

PCC ELECTIONS 2024 – INFORMATION REQUESTS LOG

DATE OF REQUEST	FORM OF REQUEST	INFORMATION REQUESTED	RESPONSE
10/04/2024	In writing	<p>The following question was submitted in advance of the familiarisation event.</p> <ul style="list-style-type: none"> • How is the Chief Constable proposing to achieve the £5.4m efficiency savings set in the budget? • What effect will this have on service delivery? • Will the number of sworn officers be affected? • To what extent will the proposed investment in Police Boxes (described as Tardis’) and retro-blue lights support the achievement of these efficiency savings?" 	<p>The slide deck presented on the day included a slide on the current workstreams in relation to the budget deficit plan these are:</p> <ul style="list-style-type: none"> • Non-pay base budget savings • Non-cashable efficiencies: target of 200,000 hrs • Pay workstreams: establishment review, vacancy controls, recruitment paused and voluntary redundancy opened for 4 weeks • Income generation • The budget considerations take into account the police and crime plan - we are unable to comment on any of the items or specifics in any candidates manifestos which do
18/04/2024	Verbal (in person)	<p>Violence Reduction Network: Relating to children being excluded from schools – if the VRN had a ‘magic wand’ what would they provision?</p>	<p>Grace Strong stated that there is something which can be actioned, way before the point of exclusion. The trajectory of violence starts a lot earlier than people expect. There are many factors which contribute but early years development/support and reducing poverty and inequality would tackle some root causes. There is the need for a whole system approach.</p> <p>The Chief Constable referred to intervention points and mentioned early onset of Anti-Social Behaviour being one of these.</p> <p>Grace Strong went onto to highlight provisions could also be put in place before the child is excluded</p>

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18/04/2024	Verbal (in person)	<p>Violence Reduction Network: What is the spread of the work across Leicester, Leicestershire and Rutland and how does it work?</p>	<p>Some communities are affected more than others, for example, areas in East and West Leicester and Loughborough within the County. Knowing this helps target resources.</p> <p>The individuals mostly affected often have experienced or experience similar issues for example, low school attendance, school exclusions, unsupported neurodiversity. This is the case in relation to perpetrators and victims. The approx. age group is under 25's specifically males most affected by public place serious violence.</p>
18/04/2024	Verbal (in person)	Requested a profile on staff numbers (forward facing roles)? KPI number of officers.	<p>The Chief Constable highlighted there needs to be a shift away from officer numbers but to officer capability. For many of the roles within the Force there is the need for a specific skill set.</p> <p>There are approx 1,200 police staff within the organisation of which: 200 individuals work within contact management (90% of CMD are staff). Within the Criminial Justice team there is a heavy presence of police staff. Within departments such as forensics/digital/technical/fleet there are a number of specialist technicians who are all staff. Within some departments it is considered more appropriate to use police staff rather than an officer as they will have a more specialist skill set.</p>
18/04/2024	Verbal (in person)	<p>Wellbeing: How does the Force deal with officers' mental health and manage retention?</p>	<p>The Chief Constable explained the Force has a wellbeing strategy in place. This raises awareness to colleagues as to what support is available. Managers are trained in order to recognise signs and monitor exposure.</p> <p>Two years ago, the Force identified that the regional collaboration unit was not working as efficiently as it should be, so the decision was made to bring it back in house (occupational health/wellbeing/physical fitness). The recently refurbished unit hosts a number of health professionals including nurses, specialist councillors, people who work in physical fitness etc.</p> <p>It was identified that within a number of roles, police officers and staff are exposed to troubling situations such as fatal road incidents to reviewing case files containing inappropriate images - the right level of council and support is offered to these individuals, of which there is an annual screening review.</p>

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18/04/2024	Verbal (in person)	<p>Police Reductions: Are these all in back-office or are police officers being included?</p>	<p>The Chief Constable explained what the Government have done as a result of the uplift programme, is they have capped it. The Force must maintain 2,242 officers (FTE), otherwise there will be a significant financial penalty, so reductions will come from police staff.</p> <p>Mr Ian Sharpe explained when speaking of voluntary redundancy in the private sector, you often find that all the good people disappear with a payout, if this were to occur within the force the demographics would be affected.</p> <p>The Chief Constable explained the usual process for officers is that upon joining, they have a period of service until they can access their pension, however what they are currently seeing is officers leaving slightly earlier due to a change in pension rules and taxation on pensions (approx. age 50-55). Retention figures within the Force are good, 7% retention for new recruits which is good compared to historic years. The Force have recruited 853 new officers and 540 have retired.</p> <p>The staff side this is slightly different, the external environment has shifted. An example: the contact management department has approx. 200 staff. There is usually around a 10-20% churn in any 1 year (people joining and leaving), last year 83 people were recruited. The reasoning for this is Covid. Covid has changed the landscape: changed the way people work (wfh), artificial inflation of some salary roles, such as IT. To recruit people with the right skills are few and far in between; the private sector often offers a better salary package.</p>
18/04/2024	Verbal (in person)	After reading the budget papers, it implies that there may be the need to move police officers into staff roles. Is this correct?	The Chief Constable explained this is correct. Within the 'non-cashable efficiencies' the force are trying to absorb as much as they can. It was highlighted that they don't want to see officers in staff roles as they are not using their police powers but may be pulled into a desk job but would only be suitable for specific departments as 'support investigators'. It was noted that this approach requires a high degree of caution.

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18/04/2024	Verbal (in person)	Where do you think a PCC can be most effective in terms of bringing new funding in and where this role would sit?	<p>The Chief Constable explained that as an elected PCC, there is a fantastic opportunity in the political space (local/national) to talk about the challenges and how things could be reformed. It was highlighted that some PCC's are well connect in Westminster and have strong links with Ministers who are aware of funding streams and leveraging funding into their area in order to trial and be innovative.</p> <p>This would not necessarily close the funding gap, however sometimes you need to innovate the work to transform to absorb. Chief Executive, Claire Trewartha explained this coming financial year, an income stream is being generated by the commissioning and governance/performance teams (OPCC) of approx. £5.6m (money coming out of central government, in addition to the government grant for policing).</p> <p>It was highlighted that there is in fact more income out there which the OPCC can apply for, but the Force cannot. There is the requirement to look strategically over what the office can do for the PCC, and confirmed that they could definitely provide more income, as a result off-set some of the funding gap.</p>
18/04/2024	Verbal (in person)	<p>Trust and confidence in communities. EDI/Race in the Force.</p> <p>Keen to know the work going on in this space in terms of building trust and confidence within communities</p>	<p>The Chief Constable discussed that the Force have set out an ambitious programme of trying to make the Force one of the most diverse and representative of the community police service. A recruitment target has been set to recruit people from diverse communities with protected characteristics.</p> <p>Leicestershire Police is the 4th most diverse in the country. However, are still not representative of the community – due to a change in pace.</p> <p>Projecting forward with the fiscal challenge, £8.6 gap this financial year. Expect 125 officers to stand still. There are currently limited opportunities to change the representation of the Force. Instead, they are focusing on volunteers, specials etc where they have a good representation. The gender mix is approx.: the whole of Leicestershire Police is 65% women; female officers equate to 37% so there is a faster shift in terms of gender compared to visible minority communities.</p> <p>Overall, the Forces trajectory is going in the right direction but just need communities to lean in.</p>

