



**POLICE & CRIME
COMMISSIONER**
for Leicester,
Leicestershire & Rutland

Your Communities - Your Commissioner

Date: 11th November 2024

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 publication 'An inspection into activism and impartiality in policing' published on the 10th September 2024.

This was an interesting read which rightly highlights the complexities with modern social politics and the challenges of policing these appropriately in a way that makes the public feel heard and understood.

I accept the recommendations outlined within your report. The PCC has already discussed ongoing implementation of the refreshed Code of Ethics with the Chief Constable in a 121 over the summer. During this meeting, the Force provided assurance that they have a good understanding of the refreshed code, informing the PCC that many approaches are already standard practice within Leicestershire Police, and they were working quickly and efficiently to embed the remaining practices within the code. For example, a package of learning has been developed with the first module rolled out on 24 January 2024. Further modules, including classroom learning, has been made available throughout 2024. A detailed FAQs page was circulated Force-wide in January 2024 following publication of the refreshed code showing a robust and efficient response to the code. This has been attached to this response as an appendix for the benefit of HMICFRS.

Impartial Policing has also recently appeared on the agenda for the Corporate Governance Board and has been recently explored in our Ethics and Transparency Panel. For example in June 2024 an ethical dilemma was presented to panel members on Police attendance at Leicester's Pride Parade, and proposed withdrawal from the Stonewall programme. Discussions included whether Police should take part in the PRIDE march off-duty but in full uniform as part of supporting the community event, the Force network and their approach to diversity, and whether this visible support goes against the Code of Ethics. General consensus was that the Force should take an 'all or nothing' approach in attending political parade's in a professional setting. The panel also supported withdrawal from the Stonewall programme due to an exemplary track record of accreditation. The panel agreed with the Force that this record proved the Force's ongoing commitment to inclusion in the workplace and continuing to spend money to maintain accreditation was not an effective use of Force spending.



Following the refreshed Code of Ethics in 2023, members of my performance team have been attending the APCC briefings advising the scrutiny of the refreshed Code of Ethics and will continue to do so.

I accept and welcome the recommendations outlined within your report, echoing the need for clear guidance on what impartiality in policing looks like and means for officers and staff, both on and off duty.

We will continue to present ethical dilemmas which touch on impartiality to our Ethics and Transparency Panel in conjunction with the Force as they are an extremely valuable voice for the public in holding the Force to account and providing lived views and experiences.

Rani Mahal

A handwritten signature in black ink, appearing to read 'Rani Mahal'.

Deputy Police and Crime Commissioner for Leicester, Leicestershire and Rutland