



POLICE & CRIME
COMMISSIONER
for Leicester, Leicestershire & Rutland
Your Communities - Your Commissioner

Our ref: 268-21 - PB/01241/21

Your ref:

Date: 23 December 2021

Dear

Freedom of Information Act 2000

I write further to your request for information received on the 8th November 2021. Due to the complexity of this request and the need to consider exemptions, the deadline for compliance was extended in accordance with the Freedom of Information legislation.

During the course of your request a number of follow up queries and comments have been received, and for the sake of completeness I will address all elements of your request in this final response.

Your request

Due to the volume of questions being asked, I have incorporated them into the attached PDF document. However, from the tone and language used in your request I must inform you that some of the contents of your correspondence cannot be treated as a valid Freedom of Information request.

This is in accordance with Section 8 of the Freedom of Information Act 2000 and where this applies I have made it clear in the attached document. Wherever possible, I have utilised our statutory duty under Section 16 of the Act to assist you.

You will see from the attached that some of the information is considered to be exempt information and I am therefore not obliged to provide this information.

Exempt information

Section 17 of the Freedom of Information Act 2000 requires the Office of the Police and Crime Commissioner, when refusing to provide such information (because the information is exempt) to provide you the applicant with a notice which: (a) states that fact, (b) specifies the exemption in question and (c) states (if that would not otherwise be apparent) why the exemption applies.

Under this legislation, there is a presumption that a Public Authority will firstly confirm or deny that information is held, and then disclose what is held unless an exemption applies.

On this occasion, the following exemptions apply to certain elements of your request and a full application of each exemption is below.

- *Section 21 – Information already in the Public Domain*
- *Section 22 – Information intended for future publication*
- *Section 40 (2) Personal Information*
- *Section 40 (5) – Personal Information*

Section 21 – Information already in the Public Domain

Under this element of the Act, we are not obliged to supply information that is already held in the public domain. Section 21 is an absolute exemption and does not require a public interest test to be conducted.

For more information on the use of this exemption please refer to the Information Commissioners guidance that can be found [here](#).

Section 22 – Information intended for future publication

Section 22 provides an exemption for information that is intended for future publication. Information is considered exempt if the following threshold is met:

- *The OPCC holds the information*
- *The OPCC intends the information to be published at some future date, whether that date is determined or not*
- *In all the circumstances it is reasonable to withhold the information until its planned publication.*

The Office of the Police and Crime Commissioner is committed to transparency and accountability to the members of the public it represents. As such we have a comprehensive publication scheme and proactively release material at various dates throughout the year.

Where the information you request is to be published at a future date and thus this exemption applies, I have indicated in the attached document.

More information on the use of this exemption can be found on the ICO's website and can be accessed [here](#)

Section 40 (2) – Personal Information

In line with Section 40 (2) of the Act any information is considered to be exempt if 'it constitutes personal data ... and the disclosure of the information would contravene any of the data protection principles.'

Section 40(2) is a class based absolute exemption and as such legislators have identified that there would be harm in disclosure and there is no requirement to evidence this or consider the public interest test.

However, as Section 40(2) is engaged and in order to make the exemption absolute we need to evidence that a data protection principle would be breached by disclosure. In this case your request seeks access to information that is personal to individuals identified as working within the OPCC. It would not be fair to process confidential information which could lead to the identification of an individual and their personal data, therefore the first principle of the Data Protection Act would be breached.

More information on the use of this exemption can be found on the ICO's website and can be accessed [here](#)

Section 40 (5) – Personal Information

The OPCC is not required to confirm or deny that some of the information is held as the obligation imposed by Section 1 (1) (a) of the legislation does not apply by virtue of the exemption contained within Section 40 (5) of the Act. This states the following:

'The duty to confirm or deny does not arise in relation to information which is (or if it were held by the public authority would be) exempt information by virtue of subsection (1).

It goes on to say

'The duty to confirm or deny does not arise in relation to other information if or to the extent that any of the following applies:

- a) Giving a member of the public the confirmation or denial that would have to be given to comply with Section 1 (1) (a)*
 - i. Would contravene any of the data protection principles*

To summarise, the Act specifically prevents the use of the Act to obtain access to personal information and negates our obligation to confirm or deny we hold information, if to do so would result in personal data being released.

In line with the Information Commissioners Guidance, any request of this legislation is considered to be applicant blind and we cannot therefore consider the motives behind the request. We have to treat such a disclosure as if it is being released to the world and assess each request accordingly.

In this case, you are asking for confirmation and disclosure of information that relates to individuals that we may or may not hold. As a result, I have to consider that you are requesting information that regardless of whether it exists, is considered to be personal data.

It must also be remembered that any information that the OPCC holds is given to us in the confidence that it would not be released into the public domain without a clear legal basis for doing so. As you can appreciate, public confidence would be reduced if members of the public were able to use the Freedom of Information Act to request data about any individuals who they believe have come into contact with the OPCC. This duty of confidence extends to our employees and contractors. To provide the information on one occasion expresses a willingness to provide information on all occasions and it is for this reason that I can neither confirm nor deny that we hold any information of relevance to certain elements of your request.

For more information on the use of this exemption please visit the link that can be accessed [here](#)

Although I have refused elements of your request, this should not be taken as an inference that this information does or does not exist.

The Office of the Police and Crime Commissioner provides you the right to ask for a re-examination of your request under its review procedure. Letters should be addressed to Information Manager, Corporate Services Department at the above address. If you decide to request such a review and having followed the Force's full process you are still dissatisfied, then you have the right to direct your comments to the Information Commissioner who will give it consideration.

Yours sincerely,

The Office of the Police and Crime Commissioner

In complying with our statutory duty under sections 1 and 11 of the Freedom of Information Act 2000 to release the enclosed information will not breach the Copyright, Designs and Patents Act 1988. However, the rights of the copyright owner of the enclosed information will continue to be protected by law.

Applications for the copyright owner's written permission to reproduce any part of the attached information should be addressed to The Office of the OPCC, Leicestershire Police Headquarters, St. Johns, Enderby, Leicester LE19 2BX.

No.	Questions asked 8 November 2021	Answer	Gaps in response and further information required	Responses
1.	<p>What was the total cost to the police/OPCC budget for terminating the employment contract of the chief executive and deputy chief executive, including payment for contractual notice, additional payment above and beyond contractual notice, days paid in lieu of holiday, all other forms of compensation and enhanced pension arrangements?</p>	Exempt	Answer was due 6 December	<p>This element of your request is asking for the release of information that relates to identifiable individuals. Any financial packages offered to staff, regardless of whether they were given or not, would amount to personal data. As such this information is considered to be exempt by virtue of Section 40 (2) of the Act.</p> <p>Under our Section 16 duty to assist, I can advise that the OPCC is committed to full financial transparency and our accounts are appropriately made available for public dissemination via our website.</p>
2.	<p>Can you confirm that, prior to the termination of the contracts of employment of the Chief Executive and Deputy Chief Executive, you initiated redundancy proceedings with both post holders?</p>	Exempt	Answer was due 6 December	<p>As per question 1 you are asking for the release of personal information. Due to the nature of your enquiry it would not be appropriate to confirm or deny whether this information is held. We owe a duty of confidentiality to our employees and as</p>

				such consider Section 40 (5) to be engaged on this occasion
3.	<p>The Head of Community Engagement and Partnership has been on “gardening leave” since September 2021.</p> <p>Can you confirm the cost to date of paying her for doing no work?</p>	Exempt	Answer was due 6 December	This is a speculative enquiry and in accordance with the Act, we cannot consider the motives of your request. As such, our default position for all such enquiries of this nature is to neither confirm nor deny that information is held in accordance with Section 40 (5).
4.	Can you confirm that there is no date set for the termination of her employment contract?	No answer	Answer was due 6 December	As above.
5.	Can you confirm that, if or when a date is actually set for the termination of her contract, a further three months’ pay will be required to cover any notice period?	No answer	Answer was due 6 December	As above.
6.	Can you confirm that under your restructure of the OPCC you have already removed the posts of the chief executive and deputy chief executive and that you will remove the existing postholder of the chief finance officer role?	Section 21 – Information accessible by other means (this often means it is already in the public domain, in which case the authority is obliged to direct you to where it is held) Please find links to the	<p>The structure chart is helpful – thank you. It was not available when I formulated the question.</p> <p>However, you have not answered the specific questions I asked as follows:</p>	<ol style="list-style-type: none"> 1. The organisation structure has been changed and two senior posts you described have been removed. These posts have been replaced with one Chief Executive Officer role which has been through the pre-requisite employment processes. All Human resources processes have been followed. 2. The role of Chief Finance Officer was not commensurate with the statutory requirements for the OPCC. A full-

		<p>structure as at July 2021 and a statement on the role of the Chief Executive role. The Office of the Police and Crime Commissioner (pcc.police.uk), APACE statement on role of CE-MO (pcc.police.uk)</p>	<ol style="list-style-type: none">1. My question was phrased slightly wrongly – it should have said “have you already removed the post-holders of the chief executive and the deputy chief executive?2. You have not answered the question about chief finance officer, but I am now aware that he has been dismissed from this post and replaced with a temporary person	<p>time post was advertised and a decision was made to hold the recruitment process to allow the permanent Chief Executive Officer to recruit to the post. This will be revisited in the new year. In the meantime, the OPCC have put in place an interim Chief Finance Officer.</p> <p>I would also urge against speculative inferences being generated as a result of our correspondence to date. The OPCC is committed to transparency and we regularly update our structure chart via our website. Any changes to the structure over time, are undertaken in accordance with prevailing policy and employment legislation.</p>
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			<p>Unless you tell me otherwise, I will assume that you have dismissed the original post holders of the chief executive, deputy chief executive and chief finance officer.</p> <p>Please provide an alternative interpretation if you have one.</p> <p>This answer was due on 6 December 2021, why have I received it on 13 December 2021?</p>	
7.	Can you confirm that these were the three most senior and experienced officers in the office that you inherited?	Not a valid question under FOI		Under Section 8 of the Act this is not considered to be a valid FOI question as you are asking for an opinion on a person/post holders experience. We employ a variety of experienced professionals and as such cannot answer this statement.
8.	Can you confirm that there were no performance issues involved in the termination	No answer	Answer was due 6 December	As per question 1 you are asking for the release of personal information. Due to the

	of the employment contracts for these individuals?			nature of your enquiry it would not be appropriate to confirm or deny whether this information is held. We owe a duty of confidentiality to our employees and as such consider Section 40 (5) to be engaged on this occasion
9.	Can you confirm that these 3 roles all included monitoring functions to ensure your compliance with legal, financial and other regulations?	<p>Section 21 – Information accessible by other means (this often means it is already in the public domain, in which case the authority is obliged to direct you to where it is held) Please find links to the structure and a statement on the role of the Chief Executive role.</p> <p>APACE statement on role of CE-MO (pcc.police.uk).</p> <p>Chief Finance Officer The Office of the Police and Crime Commissioner (pcc.police.uk).</p>	<p>This answer is insufficient. You have said absolutely nothing about the role of the deputy chief executive.</p> <p>You could have simply answered “yes” to my question. It is clear that all three of these posts, dismissed by you, had monitoring functions to ensure your compliance with legal, financial and other regulations. They were the only posts in the OPCC that had these functions. The conclusion is that you dismissed any</p>	<p>The role of Chief Executive Officer and Chief Finance Officer are the roles which ensure the compliance you describe. These compliance functions have been fulfilled at all times. In deed there is more transparency and accountability within the OPCC than previously experienced.</p>

			<p>existing post holder with any scrutiny powers over you and you are in the process of replacing them with your own appointments.</p> <p>Please provide an alternative interpretation if you have one.</p> <p>This answer was due on 6 December 2021, why have I received it on 13 December 2021?</p>	
10.	<p>Can you confirm that on 13 May 2021, your first day as PCC, you arrived at the office with a strategic adviser, whose role included many of the responsibilities of the existing chief exec?</p>	<p>Section 21 – Information accessible by other means (this often means it is already in the public domain, in which case the authority is obliged to direct you to where it is held) Please find links FOI 2897/21 (pcc.police.uk) ,</p>	<p>These FOIs were not available at the time that I sent in my questions. However, the links do not answer my question. Did the strategic adviser join you on your first day?</p> <p>I assume that he did, but please can you confirm.</p>	<p>The Strategic Advisor joined the OPCC on the first day.</p> <p>Both the Police and Crime Commissioner and the Strategic Advisor were aware as the sensitivities and implications of duplicating or indeed undermining any roles within the OPCC.</p> <p>The Strategic Advisor role was exactly that and did not replicate or take over any powers from the Chief Executive Officer. More information on the role of the</p>

		<p>FOI 2758 21 (pcc.police.uk) , FOI 2848 21 (pcc.police.uk)</p>	<p>In the other FOI you have provided a very brief role description, but I am aware of a much longer role description that essentially mirrored the role of the chief executive. Why have you not provided this? Why have you only offered a very short summary? Can you provide the fuller role description?</p> <p>This answer was due on 6 December 2021, why have I received it on 13 December 2021?</p>	<p>Strategic Advisor can be found in appendix 1.</p>
11.	<p>Can you confirm what amount the pro rata salary of this individual was set at?</p>	<p>Section 21 – Information accessible by other means (this often means it is</p>	<p>This information was not available when I submitted my question, and it is a wholly inadequate response to my question. Referring</p>	<p>Mr Veale is not a salaried employee. Mr Veale is a contractor and as such Mr Veale invoices the Police and Crime Commissioner and the information can be found on by following the link on Expenditure over £500 (pcc.police.uk). This</p>

		<p>already in the public domain, in which case the authority is obliged to direct you to where it is held) Please find links payment details are on the Forces statement of accounts- can share the link- Expenditure 500-July- https://www.leics.police.uk/foi-ai/af/accessing-information/published-items/?q=july.</p>	<p>me to a spreadsheet that shows two payments to Mr Veale does not tell me his pro rata salary. It simply says that two payments were made to him on 29 July 2021 totalling £9,920. These payments could have been expenses for all I know. The spreadsheet contains 36 redacted lines. For all I know these could have been payments to Mike Veale. I could find no payments to Mr Veale for the months June, August, September, October and November. The question is simple and has not been answered. What amount was the pro rata salary of Mike</p>	<p>is published regularly in accordance with prevailing policy and legislation.</p>
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			<p>Veale set at? Please could you answer it?</p> <p>This answer was due on 6 December 2021, why have I received it on 13 December 2021?</p>	
12.	<p>Can you confirm the length in months of the strategic adviser's position within the OPCC that was agreed at the outset of his position with you i.e. from 13 May 2021?</p>	<p>Section 21 - Information accessible by other means (this often means it is already in the public domain, in which case the authority is obliged to direct you to where it is held) Please find link FOI 2848 21 (pcc.police.uk)</p>	<p>This information was not available when I submitted my question, and it is again an inadequate response. Your response to the other FOI indicates that he would be available for up to 12 months. But I asked you what length, in months, was agreed at the outset. I do not believe that 12 months was agreed at the outset. Can you tell me how long the agreement for his work was at the start of your term as PCC?</p>	<p>Mr Veale consultancy has been extended from the original 6 months by another 6 months. This means 12 months in total.</p>

			This answer was due on 6 December 2021, why have I received it on 13 December 2021?	
13.	What other costs are associated with the role of the strategic adviser, including costs for accommodation, travel and any other expenses? Can you give full details of the total costs to date?	Section 21 – Information accessible by other means (this often means it is already in the public domain, in which case the authority is obliged to direct you to where it is held) Please find links payment details are on the Forces statement of accounts- can share the link- Expenditure 500- July- https://www.leics.police.uk/foi-ai/af/accessing-information/publis hed-items/?q=july .	This information was not available when I submitted my question and is extremely inadequate. I asked specifically about other costs on top of his salary. Your answer just refers me to a spreadsheet that details two payments. Is this the total amount to be paid to Mr Veale for his fees and expenses for his work for you? Please can you answer my questions? I want to know what his salary was set at and what	Please see answer to question 11.

			<p>payments are made for other expenses.</p> <p>This answer was due on 6 December 2021, why have I received it on 13 December 2021?</p>	
14.	<p>Can you confirm that this strategic advisor had already worked with you as part of your political campaign to be elected?</p>	<p>Section 21 – Information accessible by other means (this often means it is already in the public domain, in which case the authority is obliged to direct you to where it is held). FOI 2848 21 (pcc.police.uk)</p>	<p>This answer is surely deliberate obfuscation. If I follow the link to the other FOI I can see a question posed by another correspondent: “8) Disclosure of any previous contacts between Mr Matthews and the selected candidate, Mr Veale”. Your answer is: “We do not hold this information.”</p> <p>Is this a case of amnesia? Does Mr Matthews not know who he worked with prior to his election?</p>	<p>The OPCC only holds data regarding Mr Veale from the contract start date 13/5/2021. However, in light of being transparent we have provided the following information.</p> <p>Mr Veale did not actively participate in Mr Matthews political campaign. Mr Veale did not proactively engage in any activity which could be directly or indirectly suggest he campaigned in any way what so ver. Mr Veale did, however, provide invaluable insight into the role of the Police and Crime Commissioner and policing services. Mr Veale received no remuneration and was only met via skype. Mr Veale did, however, attend the count on election day to meet the wider colleagues. Mr Veale nor Mr Matthews view themselves as political associates. Mr Veale’s employment was agreed with the Chief Constable, Chief Executive Officer and Mr Matthews Chief Finance Officer so</p>

			<p>It's a simple question – confirming whether or not Mr Matthews worked with Mr Veale before the election. It is also a relevant question – on the face of it, Mr Matthews has brought in a political associate as a consultant with no independent scrutiny or approval.</p> <p>Please answer the question.</p> <p>This answer was due on 6 December 2021, why have I received it on 13 December 2021?</p>	<p>as to ensure that the appropriate employment framework was applied.</p>
15.	<p>Can you confirm that on 13 May 2021 you also brought in two other individuals who had worked with you on the campaign to get you elected?</p>	<p>No answer</p>	<p>Answer was due on 6 December 2021</p>	<p>Upon being elected the Police and Crime Commissioner retained the services of 2 individuals to assist in the transition process. As a law enforcement agency, Leicestershire Police have robust vetting and employment procedures in place, that</p>

				are mirrored across the OPCC. Accordingly, the PCC ensured compliance with this process by ensuring that they underwent a full vetting process and in the interim restrictions were in place to ensure full compliance.
16.	Can you confirm that none of these individuals has gone through a selection process in line with the recruitment procedures in use by Leicestershire Police and adopted by the OPCC?	Information supplied	Answer was due on 6 December 2021	Please see above
17.	Can you tell me which of these individuals is still working within the OPCC?	No answer	Answer was due on 6 December 2021	Mr Veale is a contactor with the OPCC The two individuals concerned will/have been a part of a recruitment process in line with the HR employment practices.
18.	Can you provide details of the vetting that each of the individuals that you introduced has undergone as follows: What level of vetting has each individual been approved for?	No answer	Answer was due on 6 December 2021	All vetting protocols have been followed and complied with for these roles, details of which can be found below: https://www.app.college.police.uk/app-content/professional-standards/vetting/
19.	When was that vetting completed?	No answer	Answer was due on 6 December 2021	Vetting was completed in line with normal employment practice and was managed by the Force Vetting Personnel. The process was rigorous and in line with national practice

20.	Whether any of these three started working in the OPCC before their vetting was complete?	No answer	Answer was due on 6 December 2021	Yes. In line with the advice from the force and policy the employee's activities were centred upon familiarisation and access to organisational infrastructure was restricted.
21.	Can you list all of the posts in your revised structure for the office, excluding all posts which do not attract cost to the OPCC such as posts exclusively in the Violence Reduction Network, and the police liaison officer. Can you also exclude PCC/Deputy PCC posts?	<p>Section 21 – Information accessible by other means (this often means it is already in the public domain, in which case the authority is obliged to direct you to where it is held) Please find links to the structure as at July 2021</p> <p>The Office of the Police and Crime Commissioner (pcc.police.uk)</p>	<p>Thank you for providing the organisational chart, which is helpful. As far as I am aware this was not available at the time that I asked the question. However, there is one obvious post missing. There is no reference to the Strategic Adviser.</p> <p>I note that there are 24 posts in your chart, which will be 25 with the Strategic Adviser post and 26 with the researcher post on hold. This does not include any of the staff in the Violence Reduction Network who were part of the staffing</p>	<p>The OPCC has gone through a fundamental change programme since the Police and Crime Commissioner to office. This is an ongoing process. Which will continue into the new year. The information which was supplied previously was in relation the July 21 organisational chart which will be replaced shortly.</p> <p>The information in relation to the number of staff within the office which you have requested, cannot be supplied to you as the following exemption has been applied for your request:</p> <p>Section 22 – Information Intended for Future Publication Section 22 is a qualified, class-based exemption and therefore requires us to conduct a public interest test.</p> <p>Section 22- Consideration favouring disclosure</p> <ul style="list-style-type: none"> - There is public interest in disclosure of the requested information

			<p>diagram on your first day, about which you said:</p> <p>“In addition to the 28 staff on the staffing diagram I’ve been given, we are currently recruiting two more. I put a pause on the recruitment process until I have had time to make up my own mind if I need even more staff.”</p> <p>As there were at least 6 staff in the Violence Reduction Network at the time you started you have obviously expanded the OPCC to a higher level than you inherited. With the chart you have provided I will do a direct comparison, including the Strategic Adviser.</p>	<p>as it would improve transparency and accountability of the Office of the Police and Crime Commissioner.</p> <p>Section 22- Considerations favouring non-disclosure</p> <ul style="list-style-type: none"> - The office structure may be subject to further revision before publication. It is therefore, in the public interest that the information is reviewed and accurate before being made available to the wider public. - Furthermore, the information requested is in the interest to the wider public and therefore it is important that it can be accessed simultaneously, rather than through a small number of FOI requests. It is in the public interest that the information is
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			This answer was due on 6 December 2021, why have I received it on 13 December 2021?	<p>accessible to the public by adhering to the publication schedule.</p> <p>We have reached the view that, on balance the public interest is better serviced by withholding the information under section 22 of the FOIA at this time. You may be interested to know that that this information will be available to view on the Office of the Police and Crime Commissioners website.</p>
22.	Can you provide the actual costs to date for the 3 additional posts you introduced on your arrival into office and the anticipated costs of these posts for the remainder of 2021/22?	Exempt	Answer was due on 6 December 2021	This information is considered to be personal information in accordance with Section 40 (2). In addition, the accounts of the OPCC are regularly published which contains details of expenditure incurred by the OPCC.
No.	Questions asked 15 November 2021	Answer	Gaps in response and further information required	
	At the start of your term in office you were very unhappy about the budget that you inherited from your predecessor. You spoke to the Home	Section 21 – Information accessible by other	Thank you for providing this, which was not available at	The follow up comments do not contain a question and as such cannot comply with Section 8 of the Act.

	<p>Office about your concerns. Following that, the Home Office conducted a review of the budget. Can you provide the Home Office review?</p>	<p>means (this often means it is already in the public domain, in which case the authority is obliged to direct you to where it is held) Please find link to the report presented to the Police and crime panel – appendix C (Public Pack)Agenda Document for Leicester, Leicestershire and Rutland Police and Crime Panel, 02/12/2021 13:00</p>	<p>the time I submitted my question. I note that your concerns about the budget were dismissed by the minister and by the investigation conducted by the Home Office. I note also from the discussions that took place at the Police and Crime Panel, that you invited in the team from the Home Office without consulting the Chief Constable.</p>	
	<p>Prior to beginning your role as PCC for Leicestershire and Rutland, what experience had you had of managing large public service budgets?</p> <p>What was the largest budget that you previously had full responsibility for? What was/were the company(ies) or organisation(s) involved?</p>	<p>No answer</p>	<p>Answer was due 13 December 2021</p>	<p>Please find link to About Your PCC. This is the information held by the OPCC.</p>

	<p>There was a lot of negative reaction on Twitter to your disapproving tweet about rainbows on police cars, including from LGBT members within the police. What impact has this had on your relationship with LGBT groups within the police?</p> <p>Have they boycotted any events or meetings that you have attended in response? Since you made your comments about rainbows on police cars, have you held any meetings with representatives of LGBT groups?</p>	Information Supplied	Answer was due 13 December 2021	<p>This element of your request is not considered to be a valid request under Section 8 of the Act.</p> <p>However, under our Section 16 duty to assist, I can confirm that we do not hold information about may have exercised their rights not to attend meetings etc.</p> <p>In addition, I continue to meet regularly with internal groups within Leicestershire Police, and external meetings are available via our website and social media channels.</p>
	<p>You are now onto your third chief executive within a few months and that will shortly be four chief executives when your new appointee arrives.</p> <ol style="list-style-type: none"> 1. What was the rationale for removing the second one, Simon Down, and replacing him with the current one, Elizabeth Starr? 2. What selection process was used to: <ol style="list-style-type: none"> i. Appoint Simon Down? ii. Remove Simon Down? iii. Appoint Elizabeth Starr? 3. What management experience did Elizabeth Starr have prior to taking on the role of interim chief executive, 	Exempt	Answer was due 13 December 2021	<p>This information is considered to be personal information and as such is considered to be exempt by virtue of Section 40 (2).</p> <p>The remainder of your request is asking for comment rather than recorded information and as such is not valid under Section 8 of the Act.</p>

	<p>bearing in mind that the first person she ever managed was around 2 years ago as part of her previous role within the OPCC. That experience was only one person on a short-term contract. Looking at the organisational charts she has only managed two other people since then and for a large part of that time she was on maternity leave.</p> <p>4. What impact do you think the appointment of such an inexperienced person, albeit on an interim basis, will have had on the morale of the other staff within the OPCC?</p> <p>When your new appointee for chief executive arrives, you will have had four chief executives within 12 months. As far as I can tell that is unprecedented for any PCC since the establishment of the role in 2012. What impact do you think such constant changes will have had on the stability and effectiveness of your office?</p>			
5	<p>Is ex-Chief Constable Veale still working for you? If not, when did he stop? If he still is working for you, how long do you intend to retain him in his present role? It has been widely reported in national and local media that Mr Veale had to resign from his previous role with Cleveland Police, following findings by the Independent Office for Police Conduct</p>	<p>Section 21 – Information accessible by other means (this often means it is already in the public domain, in which case the authority</p>	<p>The link that you have provided does not answer my questions. Please answer them.</p> <p>1. <i>Is ex-Chief Constable</i></p>	<p>1. Yes 2. N/A 3. Please see above 4. Mr Veale has been transparent about his public hearings and it is important to note that he is currently not in breach</p>

	<p>that there was sufficient evidence that he had breached professional standards. It was reported that he was to face proceedings for gross misconduct</p> <p>(1) Have these proceedings in relation to Mr Veale’s behaviour taken place? If so, what was the outcome?</p> <p>(2) In view of the seriousness of the allegations against Mr Veale, have you formally discussed his appointment with the Police and Crime Panel in open session, as would occur with any other senior appointment to the OPCC?</p> <p>(3) Please provide his job description and details of his salary.</p>	<p>is obliged to direct you to where it is held) Please find link FOI 2848 21 (pcc.police.uk)</p>	<p><i>Veale still working for you?</i></p> <p>2. <i>If not, when did he stop?</i></p> <p>3. <i>If he still is working for you, how long do you intend to retain him in his present role?</i></p> <p>4. <i>Have these proceedings [the IOPC proceedings for gross misconduct referred to in the question] in relation to Mr Veale’s behaviour taken place? If so, what was the outcome?</i></p> <p>5. <i>In view of the seriousness</i></p>	<p>of any misconduct regulations. Please refer to link FOI 2848 21 (pcc.police.uk)</p> <p>5. Mr Veale is a contractor and not an employee. The panel holds confirmation hearings for the Deputy Police and Crime Commissioners (where appointed), Chief Constable, Chief Executive Officer and Chief Finance Officer.</p>
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			<p><i>of the allegations against Mr Veale, have you formally discussed his appointment with the Police and Crime Panel in open session, as would occur with any other senior appointment to the OPCC?</i></p> <p>6. <i>Please provide his job description and details of his salary.</i></p> <p><i>The link does not provide answers to ANY of these questions. Please can you answer them.</i></p>	
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			This question was due to be answered today. Clearly this is not an answer. When can I expect an answer?	
No.	Questions asked 16 November 2021	Answer	Gaps in response and further information required	
1.	<p>I have a further question to put to you under the Freedom of Information Act 2000. This question is simple as it only requires checking the minutes of the Teams meeting you had with staff on day 3 of your tenure as PCC.</p> <p>In your blog published in Conservative Home on 2 July 2021, you described Day 3 of your role as PCC in the following way:</p> <p>"Day 3.</p> <p>I'd better read the agenda for the meeting this afternoon. Police recruitment figures, forthcoming grant decisions, meetings with Black Lives Matter. Hang on. Why are we meeting an organisation that wants to defund</p>	No answer	Answer due 14 December 2021	<p>Please find an extract from the blog:</p> <p>"I'd better read the agenda for the meeting this afternoon. Police recruitment figures, forthcoming grant decisions, meetings with Black Lives Matter. Hang on. Why are we meeting an organisation that wants to defund the police, has put police officers in hospital, and desecrated the cenotaph in London?</p> <p>Come the meeting, I have a dozen or so faces looking at me from the Teams screen. "Any Other Business". "Yes," I say. "As of now this organisation will have absolutely no contact at all with Black Lives Matter." There is a deathly silence. Meeting over, the screen goes blank".</p>

	<p>the police, has put police officers in hospital, and desecrated the cenotaph in London?</p> <p>Come the meeting, I have a dozen or so faces looking at me from the Teams screen. "Any Other Business". "Yes," I say. "As of now this organisation will have absolutely no contact at all with Black Lives Matter." There is a deathly silence. Meeting over, the screen goes blank."</p> <p>These comments provoked a considerable amount of negative attention from the media and from BAME groups locally and nationally. To defend yourself you said that your comments referred specifically to an organisation called Black Lives Matter UK and did not apply to the wider BLM movement. You said (e.g. in your interview with BBC Radio Leicester in July 2021 - https://www.bbc.co.uk/sounds/play/p09qsjwf) that you had made this distinction totally clear at the meeting referred to in your blog and quoted above.</p> <p>However, I have checked with your predecessor and he has told me that his office only ever had contact with the wider movement and never had any contact with Black Lives Matter UK, so there does not seem any point in making your statement on Day 3. Added to this, the words in your blog do not make this distinction either. Your blog quotes you as saying "As of now this organisation will have</p>			<p>The information is as stated in the blog post</p>
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	<p>absolutely no contact at all with Black Lives Matter."</p> <p>My assumption is that you only made the distinction between "Black Lives Matter" and "Black Lives Matter UK" after the meeting and after the blog was published as a means of deflecting the negative media attention away from you. On that assumption your comments to the media about this were deliberately misleading.</p> <p>Can you confirm that you did make the distinction between Black Lives Matter and Black Lives Matter UK entirely clear at the Day 3 meeting referred to in your blog and that this distinction is shown in the minutes of that meeting?</p>			
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Appendix 1

Title: Strategic Advisor

Work For: Office of the PCC for Leicester, Leicestershire and Rutland

Location: Enderby, Leicester

Salary: £100,000 pro rata

Length of Contract: 6 Months

Start date: 13th May 2021

Job Overview

You will use your previous experience as a Chief Constable in two different police forces to proactively help the Police and Crime Commissioner to establish and initially manage systems to ensure that his strategic objectives are implemented by the Office of the Police and Crime Commissioner and that the Chief Constable can be properly held to account by the PCC to ensure that the Police and Crime Plan [PCP], once finalised, is fully implemented in an efficient, effective and cost-effective way. To at all times seek to work collaboratively, productively and on good terms with the staff of the OPCC and other stakeholders. It is understood that your role is to advise the PCC in his duties with a view to enabling him to establish robust, effective and dynamic methods of working going forward beyond the end of your contract.

Key responsibilities include giving advice to the PCC to assist him to do the following:

- Conduct a review of the OPCC to ensure staff roles and responsibilities, systems policy and procedures are aligned to the vision and strategic direction set out in the Policing Plan which will be based upon the manifesto.
- Transform the manifesto on which the PCC was elected into a workable PCP
- Develop a performance management and corporate governance framework in line with the PCP
- Design a Consultation, Communication and Engagement strategy to support the development of the PCP
- Review the budget of the OPCC and the Police Force to ascertain what amendments will need to be made to align to the strategic direction set by the PCP
- Establish a system for the ongoing management of the said budgets and resources to ensure its construct is in line with the strategic direction set out in the CPC
- Review the process of commissioning projects and work by outside bodies to ensure that it delivers end results relevant to the CPC and its strategic direction, to include commissioning and decommissioning criteria
- Review the grants processes in order to identify the criteria used for allocation of grants and the exit strategy for each to ensure that there is a focus on outcomes, deliverables and scrutiny in line with the strategy laid out in the CPC
- Review the conduct and complaints processes allied to the Office of Chief Constable and the organisational complaints against the Leicestershire Police
- Review the Police estate in conjunction with the strategic direction of the PCP

Prior to the formal finalisation of the PCP, assist the PCC to hold the Chief Constable to account on the following Initiatives:

- The development of a Rural Crime Strategy to create meaningful improvements in the policing of our rural areas
- A review of the hierarchy and structure of the force to ensure the communities of Leicester, Leicestershire and Rutland are getting value for money in line with the strategic direction of the PCC
- The development of a volunteering and community participation strategy
- A review of the approach to people services to ensure the culture and approach to employees are in line with the strategic direction of the PCC
- The development of a process to ensure emerging issues or demands are fully understood so that they can inform the work of the PCC in good time

Other responsibilities include:

- Providing specialist and operational advice and support to the PCC
- Other tasks as may from time to time be instructed by the PCC.

Outside Commitments:

As a freelancer, you will no doubt have other work commitments outside of the OPCC. If it should prove necessary for you to be absent from the OPCC on particular dates, we will expect you to advise me of your proposed absences in good time. You will not be paid for the dates or times when you are absent.