



**POLICE & CRIME  
COMMISSIONER**  
for Leicestershire

Prevention | Partnership | Protection

# **ETHICS, INTEGRITY AND COMPLAINTS COMMITTEE**

## **ANNUAL REPORT**

**DECEMBER 2018 – MARCH 2020**

## FOREWORD FROM THE CHAIRMAN

As I take up the role of Chair of the committee I want to thank Professor Cillian Ryan for chairing the committee since its inception in 2015 and to thank colleagues for their support and faith in me to continue to chair the very interesting work of the committee. The span of complaints and ethical issues that we discuss is at once challenging and fascinating and participating is a privilege.

Over the last year the issues considered have included police promotion selection processes, gifts and gratuities to police officers, cyber-crime and 'people zones' - building safer communities and stop and search.

With regard to the latter, the committee delved into the raw data and were able to agree with the force that knife crime is mistakenly viewed as a Black crime. An interesting suggestion from the committee was to perhaps change the narrative of the use of Stop and Search to being led by the risk to a community.

With regard to cyber-crime, the committee asked about prevention strategies and were saddened to learn that 90% of cyber-crime was preventable but not possible because of a lack of resources.

Additionally, we sampled over 100 instances of complaints or misconduct handling, to challenge where appropriate the way in which they had been resolved and, in most cases, received satisfactory responses and explanations. In the minority of cases that we challenged we were pleased to see that there is an openness to learning for improvement. Reading the (quite hefty on occasion) files led to the realisation of just how much time and paperwork goes in to investigating, checking and recording police actions and decisions and just how seriously Leicestershire Police approach ethical policing and integrity.



**Ms Karen Chouhan**  
**Chair**  
**Ethics, Integrity and Complaints Committee**



## INTRODUCTION

The Ethics, Integrity and Complaints Committee was convened in September 2015. The Committee scrutinise the way in which the police carry out their complex and often demanding duties and how the very highest standards of professionalism, fairness, and integrity are upheld.

The Committee undertake an advisory role and is not a decision-making body. It is overtly unbiased and independent. It provides a forum for debate on complex operational or personnel issues with a view to defensible decision making. The Committee considers both broad thematic issues as well as practical day-to-day and historic matters. In certain circumstances, the Committee will advise on live operations or events.

The Committee also scrutinise how public complaints against officers and staff are handled by the Force's internal Professional Standards Department and provide comment and feedback on individual anonymous cases.

The aim of the Ethics, Integrity and Complaints Committee is to provide assurance to the Police and Crime Commissioner that ethics and integrity are embedded within Leicestershire Police and that complaints against the police are being handled expeditiously and following due process. The Committee will debate and advise on these three areas and add value to the current audit and scrutiny processes already in place.

- **Ethics**

Police officers and staff work to a Code of Ethics. The principles of the Code are integral to the delivery of policing and are a part of growing police professionalism leading to increased public confidence. Professional ethics is broader than integrity alone and incorporates the requirement for individuals to give an account of their judgement, acts and omissions. The Committee facilitate public scrutiny in this area and help build and maintain trust and public confidence.

- **Integrity**

Integrity is pivotal to public trust and confidence and oversight of how this is embedded within the Force requires independence and transparency for the police to have 'legitimacy' with the public it serves. Integrity in policing is about ensuring that the people who work for the police uphold public confidence. It is about how well the police make decisions, deal with situations and treat people day in and day out. If the public don't trust the police to be fair and act with integrity and in their best interests it is unlikely that they will be inclined to assist the police.

- **Complaints**

The Police and Crime Commissioner has a duty to hold the Chief Constable to account on how effectively he discharges his responsibility for responding to complaints and misconduct allegations made against the Force. The Ethics, Integrity and Complaints Committee will provide a more robust, independent and transparent approach to the oversight of complaints and misconduct matters. Members of the Committee undertake dip sampling of completed complaint files and receive data in relation to the number of complaints, categories, trends etc.

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The Ethics, Integrity and Complaints Committee contribute to developing trust and confidence in the following ways:

- (a) By bridging the gap between academic debate on ethics and operational decision making.
- (b) Influencing changes in force policy.
- (c) Enhancing the debate and development of police policies and practices.
- (d) By anticipating and understanding future ethical challenges that the service will face and influencing any response by the police.
- (e) Articulating and promoting the influence of professional ethics in all aspects of policing.



## **MEMBERSHIP**

The Committee comprises seven members who have all been recruited from the local community. Currently the membership comprises:

### **Dr Steven Cammiss**



Dr Steven Cammiss is a Senior Lecturer in Law at the University of Leicester. He read law at King's College London, where he also completed his LLM. He was awarded a PhD, on determining mode of trial in magistrates' courts, by Warwick University in 2005. He was previously employed as a lecturer at the University of Birmingham before moving to Leicester in 2007. He was promoted to Senior Lecturer in 2013.

His main research interests are the administration of criminal justice and law and language. He has previously undertaken empirical work with the Crown Prosecution Service and has a longstanding interest in policing and police accountability.

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### **Ms Karen Chouhan (Chair)**



Karen Chouhan is a Lead Equality Officer for the National Education Union with a specialism in Race Equality. She was previously a Senior Education Manager for the Workers Educational Association (WEA), a national charity providing adult education including for the poorest and most disadvantaged people.

She has lived in Leicester since 1975 and has worked in Further Education as an English and English for Speakers Of Languages teacher and in HE for De Montfort University for 12 years as the programme lead for the Master of Arts in Community Education and Youth Work.

She has also worked as a Chief Executive Officer for a national race equality charity and won several awards for her anti-racist work and tackling Islamophobia. In 2005, she was named by Joseph Rowntree Charitable Trust as a 'Visionary for a Just and Peaceful World'. They funded her work on 'Equanomics' (Equality via Economic Justice) for 5 years.

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**Miss Lois Dugmore**



Lois Dugmore is a nurse consultant for dual diagnosis and veterans with Leicestershire Partnership NHS trust. She works with the national nurse consultants group and all party parliamentary group on dual diagnosis.

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**Ms Linda James**



Linda James is a Qualified Probation Officer, she has studied; Community Justice, Health Care Management, Mediation skills and Diversity and Equality.

With over 20 years of experience working with statutory, voluntary and private organisations across England, which has given her in depth knowledge and understanding of the issues communities face. She has worked in both inner city and the rural areas and has gained first-hand understanding of issues directly from the residents. Her main area of expertise is working within all aspects of the criminal justice system. Leading transition, implanting change and facilitating interventions with young people and adults. She has worked alongside local Councillors and Central Government bodies and led youth groups tackling anti-social behaviour, assisting professional agencies to engage with communities and delivered national government schemes. Linda James is confident with good communication skills; she has strong beliefs in fairness and strives for equality. She is highly self-motivated to tackle issues of injustices, inequality and discrimination experienced in communities/ workplaces and has the skills to positively challenge others with the view of creating better outcomes for all.

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**Dr Mark Peel**

Born and brought up in Leicester, Mark Peel attended Dovelands and Gateway Schools, before leaving the County to go to University in Newcastle and Oxford, before returning home to the City in 1985. Dr Peel subsequently embarked on an academic career, and is presently employed locally at University of Leicester, combining this work with independent national research and consultancy in the area of child care, protection and issues of complex ethical professional practice.



**Ms Lynne Richards (Deputy Chair)**

Lynne Richards has over 30 years' experience in the private, public and charity sectors as a Senior Manager specialising in fundraising, talent management and sustainable development.

She spent eight years as the Head of Fundraising at the National Forest Company, where she worked with business leaders, partner organisations and members of the public to support The National Forest, a new forest being created for the nation across 200 square miles of north-west Leicestershire, south Derbyshire, and Staffordshire.

Lynne previously worked as the Director of the Brighton & Hove Business Community Partnership (BiTC), and as a senior manager at Brighton Dome & Festival, before moving to Leicestershire in 2008. She is currently supporting HR at DMRC Stanford Hall.

A strategic thinker and skilled negotiator, she has a range of knowledge across applied ethics and policy, finance, business/community partnerships and personnel development.



### **Prof Cillian Ryan**

Professor Cillian Ryan FRSA is Pro Vice-Chancellor and Dean of the Faculty of Business and Law at De Montfort University (DMU). Prior to that he was Dean of Liberal Arts and Sciences at the University of Birmingham, and previously Head of the European Research Institute. Originally from Dublin, Ireland, Cillian is an economist, graduating with a BA and MA in economics from University College Dublin before taking his PhD at Western University, Ontario Canada. He has held appointments in Ireland, Canada and the USA as well as the UK and visiting appointments in Hong Kong, Singapore, France and Australia.

Nationally, Cillian was appointed Chair Institute for Learning and Teaching Economics Network Advisory Board in 2004 and subsequently served two terms in the same role for the Higher Education Authority Economics Network. He also served on the Advisory Board for the Higher Education Authority Centre for Sociology, Anthropology and Politics, and the National Committee of HEA Advisory Board Chairs (2005-2012). He is currently the Royal Economics Society nominee to the HEA College of Social Sciences Advisory panel. Cillian also serves on the Oxford Cambridge and RSA Higher Education Consultative Forum. He is a regular speaker at international fora on the value of multidisciplinary arts and sciences education.

Cillian's research embraces a wide-range of topics from trade theory (with particular emphasis on trade in financial services, the EU Single Market, the World Trade Organisation (WTO) and Basel Accords) to business-cycle theory. He has undertaken a large number of funded research projects and advised a wide range of governments and international organisations including the Cabinet office, Treasury and the Department of Business, Innovation and Skills (BIS) (in the UK), the Australian, Canadian and UAE governments, the EU, the WTO and United Nations Conference for Trade and Development.



### **Membership of Committee – Recruitment of member**

In September 2019 Prof Cillian Ryan resigned from the Committee due to undertaking new employment which resulted in him no longer working or living within the Force area which is a condition of membership. As such a recruitment process was undertaken and following interviews a new member of the Committee was appointed. The new member appointed is:



#### **Gail Pringle**

Gail graduated from Mid Glamorgan University and has an MA in Race and Ethnic Studies from Warwick University. Gail has lived and worked in Leicester since 1976 and has over 30 years experience working within the Black voluntary sector as a volunteer, activist, development worker, manager and consultant. Gail worked for 11 years with a national Refugee Charity and has held a number of public sector posts; she is currently a senior manager for Leicestershire Adult Learning Service.

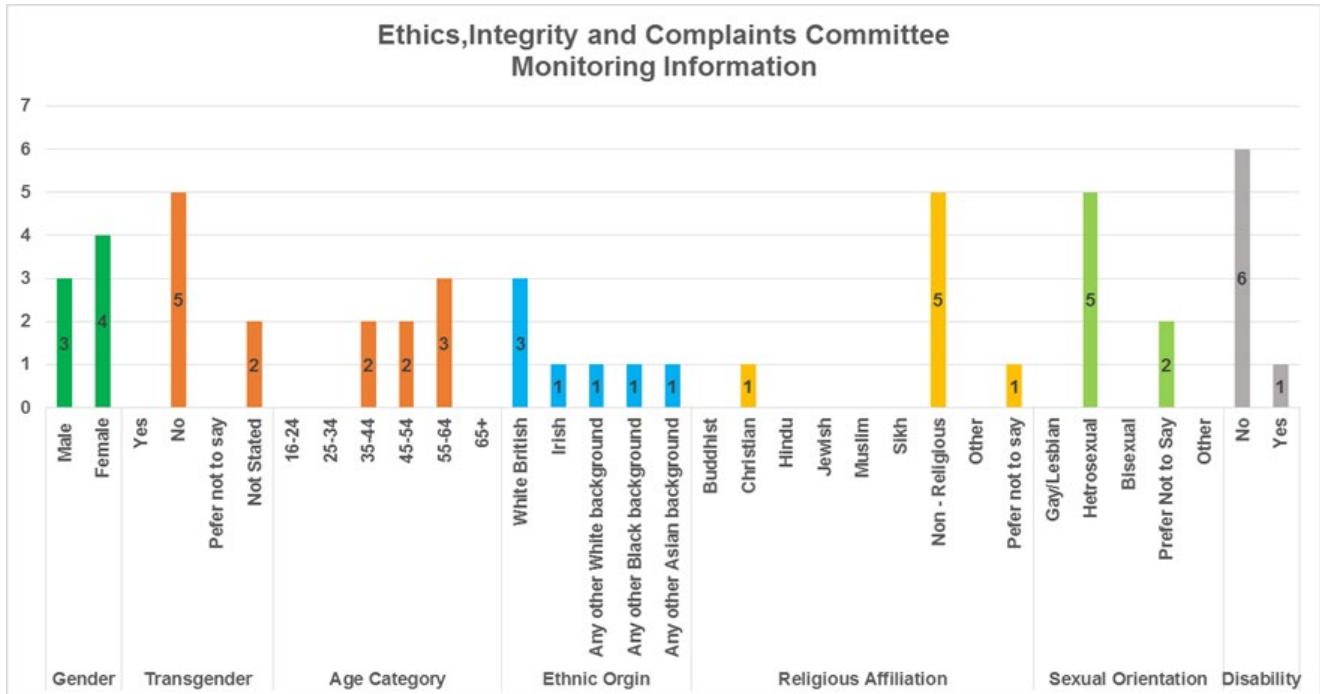
Gail has held a number of national and local voluntary roles, including board member for the National Heritage Lottery Fund, Grandparent Plus, School Appeals panel member and school governor for Leicester City Council.

Gail has two teenage boys of dual heritage (English/Irish and Jamaican), and is passionate about enabling all individuals, regardless of their background to reach their full potential particularly through education.

Gail will take up her appointment at the June 2020 meeting of the Committee.

## Equality and Diversity

The breakdown of the membership of the Committee for the time period of this report is as follows:



## THE WORK OF THE COMMITTEE - December 2018 to March 2020

- **Review of Terms of Reference for the Committee**

The Committee review its terms of reference on an annual basis. During this time period one amendment was made, as follows:

- At its March 2019 meeting it was agreed that on the request of the Commissioner, the Committee also scrutinise areas of grievances, employment tribunals and disciplinary and performance procedures in Leicestershire Police.

- **Complaints**

The Police and Crime Commissioner has a statutory duty to ensure that complaints against the police are fairly and robustly investigated. The Ethics, Integrity and Complaints Committee undertake to provide assurance to the Commissioner that this is the case by their independent reviews of complaint files which are dip-sampled on a quarterly basis.



Since December 2018 a total of 114 completed complaint files have been dip sampled by members. In addition, members have also inspected 15 decision logs where it had been decided not to refer a matter to the Independent Office of Police Conduct and 21 cases of alleged misconduct by officers.

The outcomes of all files examined can be found on the Commissioner's website.

Examples of where members have questioned some aspects arising from complaint files as follows:

- CO84/18 - No officer had activated their body worn video during a vehicle search (5 officers) even though it is force policy to do so and is compulsory for person and vehicle searches. In this case Committee members agreed that the officer should have had their Body Worn Video (BWV) switched on. They were informed that a programme was in place whereby regular news articles are published on the force Intranet reminding officers that it was best practice to always switch on BWV.
- CO445/18 - Whilst this complaint had been withdrawn by the complainant the Committee were informed that in such cases this did not mean that the investigation would be halted. In all such cases the investigations would continue. Sept 19
- CO/142/18 - Complaint around 'removal of vehicle' without reasonable effort to contact the owner. A totally spurious complaint against two PCSO's who clearly acted both professionally and ethically. If the complainant had responded to an initial, reasonable request to move the vehicle from another motorist who was blocked in the police need never have been involved. Rather than a complaint – I would suggest the complainant here has acted unreasonable and has wasted police time and resource.

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- CO533/19 - The Committee felt that management action taken in respect of 2 PCs in this case was harsh and disproportionate. This referred to the circumstances where it was more appropriate to arrest all 3 males at the same time. In this case 1 was arrested and the remaining two the next day. The force response was that this was a learning opportunity in order to prevent escape and/or loss or concealment of evidence or weapons and limit collusion between offenders and therefore management action was appropriate on this occasion.
- CM19/19 - Noted that the behaviour was unacceptable. Management action had been taken, in the form of a professional discussion as this was felt more appropriate. The officer was subsequently banned from driving for 18 months.

In respect of misconduct cases examined by members:

- CM13/18 - The Committee raised a question about officers attending an incident without their personal protective equipment. A response was provided confirming that student officers are taught to always wear their protective equipment and that in this instance lessons had been learnt.

- **Ethical Dilemmas**

The Committee receive a number of ethical dilemmas faced by officers for their consideration. During the time period of this annual report the following issues were discussed by the Committee:

**Circumstances 1:** A 14 year old male child, with no family in England is a looked after child and managed by London social care. He is involved with established gangs in the Metropolitan Police area and is heavily involved in drugs, knives and violence. He was placed into Leicestershire to safeguard him from this lifestyle however he does not want to sever any ties with these gangs and in a matter of months he has been reported missing 27 times to Leicestershire Police. He has been found on each occasion in London. He is actively involved in drug supply. He has befriended a number of girls of similar age from Leicestershire and they too have been reported missing and have been located in London with this 14 year old and his gang associates. The girls are vulnerable and also looked after children in social care. It is believed that the girls are being recruited and exploited by the gang but they are refusing to disclose any information to Police about their lifestyle. The 14 year old male is pivotal in exposing them to drugs and violence. He will not engage with agencies. Is he a victim or should he be managed as a suspect? How do the police manage him? How do the police manage the girls and any other future vulnerable people he befriends?

*The Committee welcomed the report and discussed the criminal and safeguarding issues. They felt that as the child was likely to become heavily involved with gangs the right thing to do was to try and protect him via active police engagement.*



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**Circumstances 2:** A male child repeatedly goes missing, 52 times recorded so far. He has just turned 10 years old but has the mental age of 5yrs old. He suffers from ADHD. He does smoke cannabis. He will literally leave his house whilst parents are asleep and wonder around at all times of the day and night. He has been found in various parts of the city and will ask strangers for money. Warnings have been issued to anybody he is found in company of. His parents do report him missing each time. Due to his vulnerabilities he is always deemed a high risk 'Missing from Home' and it is resource intensive on each occasion. There is extensive social care involvement. Social care are the lead agency for child safeguarding but it's the Police that have to respond to each and every missing episode.

*The Committee welcomed the report and discussed the issue of neglect. They acknowledged that missing from home cases took up a lot of police resources. The Committee agreed that although missing from home was a key part of policing, the issue also required strong partnership working and a better solution for all involved, including the appropriate use of technology.*

**Circumstances 3:** A 16 year old female is looked after by social care and lives in a residential placement managed by them. She has historically been involved in child sexual exploitation which made her high risk as she was often in possession of new clothes, expensive trainers, cash and mobiles. She would never make any disclosures around her activities when away from home and believes she is fully capable of making decisions and doesn't feel she is at any risk. Her risk assessment was high when she was suspected of being involved in CSE. One tactic to assist police is to track her mobile phone signal. In the absence of any other information is it appropriate that the police use these tactics regularly to locate her? She has since begun a relationship with a male. She will often stay out overnight and spend time with this male. She is allowed to legally have sex with him and to marry him as she is 16 years old. However she is reported missing if she refuses to answer her phone or return home. She will remain under social care's responsibility until she is 18 years old and an adult. Is she officially missing if she is with her boyfriend? Is this a breach of her human rights if she chooses to remain in a relationship with this male and stay with him overnight? Should the police deal with her as a missing from home?

*The Committee welcomed the report and discussed the female's rights if she chose to remain in a relationship and stay overnight with her boyfriend. The Committee discussed if it was right for the police to deal with her as missing from home given her age. It was explained that Social Services had an on-going obligation to someone who had previously been under their care, even after the age of consent (16) and came to the conclusion that as she had previously been at risk then social services should check to see if her boyfriend was known by the police.*

**Circumstances 4:** A girl aged 13 is chatting on social media to a male whom she believes is 13, he is actually a 45 year old male. The male asks her to send him a naked photograph of herself which she does willingly without undue pressure being applied by the male. Under crime recording standards the male commits an offence of inciting a child to engage in sexual activity and the girl commits an offence of distributing an indecent image of a child, both offences must be recorded. In relation to the sending of indecent images by children National Police Chiefs Council guidance is education not criminalisation. The male would be arrested and if convicted placed on the sex offenders register. A child is deemed to be a child up until they are 18 years old and any sending or possession of such images if indecent would be an offence. Is it ethical that the female is recorded as a suspect for sending it to a person she thinks is of the same age and has willingly sent it? In these circumstances the victim would also be criminalised.

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*Members felt that in this circumstance this was a vulnerable young woman and that being criminalised would only add to her problems.*

**Circumstances 5:** An elderly male reported that he has been a victim of fraud which was being investigated by Action Fraud and not the Police. The male has reported to Action Fraud that his health was severely deteriorating due to the stress of the offence. Action Fraud requested that the police conduct a welfare check on the victim. Should the Police complete this as it is a medical condition? What if the male did pass away would this reflect on the police in any way as he is a victim of crime that is under investigation albeit by a partner law enforcement agency?

*Members agreed that it was not the role of the police to undertake welfare checks on individuals in such circumstances. Members also commented on the role that banks, pensions and benefits agencies had in combatting fraud and that the police were not the only agency who 'police'.*

**Circumstances 6:** Chief Officers would shortly be making a decision as to whether to introduce the 'name and shame' dimension into the NPCC Drink/Drug – Drive Summer Campaign.

*The Committee welcomed the report and questioned the proportionality as to whether such a course of action was appropriate. It noted that ethically nobody should be named before they were convicted. Members also queried whether there was any evidence or research which indicated that this would be an effective deterrent. The Committee felt that if someone drove for a living or had a high profile job they might be dissuaded from drink driving by a naming and shaming policy but there was probably little to be gained in doing so if the driver was not well known.*

**Circumstances 7:** A phone call was received from an adult mental health practitioner requesting that the police assist in taking an elderly male patient to the Leicester Royal Infirmary for a life-threatening medical emergency. He had Alzheimer's and had historically hit out and spat at people in the past. He was being aggressive but hadn't been violent. This is primarily a health issue and East Midlands Ambulance Service are the most suitable agency to deal with such incidents and they have a duty to equip their staff to deal with foreseeable risks and are trained in restraint. Do the police attend? Do the police assist East Midlands Ambulance Service? This is particularly sensitive as due to his age and frailty if the police attended any use of force would have to be proportionate and this would immediately place the officers and organisation under scrutiny.

*The Committee noted that under the Mental Health Code of Practice, patients should only be transferred via a medical vehicle in case treatment is required enroute. In the case of this particular patient who was elderly, frail and unwell, it was felt that an ambulance would be the best mode of transport and that police should not attend or transport the individual.*

**Circumstances 8:** A member of the CRISIS mental health team contacted police to say that they had a patient who had been released from the Bradgate Unit a week ago and was still in a mental health crisis. She received daily visits from the CRISIS team however due to a visit being really late the patient had become significantly upset. The female lived alone with her



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dog and was a recluse and rarely went out. She could be aggressive and was annoyed at the delay. Two hours later, when the CRISIS team arrived, they couldn't get into the address and they couldn't reach the female on the phone. There was no dog at the address nor was her car there. The CRISIS team member had contacted the police to assist her. There was a keysafe at the address and the control room held the code however she was refusing to enter the house alone due to the patient's previous aggressive behaviour. No information known as to the car registration. PNC checks didn't have any vehicle registered to the address. What is required of the Police? Should the police take any action, is it their responsibility? There are no grounds for powers of entry into the address as it's believed the lady in question is not present. Should the police treat her as a Missing From Home given her previous suicidal tendencies and actively try and locate her?

*Members of the Committee discussed in detail the pros and cons of Leicestershire Police assisting with such matters. The Committee recognised the fact that the police would try to be helpful in a situation such as this where there was the potential for violence and that there was frustration regarding demand. It was felt that in partnership work, a partnership agreement needed to be in place. The DCC commented that strategic level discussions were ongoing with other emergency agencies regarding the lead agency for such circumstances.*

**Circumstances 9:** A male is lawfully arrested and taken into police custody. It became very apparent that he was not well and was assessed by a mental health custody nurse. He was deemed as unfit to detain in police custody due to his mental health. Contact was made with the place of safety unit and the mental health team, however there were no beds available. It was another 13 hours before a bed became available so he remained in custody for this whole duration. Legally he should have been released as there was no power to detain him. Is this ethical?

He is a danger to the public and a risk to himself. Should he have been taken to another place of safety? Whose responsibility does he become at the point he is no longer a prisoner and requires mental health intervention?

*Members asked if it was ethical and legal to put someone known with a Mental Health condition in this environment. The dilemma was that whilst this was not illegal, in contrast, it was also not ethical. It was agreed that ideally such individuals should always be taken to a place of safety.*

- **Consideration of Force Policies**

### New Grievance Resolution Procedure 2019

A new Force Grievance Resolution Procedure was presented to the Committee for their comment. The policy provides guidance to those wishing to raise a grievance on the process to be followed. Those raising a grievance are asked to identify if the grievance is about behaviour, management style or an unfair process. The policy also gives a number of categories for what type of resolution the aggrieved might want.

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*The Committee were happy with the policy but asked how organisational learning would be picked up. It was noted that this would be identified through inspections undertaken by Her Majesty's Inspector of Constabulary and Fire and Rescue Service.*

- **Other Matters Considered by the Committee**

### Police Promotion Selection Processes

The processes in place for the promotion of officers, together with how talent is identified, and the outcomes, including equality data and external scrutiny applied was considered by the Committee.

Members made the following observations:

- There was no defined vision, or position statement in place from senior officers in respect of diversity or equal opportunities within the processes.
- The promotion process was not clear on how talent was identified or how 'effective' current processes were.
- The process for promotion from Inspector to Chief Inspector rank included an external independent person on the Panel whereas promotions below that did not. Members strongly advised that external independent representation across all levels of promotion should be built into the process particularly as Leicestershire was a small force.

Members were pleased to hear that a refreshed approach to talent management would be in place by March 2020 and that this would fit with the workforce strategic assessment within the corporate planning cycle.

### Civil Claims

The Committee considered the civil claims made against the Force as at 15 March 2019, this also included employers' liability. The Committee noted that the trend in claims had increased, which was a concern.

*Members questioned whether, under the Police Reform Act the Police and Crime Commissioner and Chief Constable considered whether civil proceedings involved or could involve conduct matters. They were pleased to hear that as far as conduct matters arising from civil claims were concerned staff in the Professional Standards Department identified such issues which were properly assessed and acted upon. It also noted that civil claims that required signing off by the Police and Crime Commissioner were entered onto a Decision Log which was published on the OPCC website and that a quarterly report on civil claims was presented to the Commissioner's Strategic Assurance Board.*

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## The Force Race, Religion and Belief Group

The Committee were informed of a new internal support group being convened within the Force entitled the Race, Religion and Belief Group. This was in response to a huge amount of new staff joining the organisation over the next five years. It was hoped that this new group would encourage new staff to talk about “uncomfortable issues”.

*It was agreed, on request from the Force, that a member of the Committee would sit on the new group to have insight of the work being undertaken.*

## Review of Expenses Paid to Officers

The Committee considered expenses claimed by senior officers of Leicestershire Police and also the Office of the Police and Crime Commissioner. It was confirmed that mileage expenses were calculated by subtracting the home to work mileage. The Committee found it commendable that expenses were published on the Force and OPCC website and that the PCC particularly was to be commended for reducing a mileage claim by five miles when he felt the journey had been too long.

## Gifts and Gratuities

Members of the Committee examined the Gifts and Gratuities register for both the Force and the OPCC. It was noted that the register encouraged staff to be transparent. It was also noted that recent gifts from Leicester City Football Club were presented to the first responders who attended the recent helicopter crash at the football ground. The Committee made a recommendation that a column be added providing the approximate value of the gift, gratuity or hospitality.

The Committee were also pleased to see that some gifts had been donated to charity. In response to a question about the collection of “Nectar” points which were collected via tax payers money it was confirmed that all points were placed into a central pool.

## Stop and Search

As part of its forward workplan the Committee receive regular reports providing an overview of the use of and scrutiny of Stop and Search powers in the Force area. During consideration of the use of stop and search for the period of 1 April 2018 to 31 March 2019 questions were asked about groups of individuals being stopped and searched and disproportionality in respect of how some of the figures within the report were calculated. It was felt by Committee members that the figures within the report did not confirm that more people were being caught, but that certain groups were more likely to be targeted resulting in the perception that knife crime was a black issue, when in fact it is not as the raw data shows primarily that knife crime was more likely to happen in a white community. It was agreed that this was more likely to be a matter of how the data was presented and it was accepted that differential did not mean discrimination. Members suggested that the narrative should say that stop and search was being undertaken in an area because a community was at risk rather than saying this is what our intelligence is telling us.

## Cyber Crime

The Committee received information on cyber-crime including how Leicestershire Police deal with such crimes and the approach of the 4 P's: Pursue, Protect, Prevent and Prepare.

It was noted that nationally there was no agreed definition of Cybercrime and that in an average Leicestershire Police dealt with 5 offences a week from Action Fraud.

Members questioned the prevent-side of cybercrime in relation to youth culture and enticement over social media platforms and preventative measures used by Leicestershire Police over social media platforms. It was explained that the Force take a generic prevention approach including information on how to behave on social media, engaging with schools and working with prevent officers who provide some key messages.

Members were interested to hear that at least 90% of cybercrime was preventable, but that came with the dilemma of having the resource available to tackle the issue. It was also recognised that it was difficult for the police to address this type of crime when the law had not yet caught up with technology. The Committee recognised that the current situation was that the Force do not have the resources to proactively access social media platforms but do respond when matters are reported to them.

## People Zones

The Committee was interested to hear about a community-based initiative called People Zones (PZ) created as a collaborative multi-agency approach to build a stronger, safer community; empowering people to become more resilient. The initiative has been introduced and supported by the Office of Police and Crime Commissioner. The purpose of PZ is to take a two-pronged multi agency approach to problematic behaviour. Firstly, the need to identify and manage those individuals displaying harmful behaviour, and secondly prevention and intervention. This includes supporting and building the resilience of the offender's family members; reducing the risk of them establishing similar behaviour patterns. This is to be done through collaborative working to provide the necessary resources and opportunities to enable communities to make better life choices.

Ultimately the end goal is for the local community to be independent of statutory bodies and organisations and to fundamentally develop its own ability to address local problems and find suitable solutions.

*Members felt that moving forward People Zones should focus on engaging and on-boarding the local community and therefore should be community led. They also felt that evaluation should not be about the success of the model but the outcomes for people and the important aspect of People Zones was about whether there was change and whether requests for change were addressed.*