

Leicestershire Police

Recruitment, Retention and Dismissals

The 1 in 4 aspiration for all joiners to the police family, including staff, has been set like that as the Force remain uncertain about its budget ahead with the Government spending review ongoing.

The Chief Constable chairs, and have done for a couple of years, a 'Gold' group looking at the work across recruiting, retention and advancement. The Police and Crime Commissioner sits on the group as does a community champion/lay member.

The Chief Constable also chairs a strategic equalities and fairness board, which ensures that the Force meet their legal obligations under various pieces of legislation such as the Equalities Act. The OPCC sits on the group too.

The Force are expected to adhere to national standards and expectations too. These two national documents help to outline them. You will see, probably best googled but the links are below, that the toolkit contains an extensive set of actions. We are working on all of them as part of our plan.

NPCC workforce representation toolkit, 2018-2025.

<https://www.google.com/url?sa=t&source=web&rct=j&url=https://www.npcc.police.uk/documents/edhr/2018/NPCC%2520Workforce%2520Representation%2520Toolkit%2520for%2520Police%2520Force.pdf&ved=2ahUKEwjF eeRxObsAhWNecAKHfMcCjIQFjABegQIHBAI&usg=AOvVaw2Bu7iQnR9GDiSm4O6edv7R>

NPCC EDI strategy

https://www.google.com/url?sa=t&source=web&rct=j&url=https://www.npcc.police.uk/documents/edhr/2018/NPCC%2520Diversity%2520Equality%2520Inclusion%2520Strategy%2520May%25202018.pdf&ved=2ahUKEwjF eeRxObsAhWNecAKHfMcCjIQFjAAegQIHBAI&usg=AOvVaw0QnIpvGgNSk0b_x3tZvsHz

Importantly the Force anticipate a specific HMICFRS inspection (beyond what they touch on in PEEL and thematic inspections) on equalities, diversity and inclusion in the near future. They will inspect against these national standards.

The Force have hugely revamped their recruiting work, which had dropped away during austerity as the Force were getting smaller so not recruiting many people at all. Money from council tax raises introduced by the PCC and from central grant allocations from Govt have enabled the Force to grow back some of the 500 plus officers that were lost across austerity.

The Force have two positive action staff supporting delivery of this work and a positive action strategy is also in place.

Here is the link:

https://www.google.com/url?sa=t&source=web&rct=j&url=https://www.leics.police.uk/SysSiteAssets/media/downloads/leicestershire/careers/positive_action_strategy_2018-

NOT PROTECTIVELY MARKED

[2021.pdf&ved=2ahUKEwj45pybw-bsAhWMIfwKHwG9AJ0QFjABegQICBAF&usg=AOvVaw09XFBD8AHhceBdBC3Ddgs4](#)

If the link doesn't work then Google: Leicestershire Police Positive Action Strategy 2018-21

The national police uplift programme provides very detailed data on a monthly basis to the Force and OPCC. That programme also requires that the Force hit targets for police officer recruitment which are linked to budget release ahead. The challenge is that the Force are looking at significant budget gaps ahead so keeping numbers of officers and staff up at current levels looks at best challenging and, at worst, not achievable unless we get an increase in funding. News on what the Force central grant will be is awaited and what precept raising powers will be given to the PCC. The predictions at present see the Force potentially using reserves this year and in 2021-22 to balance the books. After that the reserves are used up leaving predicted gaps for 2022-23 of £5.7m, and for 2023-24 of £11.2m.

The Force community based outreach has been hindered somewhat by COVID, but has been pushed online. Whilst progress has been seen in the levels of representation across all of the workforce there is still more to do.

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