaluation (February 2003)
 - The National Safety Camera Programme – three-year evaluation report (June 2004)
 - The National Safety Camera Programme – four-year evaluation report (December 2005)
9. These reports can be found on the Department for Transport web site at www.dft.gov.uk/safetycameras.
10. The independent four-year evaluation report of the National Safety Camera Programme, covering over 4100 camera sites operating in some 38 safety camera partnership areas, was published on 15 December 2005. It recorded a 42 per cent reduction in death and serious injury and a 22 per cent reduction in personal injury collisions at camera sites.
11. The four-year evaluation also considered the effect of 'regression-to-mean' – the effect arising because the number of collisions in the period before the installation of a camera may be higher than the long-term average for that location. It concluded that, even after allowing for this phenomenon, safety cameras still achieve substantial and valuable reductions in collisions and casualties.
12. In August 2006, the Department published new guidance (DfT, 2006b) to traffic authorities on setting local speed limits. Traffic authorities have been asked to review and implement any necessary changes to the speed limits on all their A and B roads by 2011 in accordance with the new guidance. They, and other local delivery partners, will also wish to monitor and reassess enforcement needs alongside these reviews.

THE LEGAL FRAMEWORK

13. The Road Traffic Offenders Act 1988 and The Road Traffic Act 1988 require speed enforcement devices to be type-approved by the Home Secretary before evidence from them can be used in court proceedings.
14. The Home Office type approval process provides a public assurance of any equipment's accuracy and reliability. Type approval is granted only to devices that have a high degree of accuracy and reliability to satisfy rigorous testing by the Home Office Scientific Development Branch (HOSDB) and the police in the field. Testing ensures that all devices are robust, reliable and can produce accurate readings or images under a variety of extreme conditions. Type approval is granted to a particular kind of device, with each individual device required to be manufactured to the same high standard.
15. Documentation setting out the rigorous standards with which type-approved equipment is required to comply, in both design and operation, can be found on the Home Office Scientific Development Branch area of the Home Office web site at <http://scienceandresearch.homeoffice.gov.uk/hosdb/>.
16. The Road Traffic Act 1991 makes various provisions relating to the use of automatic devices for the detection of speeding and traffic-light offences. This includes, by virtue of section 95A of the Highways Act 1980 (as inserted by section 40 of the Road Traffic Act 1991), providing highways authorities with the power to install and maintain, on or near a highway, structures and equipment for the detection of traffic offences.
17. The installation of traffic and speed cameras is not development as defined in the Town and Country Planning Act 1990, so neither planning permission nor permitted development rights are required for their installation.
18. Part VI of The Road Traffic Regulation Act 1984 requires that, unless a road has been designated special road status (i.e. a motorway), speed limits are implemented either by virtue of the provision of a system of street lights (restricted road status) or through Traffic Regulation Order. Traffic authorities are required to ensure that all speed limit signing complies with the statutory requirements prescribed in The Traffic Signs Regulations and General Directions 2002 (TSRGD) as amended, or have been specially authorised by the Department or the Government Office for the regions.

IDENTIFYING THE APPROPRIATE SOLUTION (AT SPECIFIC LOCATIONS)

19. As part of the 15 December 2005 announcement, the Department is encouraging the establishment of wider road safety partnerships to facilitate better 'meshing' between safety cameras and wider operations of traffic management, road safety, policing, and other local functions.
20. Within this wider road safety approach, local authorities, the police and the other local partners are encouraged to work closely together to identify the top priorities for improving road safety in the area of the partnership, including enforcement activity, and to agree a joint strategy and their respective roles within that strategy.

21. Safety cameras are one of a wide range of measures that are effective at reducing vehicle speeds and casualties when used correctly and in the appropriate circumstances. The local partners should therefore work together to decide the most suitable approach to safety problems at specific locations depending upon the evidence and local needs and considerations. This should include investigation of the nature of the problem, including current vehicle speeds, the proportion of vehicles exceeding the speed limit in free-flowing conditions, the proportion of different collision types and the causes of those collisions. It is recommended that, before a decision is made to use camera enforcement, traffic authorities confirm that the speed limit at each proposed site is appropriate.
22. For selecting potential camera sites, it is recommended that analysis of collision data should be undertaken over a minimum period (e.g. most recent 3 years, or preferably 5 years) to determine whether a camera is an appropriate solution to reduce speeds and/or collisions at that site. Average (mean) and 85th percentile speeds should also be collected so that the data is not more than 12 months old. This will help to demonstrate the level of non compliance with the speed limit, which itself should also have been constant over the same minimum period.
23. The local partnership is fully accountable for these decisions and should be proactive in communicating information on the deployment of cameras through the usual channels, including the Local Transport Plan process and local Speed Management Strategies.
24. Vehicle Activated Signs (VAS) that are TSRGD compliant have been shown to be effective at reducing speeds and collisions when used instead of or in conjunction with safety cameras and may be considered as part of an overall casualty reduction strategy. Reference should be made to TAL 01/03 Vehicle Activated Signs (DoT, 2003) and TRL Report 548 (Winnett and Wheeler, 2003) when considering the use of VAS.
25. Speed Indicator Devices (SID) are not prescribed as traffic signs in TSRGD, but the Department recognises that these are widely used to help raise awareness of speeding, particularly at community concern sites. SID should not be used as an alternative to prescribed speed-limit signing. Care should also be taken to ensure that the use of SID does not mislead or confuse road users as to the posted speed limit on a road, or affect the legality of any enforcement undertaken.

DEPLOYMENT

26. The primary objective for camera deployment is to reduce deaths and injuries on roads by reducing the level and severity of speeding and red-light running. The aim is to do this by preventing, detecting and enforcing speed and red-light offences, which includes encouraging changed driver behaviour by the use of safety camera activity.
27. All camera activities have the potential to deal with large numbers of alleged offenders. It is therefore essential that, from the earliest stages when the use of cameras is being considered, discussions take place with all agencies at a local level and an agreement is reached on detailed plans for implementation. The police are responsible for operating and maintaining the cameras and for initiating follow-up procedures to deal with offences detected, while Her Majesty's Court Service (HMCS) is responsible for collecting fines or fixed penalties and endorsing licences. Their full co-operation and agreement for new or continued camera use is therefore essential and should be secured at an early stage.

28. In view of local decision making and accountability, the Department does not want to be prescriptive about the conditions to be met for the use of safety cameras. However, evidence from the evaluation reports for the National Safety Camera Programme for England and Wales (2000–04) has continuously shown that the use of cameras has been effective when deployment was based upon locations where a specific level of Killed or Seriously Injured (KSI) collisions and excessive speed had occurred.
29. Included at Annex A are the site selection criteria that applied at the end of the National Safety Camera Programme. Traffic authorities and road safety partnerships may wish to consider using these, as they have developed with the extended roll-out of the National Safety Camera Programme. These previous site selection criteria have been shown to reduce speeds and casualties at camera sites and are now generally recognised, as they have been made publicly available. It is recommended that locally agreed deployment criteria are developed under which traffic authorities and road safety partnerships have a systematic approach to site selection that can be demonstrated locally.
30. Whilst the primary objective for camera deployment is to reduce KSIs at known collision locations, cameras can also be beneficial where there is community concern – i.e. the local community requests enforcement at a particular site because traffic speed is causing concern for road safety, or where there are engineering factors that cannot be implemented in the short term and enforcement is being used as an interim measure.
31. The Department believes that ensuring compliance with temporary speed limits at road works is extremely important to protect both the travelling public and the workforce undertaking the road works. The use of temporary cameras, to enforce temporary lower speed limits, should be seriously considered at all major road works to reduce the likelihood of collisions occurring and to ensure road-worker safety. The Highways Agency has produced guidance for camera use at roadworks on trunk roads and this is commended to all traffic authorities.
http://www.highways.gov.uk/aboutus/documents/crs_temp_speed_nettingoff.pdf
32. As mentioned in paragraph 13 above, all enforcement devices must be type-approved, and there are many devices that have received type approval. The appropriate device(s) will depend on local agreement. There are four main types of equipment, and circumstances in which these may be appropriate are indicated below:
 - Fixed speed camera sites – used at sites where collisions are clustered around a particular point or location.
 - Mobile speed camera sites – used at sites where collisions are scattered along a length of road or where enforcement is needed at specific times of the day or year. This type of enforcement can also be used to complement fixed enforcement.
 - Average speed camera sites (fixed) – this type of enforcement has the effect of calming the speed over a longer distance and can be used at sites where a significant number of collisions are scattered along a length of road and for major road works enforcement.
 - Red-light camera sites – used at traffic-light junctions where collisions are recorded because of vehicles failing to comply with a red traffic light.

33. All of the four camera types above may be used as part of wider route treatments.
34. Road safety partnerships will have the flexibility to use type-approved equipment to enforce 20 mph speed limits from 1 April 2007. However, the Department remains of the view that 20 mph zones should continue to be self-enforcing, where appropriate through suitable traffic calming measures.

PRE-ENFORCEMENT CHECKS

Non-compliance with the Traffic Regulation Order requirements or speed limit signing requirements may mean that the speed limit is unenforceable.

35. Whatever locally agreed deployment strategy is adopted, there are a number of pre-enforcement checks that are recommended before camera enforcement commences:
 - Ensure that the speed limit is appropriate – the Department published guidance on setting local speed limits in August 2006 (see paragraph 12).
 - Ensure that the Traffic Regulation Order (where applicable) is legal and correct – unless a road has been designated special road status (i.e. a motorway), speed limits are implemented either by virtue of the provision of a system of street lights (restricted road status) or through Traffic Regulation Order. If a Traffic Regulation Order is required, this should be reviewed to ensure that it is still appropriate and lawful.
 - Ensure signing is lawful and correct – traffic authorities are required to ensure that speed limit and camera signing complies with the statutory requirements prescribed in TSRGD, or as specially authorised.
36. These checks should be undertaken each time prior to a period of enforcement taking place and, for those areas where enforcement is not regularly undertaken, checks should be undertaken on a regular (at least six-monthly) basis. In all cases, camera and speed limit signs must not be obscured: they must be positioned so that they are clearly visible at all times.
37. When it has been confirmed that a site is suitable for camera enforcement, the enforcement is undertaken in accordance with the ACPO Code of Practice for Operational Use of Road Policing Enforcement Technology (ACPO, 2004).

SIGNING, VISIBILITY AND CONSPICUITY

38. The following signing guidance is aimed at safety cameras, whereas the visibility and conspicuity guidance is aimed at speed cameras rather than red-light cameras, as in all cases a red traffic signal will clearly indicate that a driver is required to stop.
39. As part of the National Safety Camera Programme, signing, visibility and conspicuity rules were mandatory to enable costs to be netted off from fine income, and this has helped to highlight to motorists where enforcement is being undertaken and, combined with the communications activities undertaken as part of the programme, why enforcement is being undertaken. The Department's intention is that this high-visibility approach should be retained. In view of the importance of consistency on this

fundamental point and to avoid confusion, the Department expects that enforcement by any road safety partnership, or representative of a road safety partnership, should follow the guidelines that are in this section.

Signing

40. A speed limit is made lawful by the presence of street lights and/or a Traffic Regulation Order and the provision of prescribed speed limit signs appropriately located that comply with the TSRGD.
41. The Department has published an aide-memoire (DfT, 2006a) that provides guidance on speed limit and safety camera signing and is designed to ensure correct and consistent signing across the country. It does not replace or update the legal requirements of TSRGD but should be considered as best practice. In summary:
 - Camera signs should continue to be co-located with speed limit signs where permitted and practicable.
 - For fixed speed enforcement, co-located camera and speed limit reminder signs should continue to be placed to allow the signs and speed camera to be visible to the driver in the same view. A camera sign may also be placed not more than 1 km from the first camera housing in the direction being enforced (including or excluding side roads at the discretion of the road safety partnership).
 - For mobile enforcement, co-located camera and speed limit reminder signs should continue to be placed in advance of the point of entry to the site or route (including or excluding side roads at the discretion of the road safety partnership) in the direction being enforced. Camera signs should also continue to be placed thereafter at intervals of around 1 km throughout the length being enforced.
42. Reference should be made to TAL 01/95 Speed limit signs – a guide to good practice (DoT, 1995) when reviewing speed limit signing. On dual carriageway roads and motorways, wherever possible an additional camera warning sign should be placed on the central reserve.
43. In all cases, camera and speed limit signs must not be obscured but be positioned to be clearly visible at all times.
44. On every occasion before commencing enforcement at a camera site, the enforcement officer should be satisfied that the relevant speed limit and safety camera signing is present and correct.

Visibility

45. Depending upon the enforcement method used, speed camera housings (including tripod-mounted cameras) or the camera operator or the mobile enforcement vehicle should be clearly visible from the driver's viewpoint at the following minimum visibility distances:
 - 60 metres where the speed limit is 40 mph or less;
 - 100 metres at all other speed limits.

46. On every occasion before commencing enforcement at a camera site, the enforcement officer should check that the visibility guidance is met.

Conspicuity

47. Fixed speed camera housings located within an area of street or highway lighting should be coloured yellow either by painting both the front and back of the housing or covering both the front and back of the housing with retro-reflective sheeting. In an area not covered by street or highway lighting, the speed camera housing should be treated with yellow retro-reflective sheeting. The recommended paint colour is No.363 Bold Yellow of BS381C:1996. The retro-reflective sheeting should meet the requirements of BS EN 12899-1:2001 or a suitable microprismatic sheeting conforming to BS 8408 or an equivalent Standard of a European Economic Area State.
48. Vehicles from which enforcement may take place should be liveried and clearly identifiable as an enforcement vehicle. Visibility of the livery should be maintained during enforcement, e.g. where it is necessary for the doors to be open, markings or livery should be apparent to approaching traffic in the direction of enforcement. If the enforcement officer is undertaking enforcement away from the vehicle, the enforcement officer should be conspicuous by wearing high-visibility clothing.
49. On every occasion before commencing enforcement at a camera site, the enforcement officer should check that the conspicuity guidance is met.

This camera signing, visibility and conspicuity guidance has no bearing on the enforcement of offences. Non-compliance with this guidance does not provide any mitigation of, or defence for, an alleged offence committed under current UK law.

COMMUNICATIONS AND PUBLICITY

50. The Department recommends that partnerships continue to proactively provide information about safety cameras, including their deployment, and the benefits they bring, but do so as part of a wider approach to road safety-related communications.
51. That wider approach should aim to raise public awareness of the behaviours that can cause casualties on the roads, the partnership's approach to dealing with these behaviours, and the steps the public can take to ensure they and others drive safely.
52. When partnerships are communicating information on safety cameras, we recommend the following be considered a priority:
 - the location of camera sites;
 - the criteria for the location of camera sites;
 - types of cameras, how they work, and why they are deployed;
 - the justification for the use of camera sites;
 - local casualty reduction figures;

- the effect that cameras have had on casualty figures in the local area;
 - that cameras are now funded in the same way as other road safety measures;
 - contact details for the partnership.
53. Every effort should be made to publicise the use of cameras in an area. The opportunity should be taken to emphasise the road safety objectives of camera enforcement, as well as to enhance the deterrent effect through this publicity to improve compliance.
54. Local publicity campaigns should complement the Department's THINK! road safety campaign. More information on this can be found at: www.thinkroadsafety.gov.uk.

MONITORING EFFECTIVENESS

55. As with all other road safety or casualty reduction interventions, data should be collected to monitor effectiveness of safety camera use. It is recommended that, as a minimum, speed data and collision data are routinely collected at camera sites. Additionally, other data such as public opinion and the contribution that cameras make to the overall casualty reduction picture should be continued.
56. Road safety partnerships are encouraged to, at least annually, review all their existing camera sites and other collision hotspots (i.e. roads where there appear to be a comparatively high number of collisions) within their area. This review should ensure that all sites have been identified where casualties could be reduced by the use of safety cameras or other road safety interventions. It should also help to inform the enforcement strategy to ensure that camera resources continue to be deployed to best effect in reducing collisions and casualties.
57. This should be an ongoing process to identify those sites where camera enforcement is judged to be a continuing or appropriate solution and should take into account views put forward by both local communities and road users.
58. In particular, the review should identify sites where a good safety record has been achieved and therefore make an assessment on whether safety camera enforcement needs to be retained to maintain effective compliance. Or the review may identify sites where there appears to be a continuing problem of high numbers of collisions notwithstanding the use of cameras, and this will enable the assessment of whether further complementary or different action should be taken.
59. Any monitoring undertaken should consider the effect of 'regression-to-mean'. This may be particularly relevant if a camera site is selected when the collision record is at its worst, i.e. the number of collisions in the period before the installation of a camera may be higher than the long-term average for that location.
60. Whilst the Department will not be collecting or requiring camera data to be submitted (as existed under the National Safety Camera Programme), it will wish to monitor the effectiveness of the freedom and flexibilities being made available from 1 April 2007. Road safety partnerships are therefore encouraged to continue to collect and publicise data showing effectiveness of safety cameras within their road safety strategies.

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ANNEX

Site selection criteria that applied at the end of the National Safety Camera Programme

Rule		Fixed speed camera sites		Mobile speed camera sites		Routes		Red-light or combined red-light speed
1	Site or route length requirements	Between 0.4 km and 1.5 km		Between 0.4 km and 5km		Between 5 km and 20 km		From stop line to stop line in direction of travel
2	Number of KSI (killed or seriously injured) collisions	At least 3 KSI collisions per km in the baseline period.*		At least 1 KSI collision per km (average) in the baseline period.*		A minimum of 3 existing core sites within the length. (There are no further requirements.) OR Has at least 1 KSI collision per km (average) in the baseline period* and meets the PIC total value below.		At least 1 KSI collision within the junction in the baseline period.* Selection must be based upon a collision history of red-light running.
		*The baseline period is the most recent 36-month period available when proposal is submitted, where the end date is within 12 months of the date of submission.						
3	Total value required	Built-up 22/km	Non-built-up 18/km	Built-up 11/km	Non-built-up 9/km	Built up 8/km	Non built up 6/km	10
		For sites up to 1 km, the above value is required. For sites longer that 1 km, the value is per km.						
4	85th percentile speed at proposed sites	Speed survey shows free-flow 85th percentile speed is at or above ACPO enforcement threshold in built-up areas and 5 mph over maximum speed limit in non-built-up areas. This can apply to all vehicles or a vehicle class but must be compared consistently.						Not applicable
5	Site conditions that are suitable for the type of enforcement proposed	Loading and unloading of camera can take place safely.		Location for mobile enforcement is easily accessible and there is space for enforcement to take place in a visible, legal and safe manner.		The location of collisions in the baseline period will determine the length of route.		Loading and unloading the camera can take place safely.
6	Suitability of site for camera enforcement	The highway authority must undertake a site survey, demonstrating the following: (a) the speed limit has been reviewed, confirming that camera enforcement is the right solution; (b) there is no other cost-effective engineering solution that is more appropriate; (c) that the Traffic Regulation Order (where applicable) and signing are lawful and correct.						
<p>New camera sites will be selected using an assessment that includes the level of fatal, serious and slight collisions. The combined level of collisions will be expressed as a numerical scale (see below) and assessed relative to the road classification for the site – whether it is either a ‘built-up’ or ‘non-built-up’ area and according to the type of site, i.e. route, fixed, mobile or red-light.</p> <p>Fatal or serious injury collision = 5 (i.e. 2 serious collisions = 10) Slight injury collision = 1 (i.e. 5 slight collisions = 5)</p> <p>‘Built-up area’ is defined as a road with a speed limit of 40 mph or less. ‘Non-built-up area’ is defined as a road with a speed limit of 50 mph or more.</p>								

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Printed by The Stationery Office Ltd under the authority and superintendence of the Controller of Her Majesty's Stationery Office and Queen's Printer of Acts of Parliament.

Printed in Great Britain on paper containing at least 75% recycled fibre.

ISBN-13 978-0-11-552834-7

£6.00



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ISBN 978-0-11-552834-7



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