



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

Date: 10<sup>th</sup> October 2023

His Majesty's Inspector of Constabulary  
His Majesty's Inspector of Fire & Rescue Services  
6th Floor Globe House  
89 Eccleston Square London  
SW1V 1PN

Dear Mr Wilsher,

I write to you in response to your report "Race and Policing: A review of the police service's leadership and governance arrangements for race-related matters" published on the 25<sup>th</sup> August 2023.

I welcome this report – the first of a series of inspections – and echo the reflections that there is a need for sharing best practice and having a uniformed approach when it comes to equality, diversity, and inclusion in policing and in OPCCs.

I was troubled to continue to hear of the underreporting of ethnicity in crime data. In previous conversations with the force, we understood that 'not stated' was a valid option for officers to submit on police systems when dealing with victims of crime. Victims also have the option to not disclose ethnicity which can attribute to low figures. However, as of February 2023, the number of victims of crime with an unrecorded ethnicity decreased by 37.5% since 2018, and I believe good progress is continuing to be made in Leicestershire. This is further reflected in our grade of 'outstanding' for crime data integrity in our 21/22 PEEL inspection. There is of course, always progress to be made and we will continue to monitor the percentages of ethnicity recordings in victims of crime.

Within your report, you also refer to previous recommendations which state that "forces should ensure that all stop and search records include detail of the self-defined ethnicity of the subject. When this information is refused by the subject, the officer-defined ethnicity code should be recorded.". The Home Office published national Stop Search data in October 2023 – within this, it states that the ethnicities of 1,433 of 6,466 recorded stop and search subjects in the year ending March 2023 were 'not stated/unknown'. This accounts for 22% of all stop searches for the year, and is reflective of most similar forces. In Leicestershire Police's 2020/21 annual report, they stated the following: 'We have invested in training all of our frontline officers and provide practical guidance in line with the College of Policing Authorised Professional Practice (APP) for using powers to stop and search. Training is provided through the completion of online material but reinforced with ongoing personal briefings by Sgts and with the support of a number of stop search coaches around the force. In 2019, building upon the stop search inputs that were given to all response officers during 2018, a new neighbourhoods training programme was rolled-out to local policing teams. A key element of this is a section on police legitimacy which includes stop search best practice and guidance from the force practitioner lead. This training programme has since been completed by all Neighbourhoods Policing officers and has



also been adopted by a number of other forces. All frontline police officers received an additional training input on stop search at dedicated training days in preparation for the launch of the force's target operating model in March 2020. Training is further supplemented with a feedback loop to officers following the random dip sampling of 5% of all monthly stop searches completed by the Forces tactical lead for stop search or nominated force leads. Officers have also previously received training in unconscious bias.'. We will continue to monitor published stop search data and raise any concerning percentage changes with the Chief Constable.

As part of our governance framework between the OPCC and the Chief Constable, we request annual recruitment and retention reports to be presented at the Corporate Governance Board. The PCC requested the report to give himself and the OPCC oversight of target fulfilment. The paper details headcount data and historical trend data showing changes in police officer representation (disability, ethnicity, gender, sexual orientation and socio-economic diversity). The latest recruitment and retention paper from July 2023 show that recruitment is increasingly representative of the population of LLR. Increases in recruitment figures in March 2023 compared to 2013-14 shows that 45.3% more recruits were female in the year ending March 23, and 31.6% more recruits identified as BAME in the year ending March 23 compared to 2013-14. Prior to the Commissioner requesting this annual report, the force was not providing the OPCC with diversity headcount data - there is now much more transparency and accountability to the recruitment of Leicestershire Police.

The importance of equality, diversity and inclusion is echoed in the PCC's police and crime plan, in which Mr Matthews states 'I will work with the Chief Constable to ensure that we place no barriers in the way of ensuring that our recruits are the very best of our diverse population and representative of the varied communities of Leicester, Leicestershire and Rutland [...] We must recognise that policing needs to be adapted to meet the needs and expectations of our diverse communities. We must develop our policing strategies so that it reflects the dynamics, demographics and environment so that it is not a 'one size fits all'. [...] All residents in LLR will be treated professionally and fairly in line with their needs, with sensitivity and respect regardless of their background. To this end, I will put in place quality-of-service surveys so that we see regular and consistent improvement in policing to communities.'

At the beginning of his term, Mr Matthews conducted a large-scale public consultation to understand feelings across the city and county of where the public feel the PCC's priorities should lie with regard to the drafting of the Police and Crime Plan. This gathered roughly 2,300 responses which were carefully considered and incorporated into the plan. More recently, the PCC commissioned a second large scale public consultation on feelings of safety and trust and confidence in policing which included focus groups with representative individuals of Leicester, Leicestershire and Rutland and provided the Commissioner with significant insight on attitudes to policing in LLR. This data will be used to highlight areas of concern to the Chief Constable, and gives a baseline for any future consultations on feelings of safety and public confidence. This is a rich data source for analysts to use in their scrutiny of the police force and understand which areas of LLR require different types of engagement with local police. The Commissioner and I understand the important of consulting with the public and ensuring that responses are representative of the communities which we serve and represent.



Where possible, we encourage our staff to be part of diversity networks facilitated by Leicestershire Police. For example, members of the OPCC are part of the following networks: WIN (women's inclusive network who have recently hosted a successful conference in October 2023), Hindu association and the LGBTQ+ network. As Deputy Police and Crime Commissioner, I ensure to meet with all network chairs twice yearly and attend as many calendar events as possible such as Leicester and Rutland Pride events. We regularly monitor our recruitment and strive for an office that's representative of the community which we serve.

All OPCC staff members including myself have recently undergone a full-day mandatory Equality, Diversity and Inclusion training day hosted by Leicestershire Police. This is an in-depth course requiring attendees to challenge their views and consider what inclusion looks like to different backgrounds and ethnicities. The course was designed to equip attendees with the knowledge to ensure that they are consciously considering these differences, to allow all members of the team, and stakeholders we interact with to feel considered, heard and understood. Myself and the Commissioner want to continuously offer the best service possible to members of Leicester, Leicestershire and Rutland and I believe having staff up to date on their training is a key part of this.

Leicestershire Police are members of the Equality Scheme - The Equality Scheme assists Leicestershire Police in providing a foundation, structure and accountability framework ensuring cohesion between all aspects of equality and diversity both internally with our own staff and externally in how we deliver a fair and equitable service to our communities. The scheme provides the framework for meeting all of the force's equality objectives and statutory duties under the Equality Act. It enables Leicestershire Police to provide in one document the processes for monitoring and consultation of policies and practices that affect and impact on all or any of the protected characteristics, which are; age, disability, sex, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, and sexual orientation.

Within the afore mentioned scheme, the force has a dedicated Diversity and Inclusion Unit. Referring to the Equality Act 2010 with its associated 3 Public Sector Equality duties (advancing equality, diversity and human rights; assisting the organisation to eliminate discrimination, harassment and victimisation; fostering good relations between different communities), this is comprised of a head of diversity and inclusion, a diversity, inclusion and positive action officer and an administrator. The unit has two main functions – to ensure that legal compliance requirements for the police force are met, but also to ensure that the principles of fairness and inclusion apply to the workforce and LLR's diverse communities.

The force provides a significant number of resources to officers and staff including disability resources such as accessibility tips for documents, diversity in diction documents and hosting events such as the annual Disability Network event. Leicestershire Police also has a network of Equality Supporters. They include both police officers and police staff of varying ranks and levels across the organisation who have received equality, and diversity training. The equality



supporters provide confidential support and advice to anybody who feels like they have been a victim of bullying or unfair treatment in the workplace.

The force also has a chaplaincy scheme, providing chaplains from a range of religions to support officers and staff when requested. There are a number of multi-faith rooms across the Force's estates to allow officers and staff to carry out religious practices as necessary.

I, with the Police and Crime Commissioner, will ensure to continue to effectively hold the Chief Constable to account on the recommendations outlined within our corporate governance framework.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Rani Mahal', written in a cursive style.

**Rani Mahal**  
**Deputy Police and Crime Commissioner for Leicester, Leicestershire and Rutland**