

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE *DECISION RECORD*

To be completed in cases where a decision is required

DECISION OF POLICE AND CRIME COMMISSIONER

Date: 01/02/2023

Officers present: Chief Finance Officer, Interim CEO, Deputy PCC

Received in OPCC Date: 12th February 2023

OPCC Ref: EXE0007-23

Title: Contribution of £6,000, match funding to the WIN Conference

Summary of Issue:

The OPCC SMT received a business case requesting funding for a contribution of £6,000 towards the Women's Inclusive Network conference. This contribution is to be matched by the Force.

Further information on the Network and the event can be found below.

The Women's Inclusive Network is a long standing and highly supported staff network that supports females and males in all matters related to workplace, home and healthcare issues.

The network has in excess of 400 members and has been instrumental in supporting new parents through the many challenges of family life from childbirth, adoption, fertility and child loss whilst assisting those returning to work after periods of maternity and paternity absence through our award-winning Keep In Touch days.

We have strong links into the national Gender Board, the regional gender steering group and the British Association of Women in Policing, where we are able to learn from and support other forces with a range of diverse staff concerns such as grievance, menopause and mental health.

We are a critical friend to the organisation and are regularly approached by the Police Federation, trade union bodies and the Chief Officer team to provide a second opinion on matters raised that may have an impact on our staff.

It is hoped that we can once again bring members of the WIN together along with the wider organisation to celebrate, acknowledge and importantly learn from lots of diverse topics by hosting a learning and wellbeing event.

The event will provide face to face contact for staff, maximise learning and support for one another through presentations by inspirational speakers and provide an interactive 'market place' where staff can get advice and support from a host of internal departments and different external partners.

It is a key focus of the day to support and encourage women into roles they may have historically considered a male only domain, for example firearms officers and detectives. With a national shortage of detectives in particular, which is equally felt in Leicestershire, the day will have experts on hand to discuss career options and help challenge any myths.

The event will demonstrate to staff and sense of strong and effective leadership that will motivate and inspire individuals, whilst increasing a sense of belonging, morale and motivation.

Recommendations presented:

The OPCC to provide £6,000 matched funding.

Key discussion points

OFFICE OF PCC APPROVAL

Chief Executive or Chief Finance Officer:

I have been consulted about the proposal and confirm that appropriate advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner

Signature:

Name: Kira Hughes

Date:9/3/23

Publication Scheme

Decision of Monitoring Officer:

As Monitoring Officer for the Office of Police and Crime Commissioner for Leicestershire I have determined that:

It is appropriate to publish this record of decision made by the Police and Crime Commissioner :

It is appropriate to publish the contents of the report proposing this course of action prepared by either of the senior post holders in the Office of the Police and Crime Commissioner for Leicestershire (i.e. either the Chief Executive or Chief Finance Officer) :

It is appropriate to publish details of the decision by the Police and Crime Commissioner for Leicestershire:

Reasons for any non-Publication (referencing appropriate legislation): n/a

Signature:



Name: Andy Champness

Date: 15th March 2023

Having received the advice set out above and reviewed relevant documentation my decision in regard of this matter is:

Supported

Signature
Deputy PCC Rani Mahal

Date: 17/3/23