PCC Candidate's Briefing; Protecting Our Diverse Communities

January 2020
Chief Constable Simon Cole QPM

leics.police.uk

WELCOME...

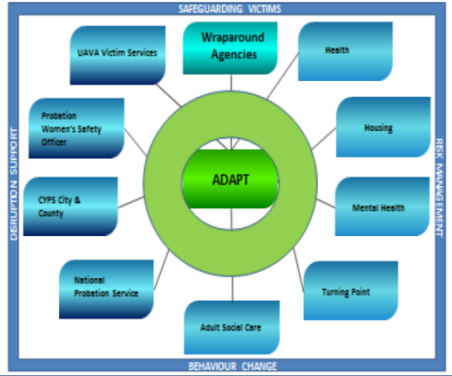## INTEGRATED OFFENDER MANAGEMENT   IOM

Carrying a knife could cost you four years in prison.

#LivesNotKnives

SERIOUS HARM REDUCTION UNIT   SHRU

#AllIsNotLost

SEXUAL ASSAULT REFERRAL CENTRE   SARC

Adult Domestic Abuse Perpetrator Team - Reducing Victimisation by supporting perpetrators

SAFEGUARDING VICTIMS
UAVA Victim Services
Wraparound Agencies
Health
Probation Women's Safety Officer
ADAPT
Housing
CYPS City & County
Mental Health
National Probation Service
Turning Point
Adult Social Care
RISK MANAGEMENT
DISRUPTED SUPPORT
BEHAVIOUR CHANGE

MANAGING DA OFFENDERS

SAFEGUARDING HUB

Juniper Lodge
sexual assault referral centre

Welcome to the LIGHTHOUSE

Your Wellbeing

Do you know what wellbeing information, support & initiatives are available to you? Find out more.

PRONTO
Now live...

BRAVE HELICOPTER OFFICERS RECOGNISED

SUPPORTING OUR NETWORKS

WINNER

INTERNATIONAL WOMEN'S DAY

PREVENT

DIGITAL HUB
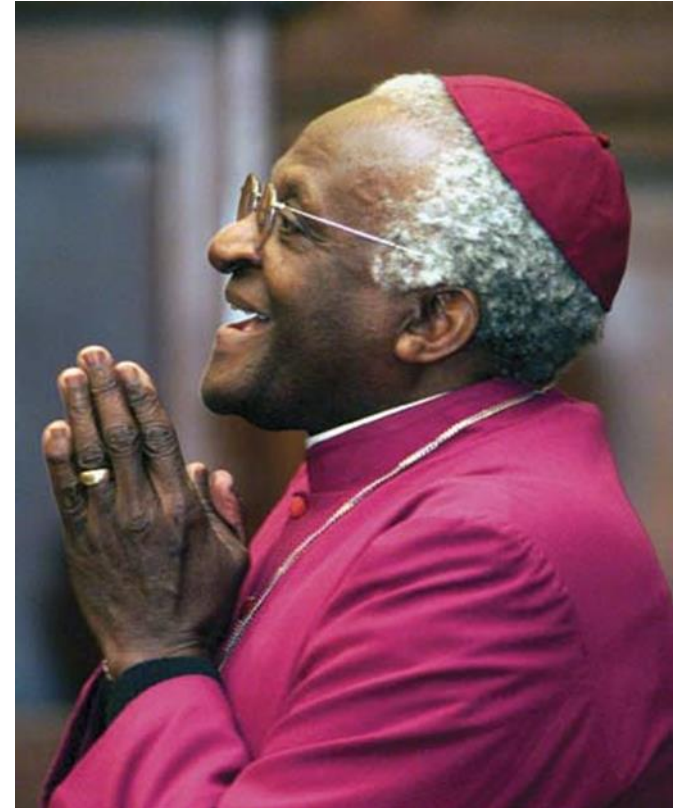
empac

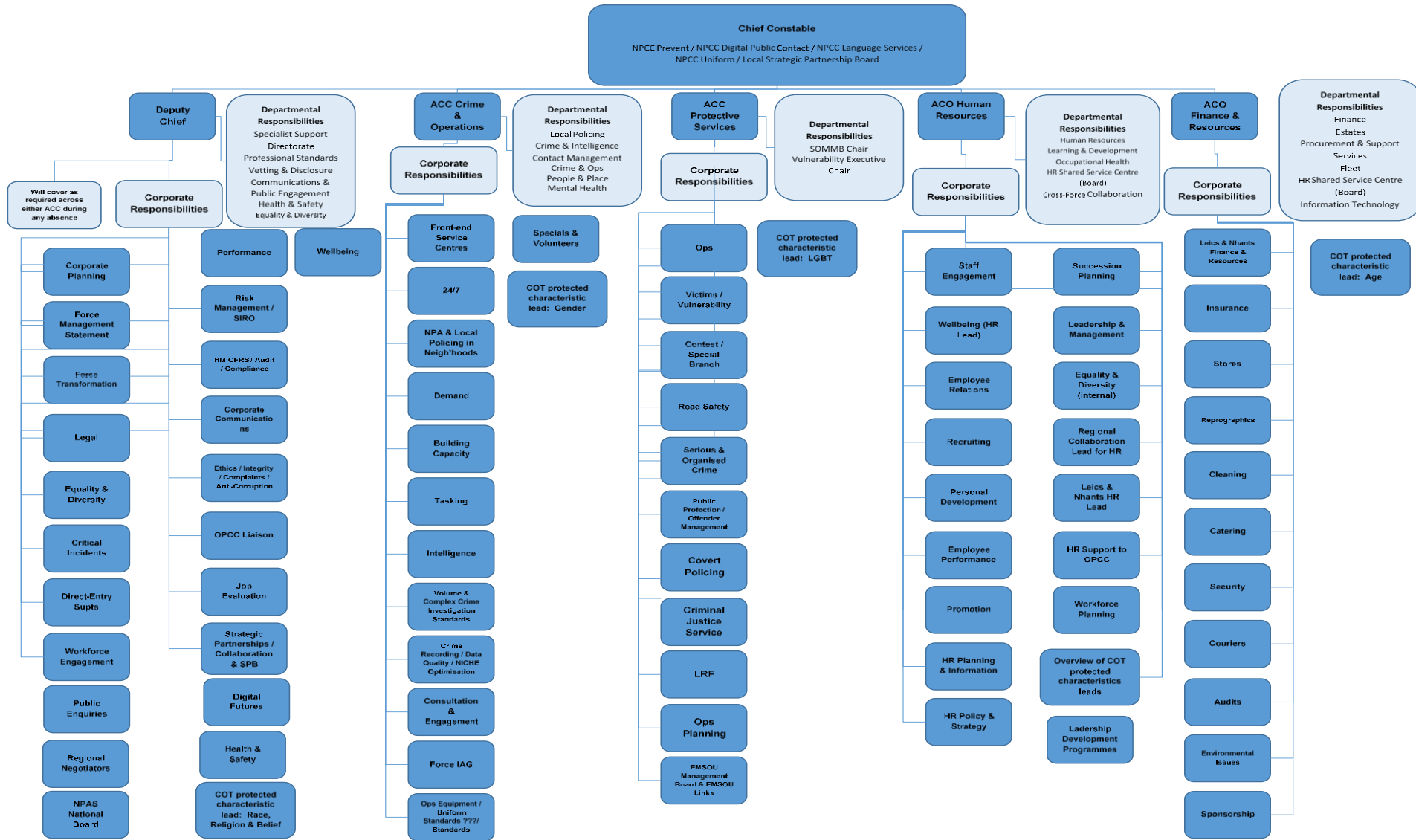24 7 SELF SERVE OPTIONS
ANYTIME ANYWHERE
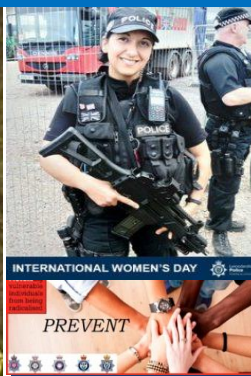
Channel Shift

Understanding Our Challenges

"There comes a point you have to stop pulling people out of the river, get upstream and find out why they're falling in"

Archbishop Desmond Tutu

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Chief Officer Team Portfolios

Strategic Policing Requirements

Chief Constables and PCCs required to plan for national threats:

- Terrorism
- Civil Emergencies
- Organised Crime
- Widespread Public Disorder
- Cyber Attack
- Child Sex Exploitation

Capacity
Contribution
Capability
Consistency
Connectivity

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Policing Vision 2025

- *To make communities safer by upholding the law fairly and firmly; preventing crime and antisocial behaviour; keeping the peace; protecting and reassuring communities; investigating crime and bringing offenders to justice.*

- Local policing
- Specialist Capabilities
- Workforce
- Digital Policing
- Governance and accountability

The Police and Crime Plan

VICTIMS

VULNERABILITY

VALUE FOR MONEY

VISIBILITY

VIABLE PARTNERSHIPS

Our Duty
Protecting our communities

We do this by focussing on:

- Protecting Vulnerable people
- Dealing with those who cause most harm
- Effectively deploying our people
- Working with partners to solve locally identified problems
- Trusting our people to use their judgement to make good decisions
- Ensuring effective and efficient use of resources

CCC Cops Communities Consent

Leicestershire Police

- 1845 Police Officers
- 184 (FTE) PCSOs
- 1333 (FTE) Police Staff
- 237 Special Constables
- 252 Police Support Volunteers
- 264 Police Cadets

Policing a population of 1.1 million in an area of 2,500 Sq KM

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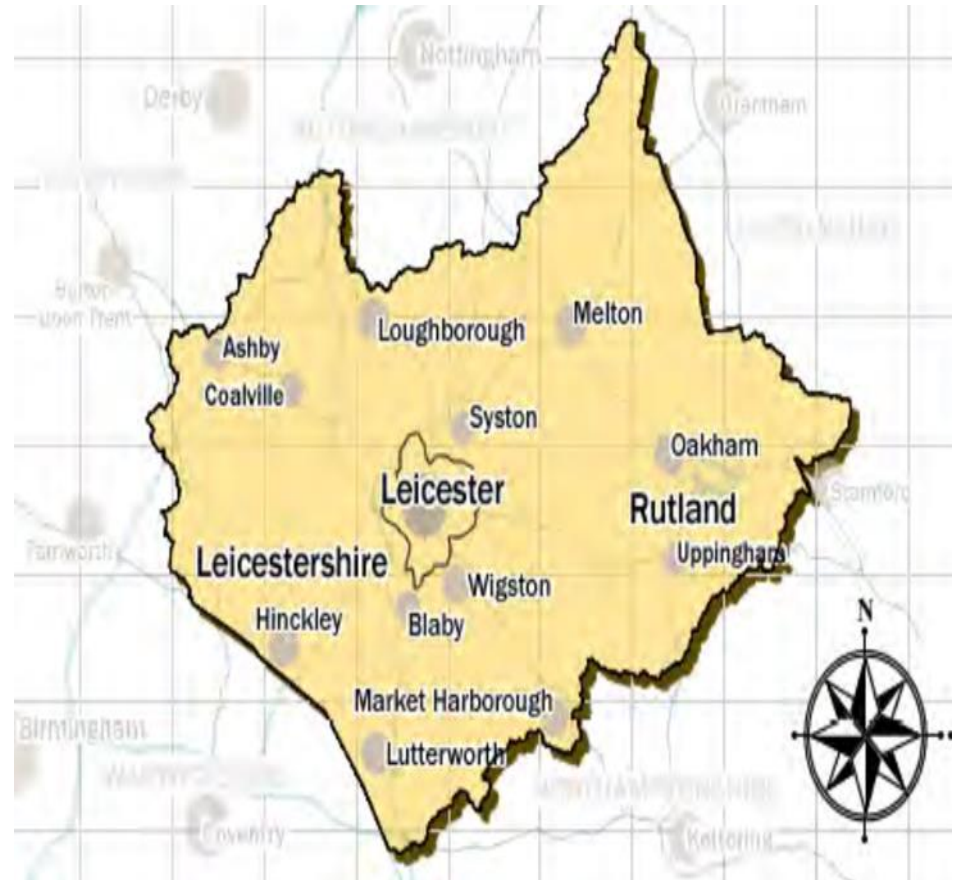
A Typical Day in Leicestershire Police 2019

- Total Crime — 259
- Burglary Residential — 15
- Robbery — 3
- Vehicle Crime — 29
- Domestic Incidents & Crime — 58 (21,000+ per yr)
- ASB Incidents — 36
- Sexual Offences — 8
- Arrests — 48
- Crimes Detected — 34
- Missing Persons — 13
- Safeguarding Referrals — 75
- Prevent Referrals — 0.6
- 999 calls — 436
- 101 calls — 968
- POLIT – New investigations — 1
- Road Traffic Collision Reports — 13.5

- 999 calls Last 12 mths **159, 602**
- 101 calls Last 12 mths **347, 969**

Leicestershire Police
Protecting our communities

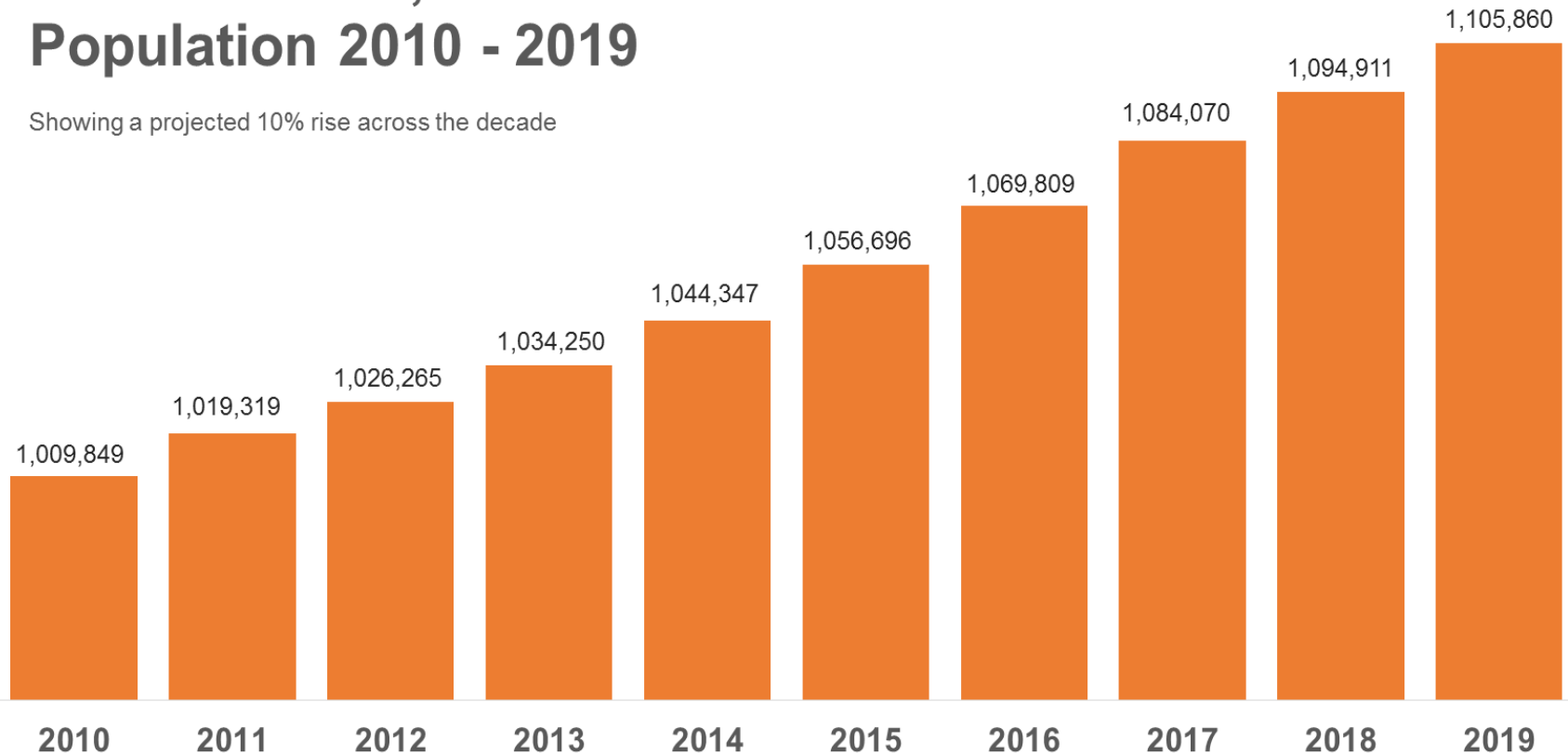# Strategic Challenges

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Strategic Challenges: LLR Population Growing

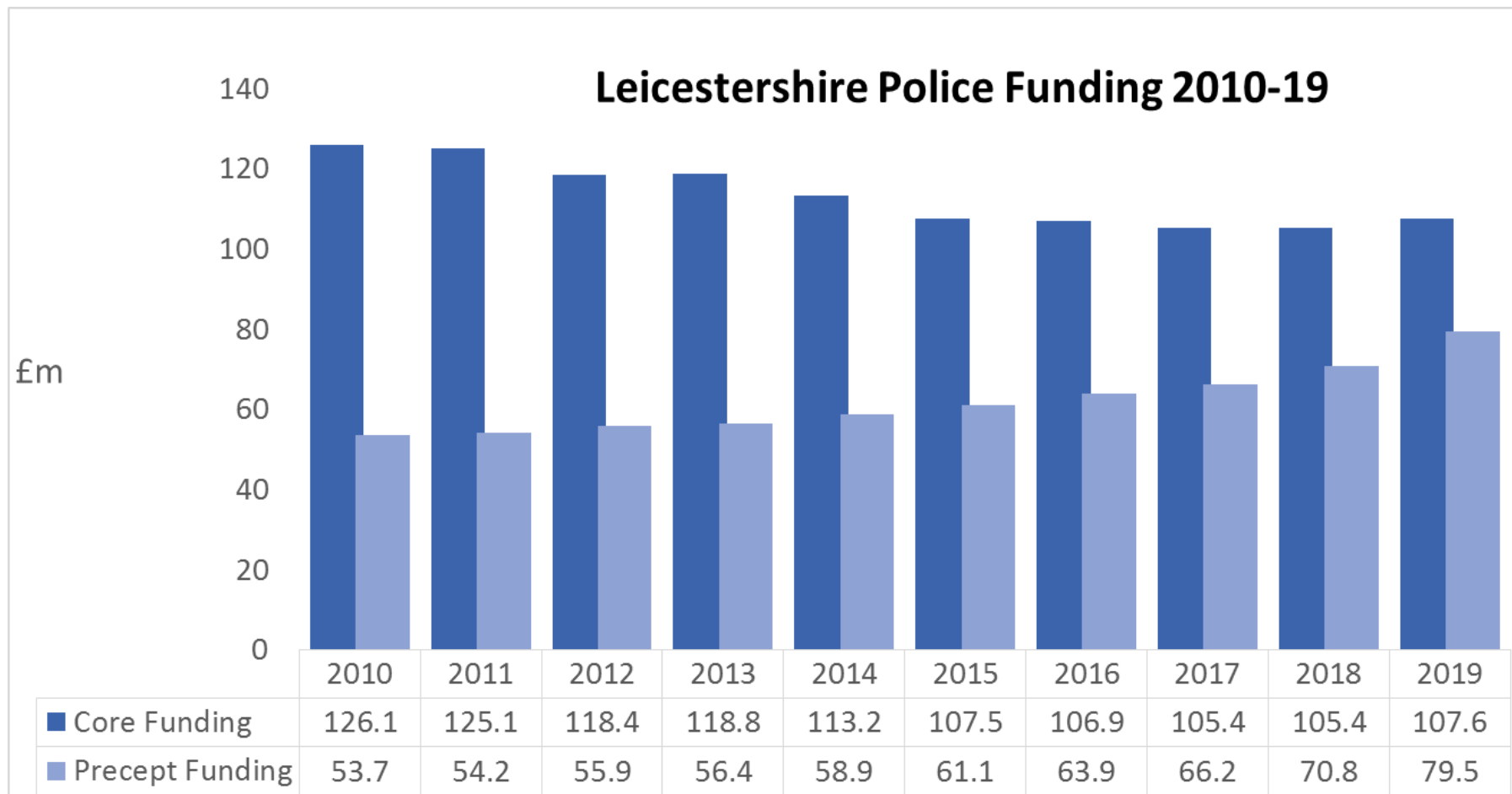## Leicestershire, Leicester and Rutland Population 2010 - 2019

Showing a projected 10% rise across the decade

Year	Population
2010	1,009,849
2011	1,019,319
2012	1,026,265
2013	1,034,250
2014	1,044,347
2015	1,056,696
2016	1,069,809
2017	1,084,070
2018	1,094,911
2019	1,105,860

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Strategic Challenges: Budgets

The chart shows that core grant funding has reduced from £126.1m in 2010-11 to £107.6m for 2019-20 a reduction of 15%.

Leicestershire Police Funding 2010-19

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Core Funding	126.1	125.1	118.4	118.8	113.2	107.5	106.9	105.4	105.4	107.6
Precept Funding	53.7	54.2	55.9	56.4	58.9	61.1	63.9	66.2	70.8	79.5

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Strategic Challenges: Police Cuts Unequal Impact

Police cuts haven't hit everywhere equally

There are almost 22,000 fewer police officers in England and Wales than in 2010, but numbers haven't dropped equally across police forces. One force (Surrey) has the same number of officers now as 10 years ago, while officer numbers in forces like Humberside are increasing after steep cuts. But in almost half of forces, numbers are still falling despite a decade of often above-average cuts already.

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15
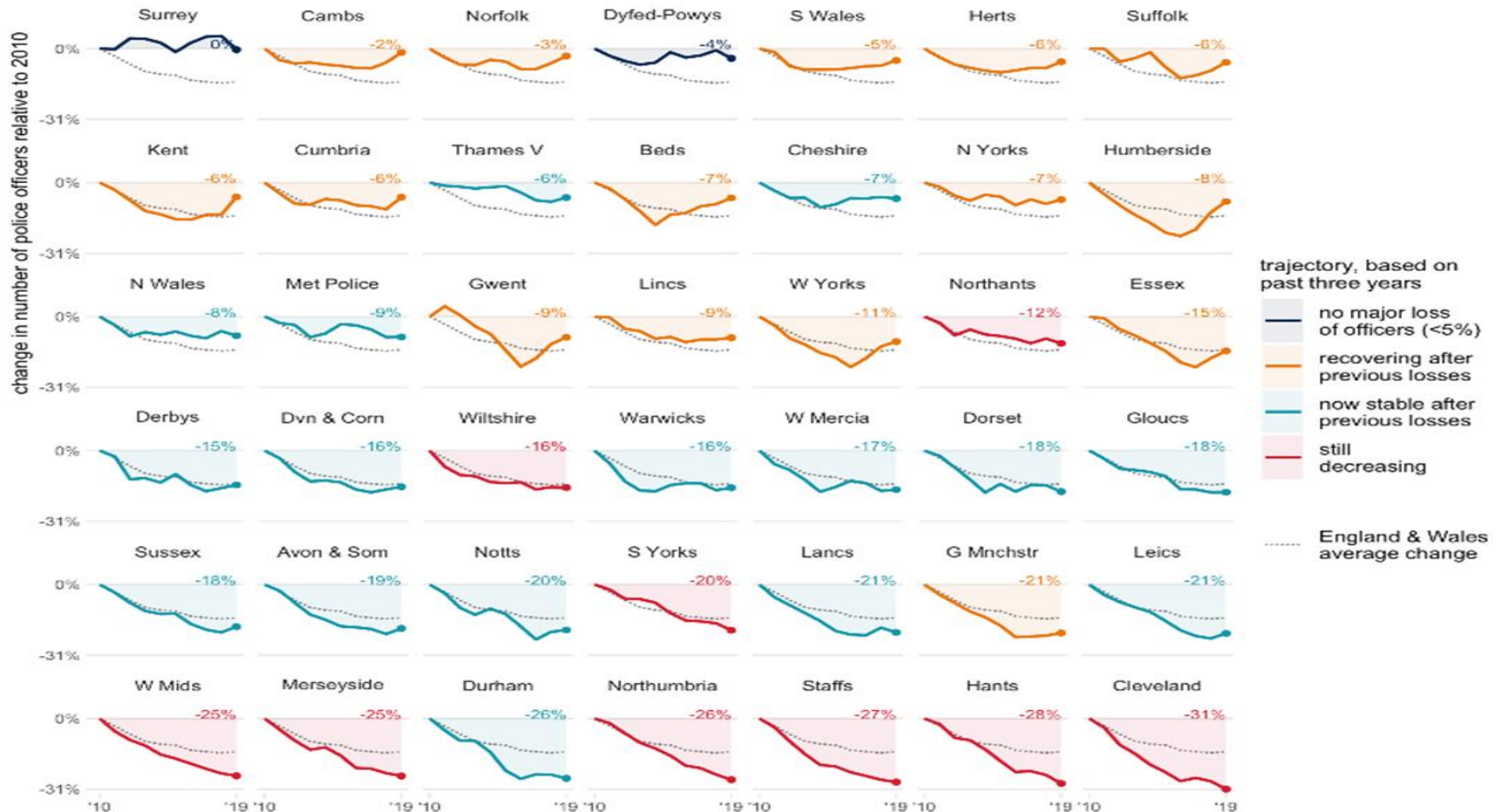
Police Officers Per 100,000 Head of the Population

Leicestershire Ranks 29th with **167** officers

In comparison

The Met - 350

West Mids - 223

Northumbria - 212

Durham - 176

Lincolnshire -145

Northants - 159

Derbyshire – 168

Nottinghamshire - 168

Kent – 192

Hampshire – 136

Hertfordshire – 170

Sussex – 155

Essex – 168

Bedfordshire - 174

Leicestershire **Police**
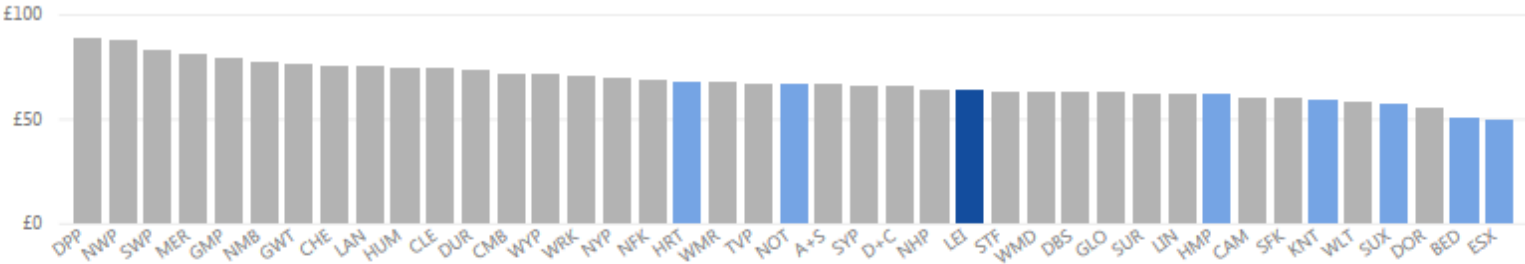Protecting our communities

Strategic Challenges: Expenditure vs. Population
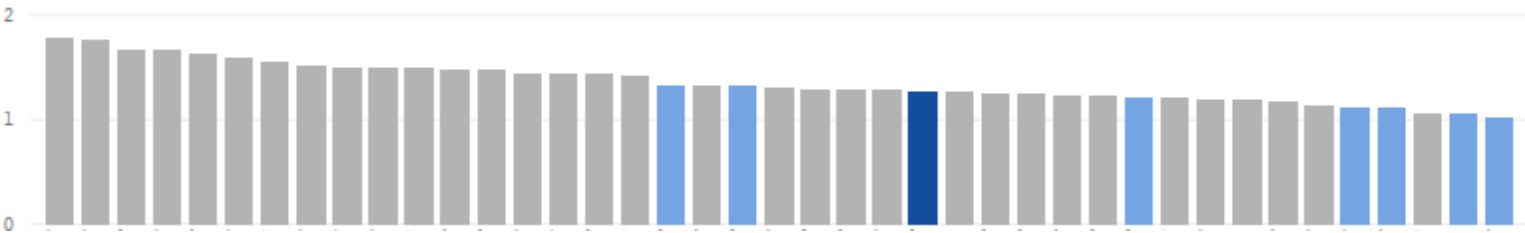

HMICFRS Value for Money profile - Old profiles format

Leicestershire

This page allows you to create tables and charts similar to those in the original profiles. You can also look at data for previous years via the year sel

Spending (net revenue expenditure/population)

Staff levels (FTE per 1,000 population)

Support Functions Per Total Staff

HMICFRS Value for Money profile - Support functions per total staff

Leicestershire

This page analyses support function costs and staff levels **per total force staff**, rather than population. This analysis may be more meaningful as the costs of funct more closely with staff levels than total force population.
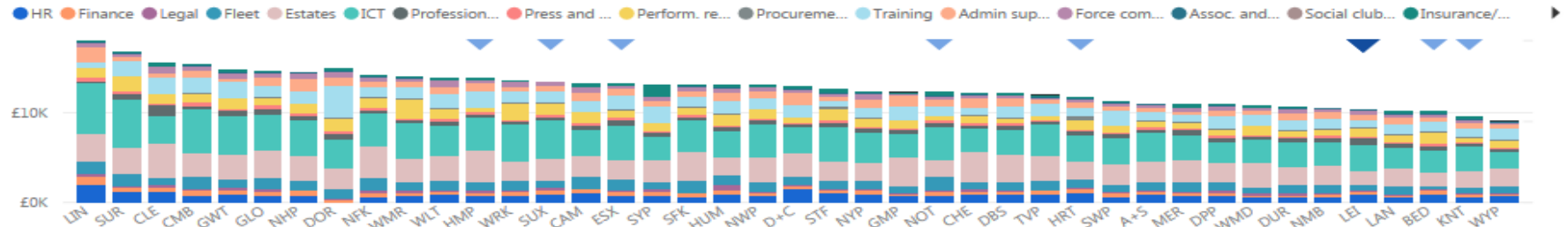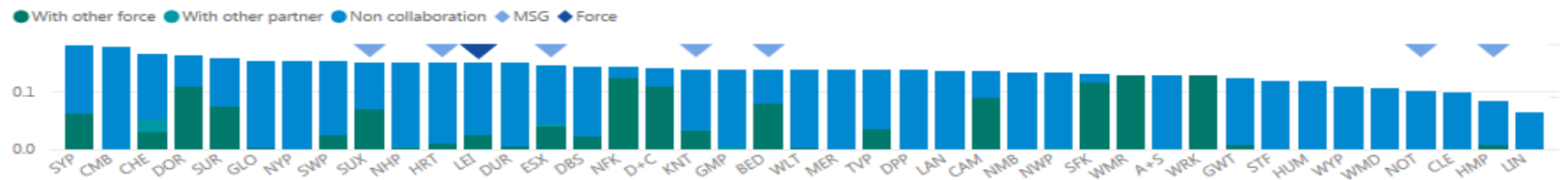
Strategic Challenges: Budget Requirement for 2020/2021

- Budget Requirement 2020/21 £195.4m.

- Estimated Home Office funding £114.6m (flat cash). This excludes any separate 20,000 officer uplift grant.

- Estimated precept funding £77.8m (inc £0.5m collection fund surplus) based on £12 band D increase.

- Budget shortfall of £3.0m to be met from reserves

- Precept increase of £22 required to break even and to negate use of reserves.

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Leicestershire Police Officer Numbers Since 2010

Reduction of nearly 500 Police Officers compared to 2010
Reduction of nearly 50 PCSOs compared to the same period

2,317 (2010)
2,211 (2011)
2,142 (2012)
2,089 (2013)
2,043 (2014)
1,995 (2015)
1,859 (2016)
1,802 (2017)
1,777 (2018)
1,845 (2019)

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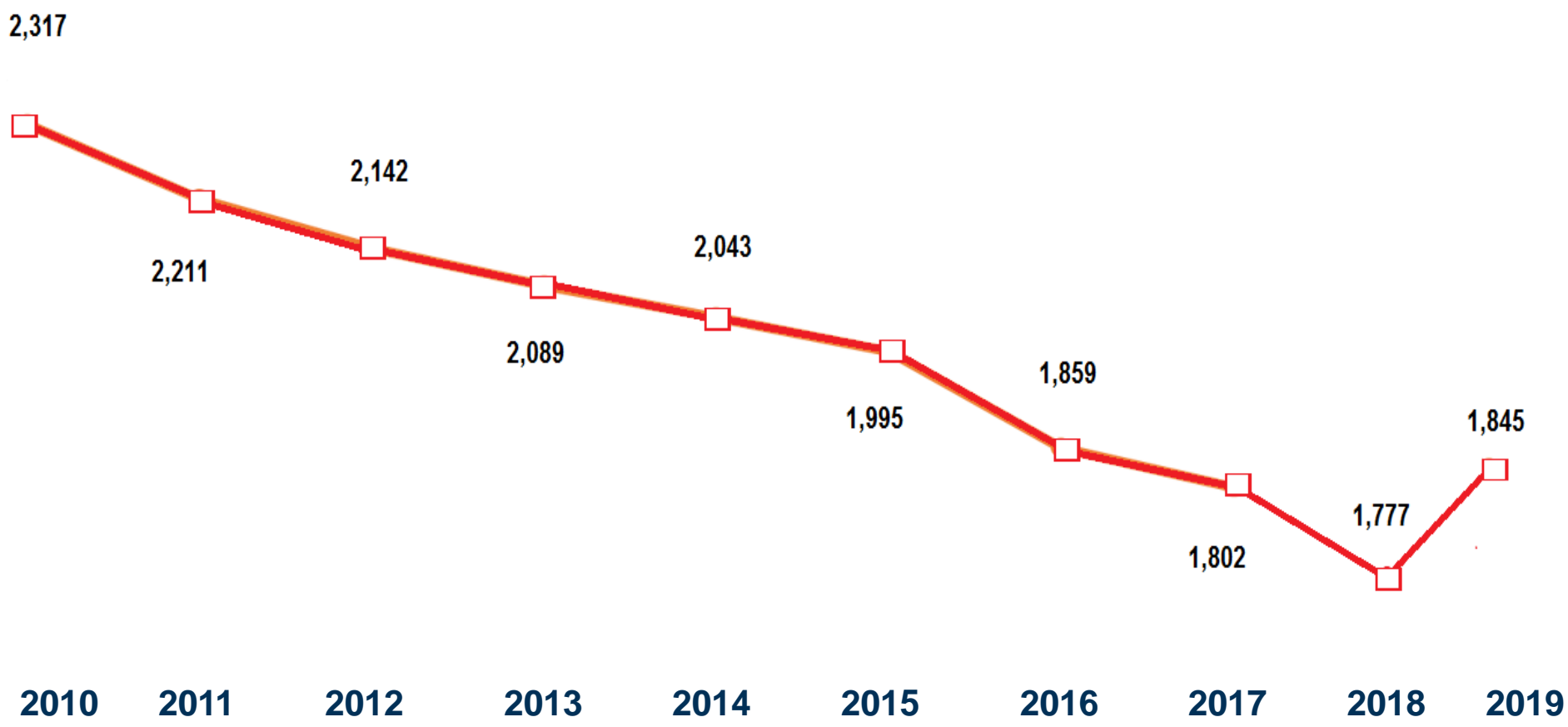
Ratios

2006
1 Police Officer per
430 **Residents**

2018/19

1 Police Officer per
601 **Residents**

2019/20
1 Police Officer per
581 **Residents**

2020/21
1 Police Officer per
579 **Residents**

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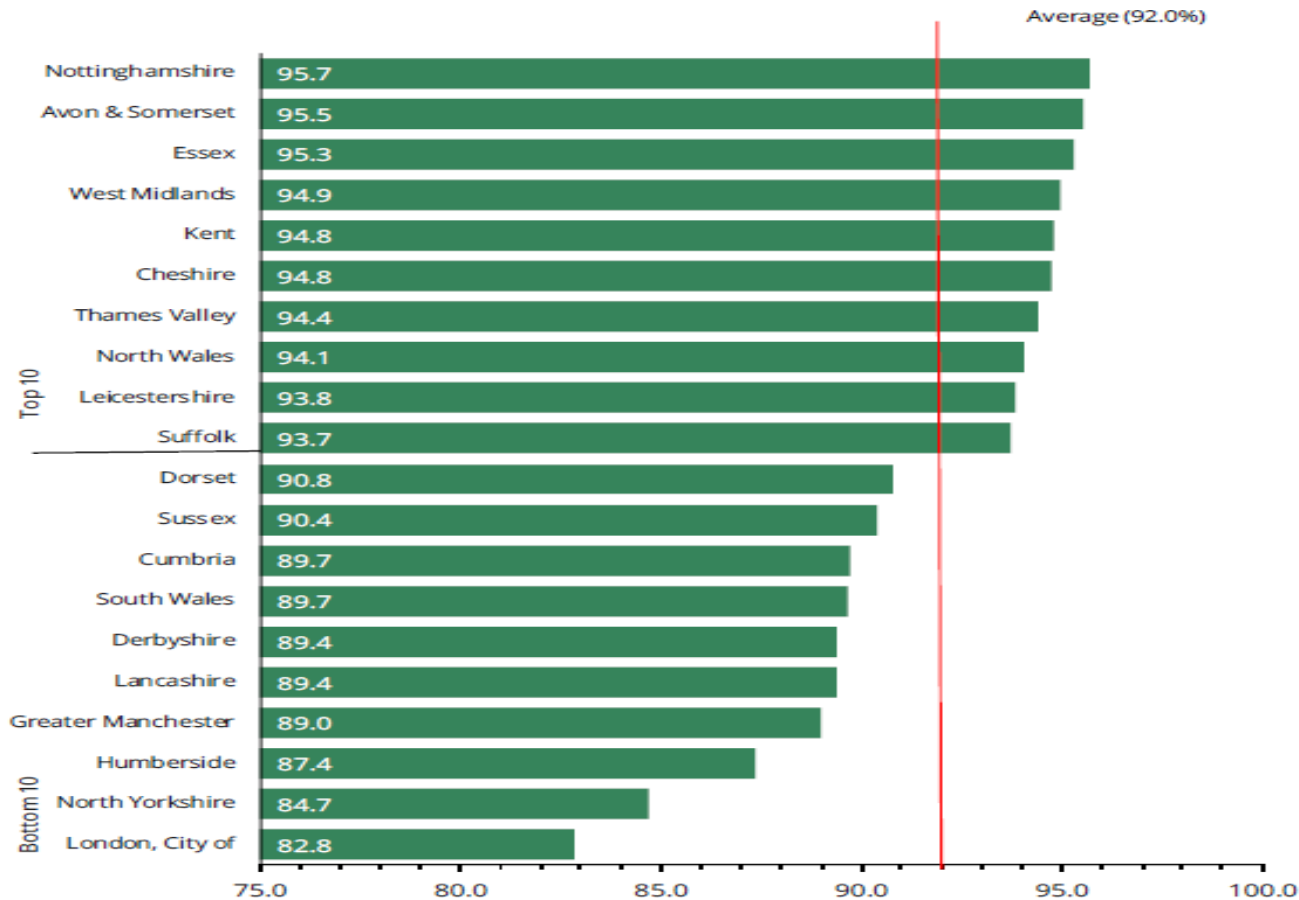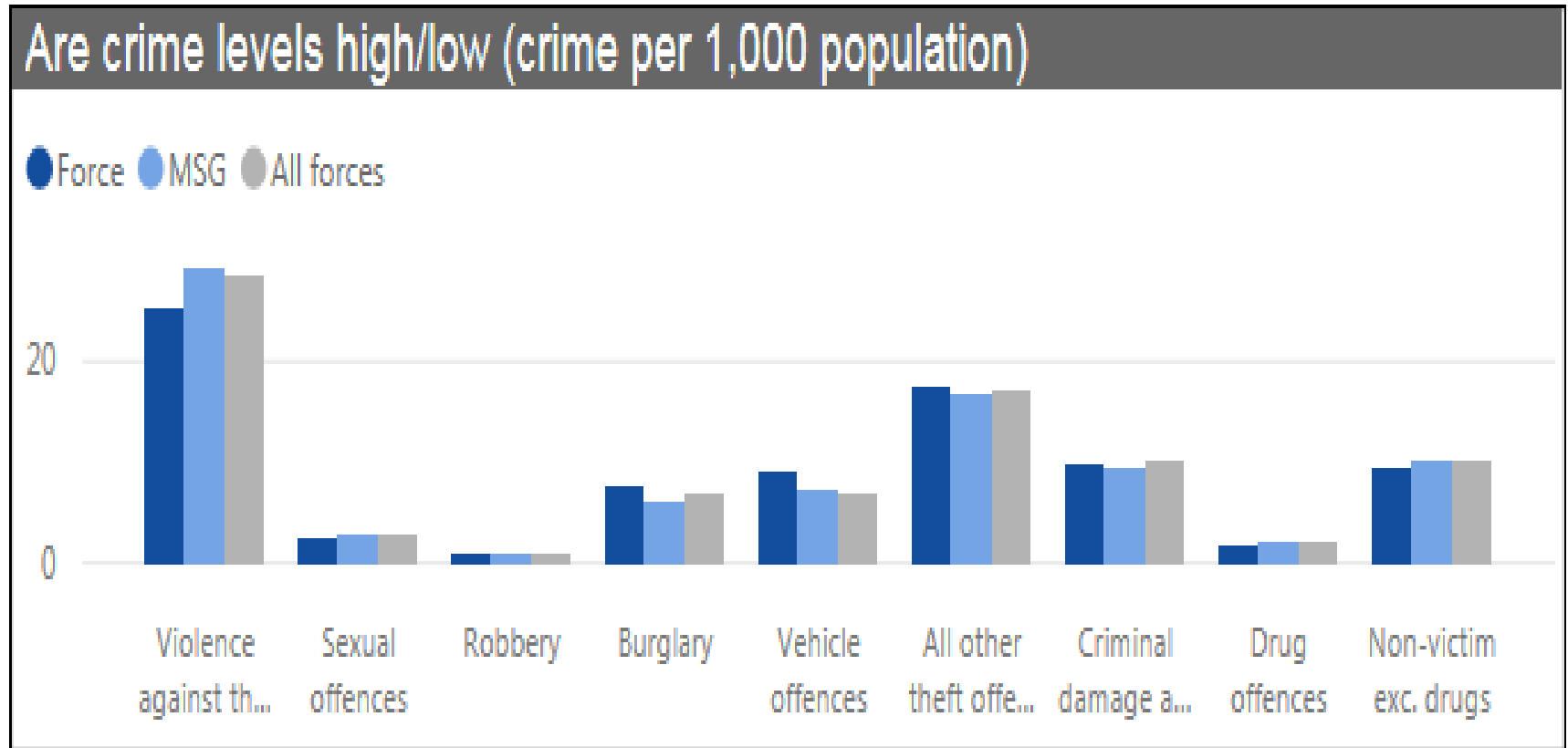
Police Officers in Frontline Roles

Leicestershire are amongst the Top 10 forces

PROPORTION OF POLICE OFFICERS IN FRONTLINE ROLES BY POLICE FORCE
England and Wales, as at 31st March 2019

Average (92.0%)

Force	Percentage
Nottinghamshire	95.7
Avon & Somerset	95.5
Essex	95.3
West Midlands	94.9
Kent	94.8
Cheshire	94.8
Thames Valley	94.4
North Wales	94.1
Leicestershire	93.8
Suffolk	93.7
Dorset	90.8
Sussex	90.4
Cumbria	89.7
South Wales	89.7
Derbyshire	89.4
Lancashire	89.4
Greater Manchester	89.0
Humberside	87.4
North Yorkshire	84.7
London, City of	82.8

Top 10 / *Bottom 10*

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Strategic Challenges: Crime Levels per 1,000 Population

Are crime levels high/low (crime per 1,000 population)
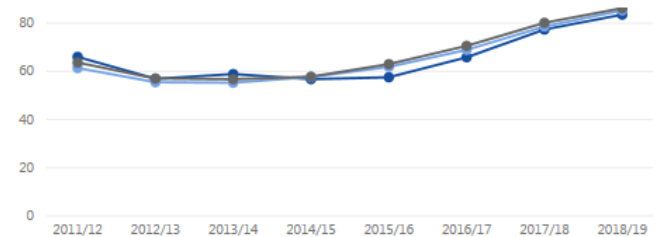
Force MSG All forces

Violence against th... | Sexual offences | Robbery | Burglary | Vehicle offences | All other theft offe... | Criminal damage a... | Drug offences | Non-victim exc. drugs

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Changes in Crime Levels per 1,000 Population
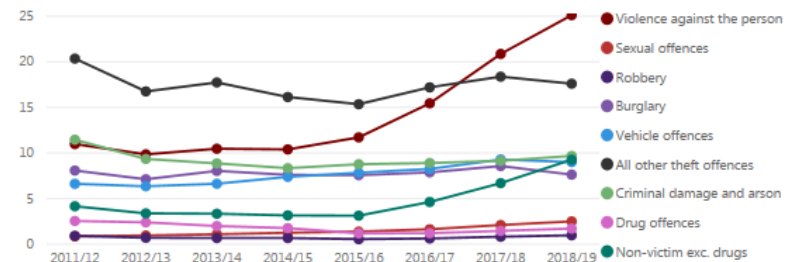
Strategic Challenges: Crime & Deprivation

3 out of 4 residents live in the 40% most deprived areas nationally.

Index of Multiple Deprivation 2015
Shown by National Quintiles

		Population
●	Quintile 1 - Most deprived	44%
●	Quintile 2	32%
●	Quintile 3	16%
●	Quintile 4	7%
●	Quintile 5 - Least deprived	1%

City Parks

Note: Postcodes with domestic delivery points only
Source: Department for Communities and Local Government
(c) Crown Copyright. All rights reserved. Leicester City Council 100019264 2016

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Strategic Challenges

The City of Leicester was ranked above the national average for England in the following areas;

- Children in care
- Children in the youth justice system
- Child poverty
- Violent crime hospital admissions
- The index of Multiple deprivation

35% of people are living in 20% of the most deprived areas in England

Leicester is one of the top 10 cities with the lowest weekly workplace earnings

Strategic Challenges: Rural Issues

Rural Crimes – over 8,000 reports between April and November 2019.
 Approx. 15% of all recorded crime

Our Response

Op Blackthorn

Rural watch scheme

Four 4 x 4 vehicles purchased specifically to patrol rural areas

 As a force we have 10 wildlife crime officers

There are 9 heritage watch volunteers

Working with regional wildlife crime groups

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Strategic Challenges: Night Time Economy

Night Time Economy - Violent crimes, Assaults, Drunken behaviour

Friday, Saturdays, Bank holidays, Christmas and New Years

Leicester City Centre, Hinckley, Loughborough, Melton, Ashby, Market Harborough,

Our Response

- Op Nightwatch
- Intelligence gathering, supported targeted patrols
- Licensing Team
- Increasing awareness around substance misuse
- Sharing information with partners though Joint Action meetings
- Working with partners agencies (dedicated officer in POLAM, and in CCTV)
- Use of Criminal Behaviour Orders, and Public Space Protection Orders
- Identification of 6 saturation zones across LLR

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Strategic Challenges: Student Populations

Students

Almost twice as likely to a victim of a theft from person (ONS 2017)

Three Universities in LLR

- DMU 26,000
- Loughborough 17,500
- Leicester 17,500

Our Response

Dedicated liaison officers

Work with Fresher's / New students

Targeted police operations

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Strategic Challenges: Road Fatalities

Road fatalities

In 2018 there were 35. In 2019 there were 40

Our Response

- Safer Roads Team
- Fatal 4
- Drink Drive Campaigns

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Strategic Challenges: Fraud, Cyber Crime

Fraud Offences

11,716 reported offences April 2018 to March 2019.

£16.4m victim losses

69% of victims were businesses

Cyber Crime

312 reported Cyber Dependent Crimes. Average loss is £1,072

 (Most numerous are Unauthorised Access (38%)

- 1.4% increase in reporting of Cybercrime
- 900,000 I.P addresses identified as being infected with malware
- 84% Individuals, 16% Businesses (still known to be massively underreported)

Our Response

- Prevention/Protection advice delivered to over 200 businesses across Leicestershire, over 3,000 individuals
- Changes made at policy level within local education authorities by EMSOU to identify and refer individuals at risk of committing Cyber Dependent crime offences
- Cybercrime now a Strategic aim/threat for most Community Safety Partnerships

ActionFraud
National Fraud & Cyber Crime Reporting Centre
0300 123 2040

NATIONAL FRAUD INTELLIGENCE BUREAU
ANNUAL ASSESSMENT
2018 - 2019
Assessment of the threat posed to the UK from Cyber Dependent Crime
CITY of LONDON POLICE
OFFICIAL - LAW ENFORCEMENT National Policing Lead For Fraud

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Strategic Challenges: Criminal Justice System

Charging Delays

Over the summer to manage the workload of CPSD arrangements were put in place where only high risk in custody jobs needing immediate charging decisions where allowed to go to CPSD. These are still in place. This has led to back logs and delays within CPS. This may elongate the times into court as CPS are taking even more time to get decisions to us.

Cuts to Court Sittings – 2020

We have been told that Magistrates Court sittings are likely

to be cut in 2020. The cut is likely to be in trial courts rather than first sitting. This could lead to delayed justice.

Delays in Police Led Prosecution

Linked to the above point are mounting delays in PLP sessions. There is risks around this e.g defendants who should be disqualified are driving awaiting the disqualification hearing.

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Strategic Challenges: Impact of Austerity on Partners

The 1998 Crime and Disorder Act s.17 gave local authorities a key role in crime prevention …

"Without prejudice to any other obligation imposed on it , it shall be the duty of each authority to which this section applies to exercise its various functions with due regard to the likely effect of the exercise of these functions on, and the need to do all that it reasonably can to prevent crime and disorder in its area"

Strategic Challenges: Suicides, Concern for Safety

Concern for Safety

Between 1st January and 1st December 2019 our control room received 17,826 calls relating to 'Concern for Safety'

Are we the MOST APPROPRIATE AGENCY?

Suicides and Self Harm

2017 - 60

2018 - 67

2019 - 66

Our Response

- A new Suicide Prevention Strategy is being developed for 2020-2023.

- Real Time Data expected to be developed into Niche during 2020.

- National funding available to areas that have Real Time Data, Leicestershire one of the first areas to receive funding which has paid for additional services being provided by Bereavement Service (The Tomorrow Project).

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Protecting the Vulnerable

Between January 2019 and 30th November 2019;

- Adult and child safeguarding referrals 22,055

- 2599 Sexual offences (inc rapes)

- Rapes - 931

- We dealt with 4536 missing person reports

- Modern slavery and Human Trafficking – July to December 117 reported crimes 183

- Domestic crimes and incidents, 19175

- High Risk Domestic crimes 672

- Sex offenders managed within the community - 1028 (Dec 2019)

- MARAC – In November 2019 there were 50 city cases and 48 county cases discussed

Strategic Challenges: Non - Crime Demand

MH Triage car demand

Between July 2019 and November 2019 the Triage car reviewed 3176 incidents deploying to 214.

MH related Crime

Mental Health flagged crime in Leicestershire 2018/2019 saw a 99% increase from 3,257 crimes the year before to 6,490.

Between January and August 2019 approximately 6.4% of all crimes involved either a MH victim or perpetrator.

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PAVE - Pro Active Vulnerability & Engagement Team

Background

- The team is PCC funded and started in October 2016.
  Its remit is to try and engage those individuals who
  place a high demand on police resources and have
  complex needs. The team is multi agency with police, mental health and
  substance misuse with support from a consultant psychiatrist.

Referrals

- PAVE has received 385 referrals (Oct 2016- 30th Sept 2019)

- PAVE have worked with 213 service users (accounts for 228 referrals), who
  have now been closed to the service.

- PAVE are currently working with 22 service users (as at 21/10/19).

Impact (July – September 2019)

- Reduced demand by discharged service users - 29%

- Reduced demand by current service users - 81%

Our Strategic Priorities 2019/20

Drug Supply & County Lines	**Organised Acquisitive crime**	**Firearms**	**Knife Crime**
Child Sexual Exploitation & Abuse	Sexual Offences	**Domestic Abuse**	**Modern Slavery & Human Trafficking**	**Cyber Crime & Fraud**

Vulnerability & Exploitation

Repeat Victims & Offenders

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Serious and Organised Crime

Serious and Organised Crime Strategy 2018

Strategic Objectives

- Relentless disruption and targeted action against the highest harm serious and organised criminals and networks

- Building the highest levels of defence and resilience in vulnerable people, communities businesses and systems.

- Stopping the problem at source, identifying and supporting

County Lines

"County Lines is a term used to describe gangs and organised criminal networks involved in exporting illegal drugs into one or more importing areas (within the UK), using dedicated mobile phone lines or other form of "deal line". They are likely to exploit children and vulnerable adults to move (and store) the drugs and money and they will often use coercion, intimidation, violence (including sexual violence), and weapons."

Home Office : 2018

Can you help?
#KnowTheSigns #CountyLines
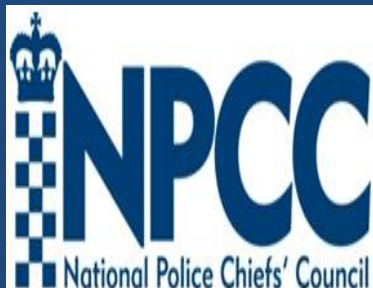
County Lines - The Risks to Young People

Physical injuries, risk of serious violence and death

Emotional and psychological trauma

Sexual violence

Debt bondage

Poor attendance and/or attainment in school

Arrest and conviction

Operation Lionheart

940 officers and staff working around the clock throughout the operation

92 people arrested

132 warrants executed

OPLIONHEART

Cracking down on the sale and distribution of drugs

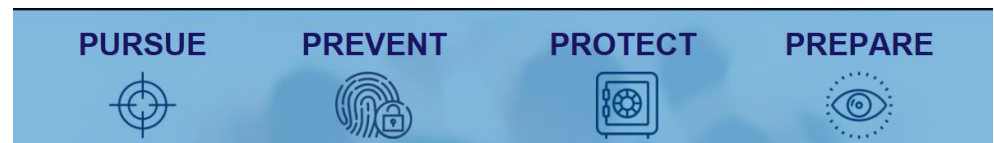From 8 towns and cities across the country

Items recovered include:

✔ 13 weapons

✔ 90 mobile phones

✔ Drugs

✔ Thousands of pounds in cash

79 people charged

Cross Force Collaboration

- Major Crime

- Serious Organised Crime

- Technical Surveillance

- Special Branch

- Learning and Development

- Shared HR Services

- Specialist Operations

- Criminal Justice

East Midlands Criminal Justice Service

EMCHRS L&D

PURSUE   PREVENT   PROTECT   PREPARE

Leicestershire Police

National Crime Agency

Exploitation of the Vulnerable

- Child Sexual Abuse and Exploitation
- Modern Slavery and Human Trafficking
- Organised Immigration Crime

Impact

- 2.88m accounts exist globally on the most harmful CSAE dark web sites
- 36% increase in referrals of potential victims of MSHT in 2018 vs. 2017
- £400 - £13,000 - range of amounts paid by migrants to travel from France to the UK (as recorded in December 2018)

Impact of SOC on Communities

- Firearms
- Drugs
- Organised Acquisitive Crime

Can you help?
#KnowTheSigns #CountyLines

National Crime Agency

Impact

- £37 Billion – Estimated annual cost to the UK economy from SOC
- 4,542 organised crime groups mapped in the UK (to June 2018)
- 29 homicide victims killed by firearms in the UK (year ending March 2018)
- 4,826 UK drug deaths in 2017
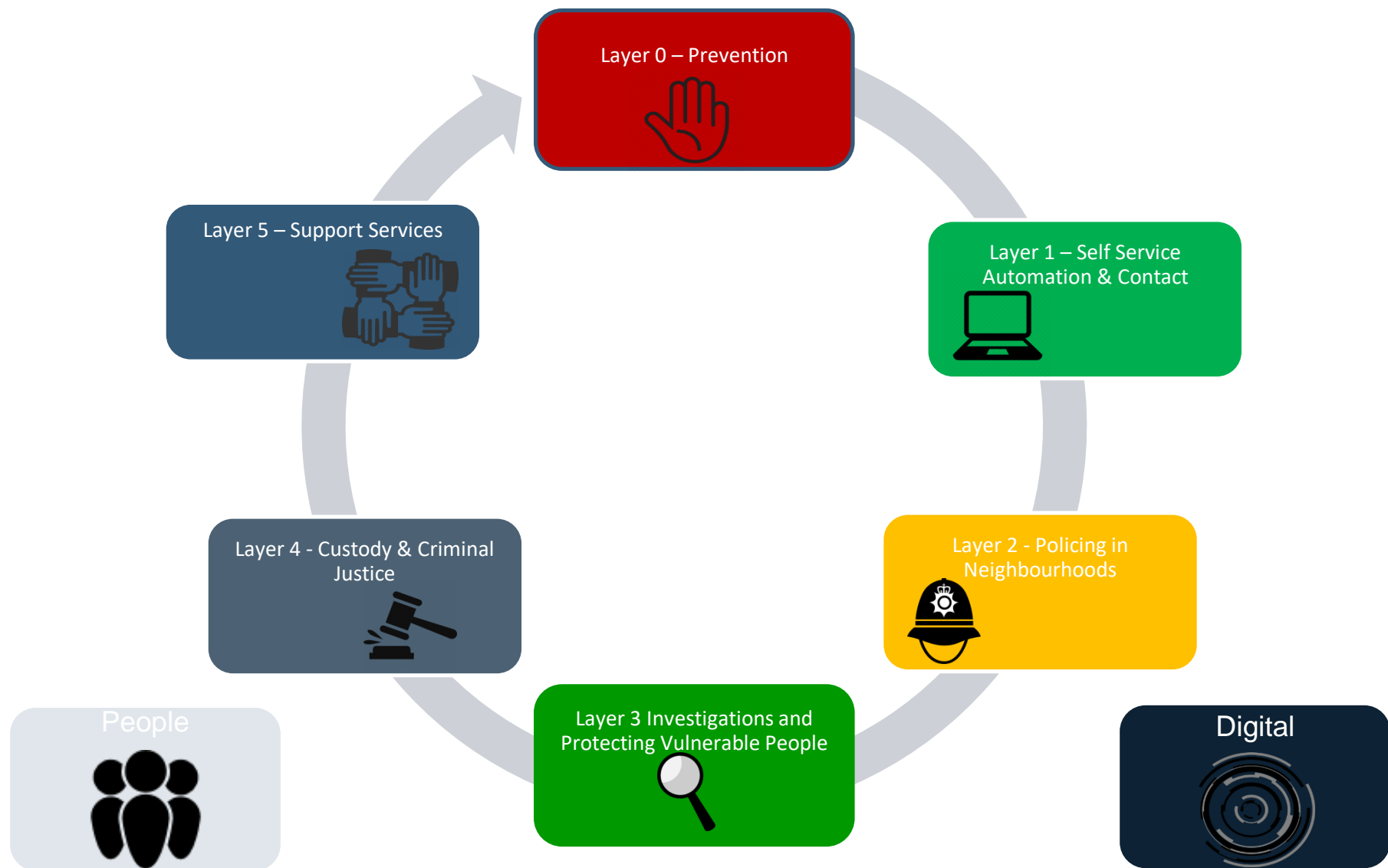
Harm to the UKs Economy and Institutions

- Money Laundering
- Fraud and Other Economic Crime
- International bribery, corruption, sanctions contravention
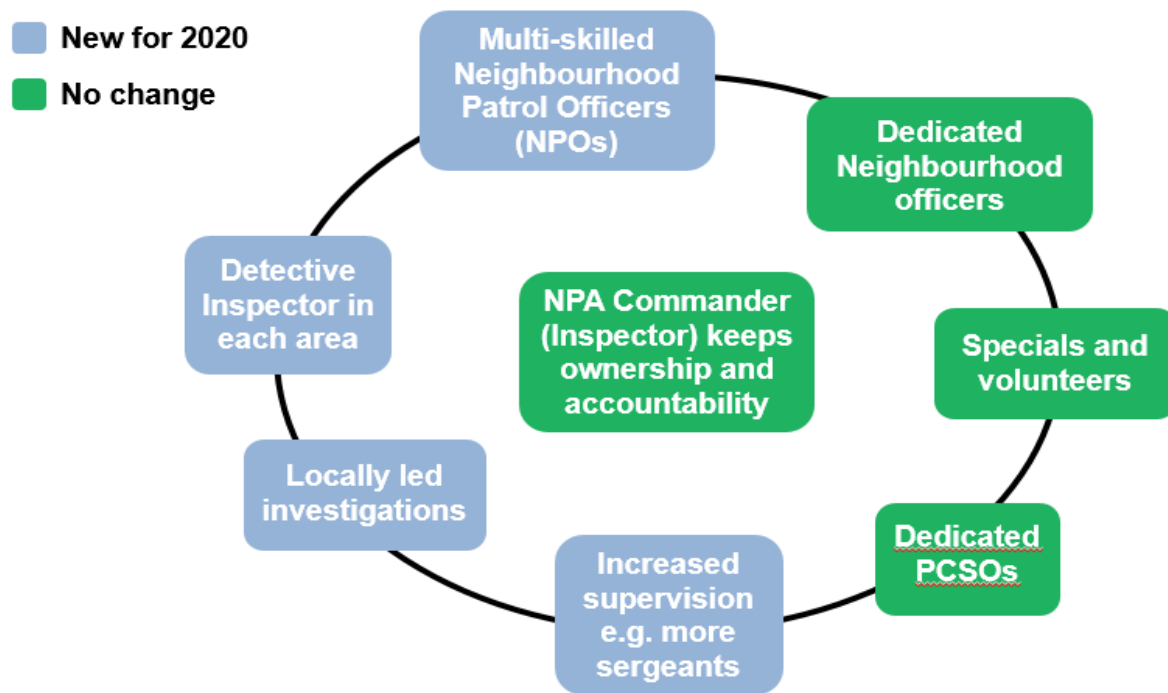- Cyber Crime
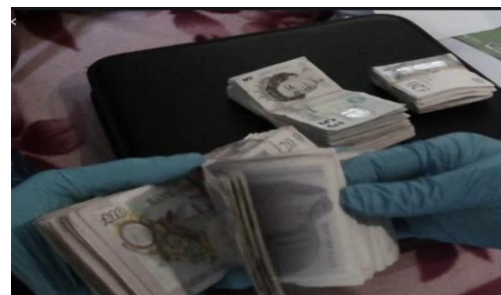
Impact

- 84% of fraud reported April – Sept. 2018 was estimated to be cyber enabled
- £100 Billion - the potential scale of money laundering impacting the UK annually
- 22% of reports to Action Fraud in 2018 related to viruses, malware or spyware
- From April 2017 – March 2018 there were 122 reports of suspected breaches of financial sanctions to the value of £1.35 Billion

Policing in Neighbourhoods

Overview- policing in neighbourhoods

New for 2020
No change

- Multi-skilled Neighbourhood Patrol Officers (NPOs)
- Dedicated Neighbourhood officers
- Specials and volunteers
- Dedicated PCSOs
- Increased supervision e.g. more sergeants
- Locally led investigations
- Detective Inspector in each area
- NPA Commander (Inspector) keeps ownership and accountability

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Additional Neighbourhood Policing Area (NPA) (8 to 9)

Eastern Counties Divided into 2 areas. 1st area Melton and Rutland
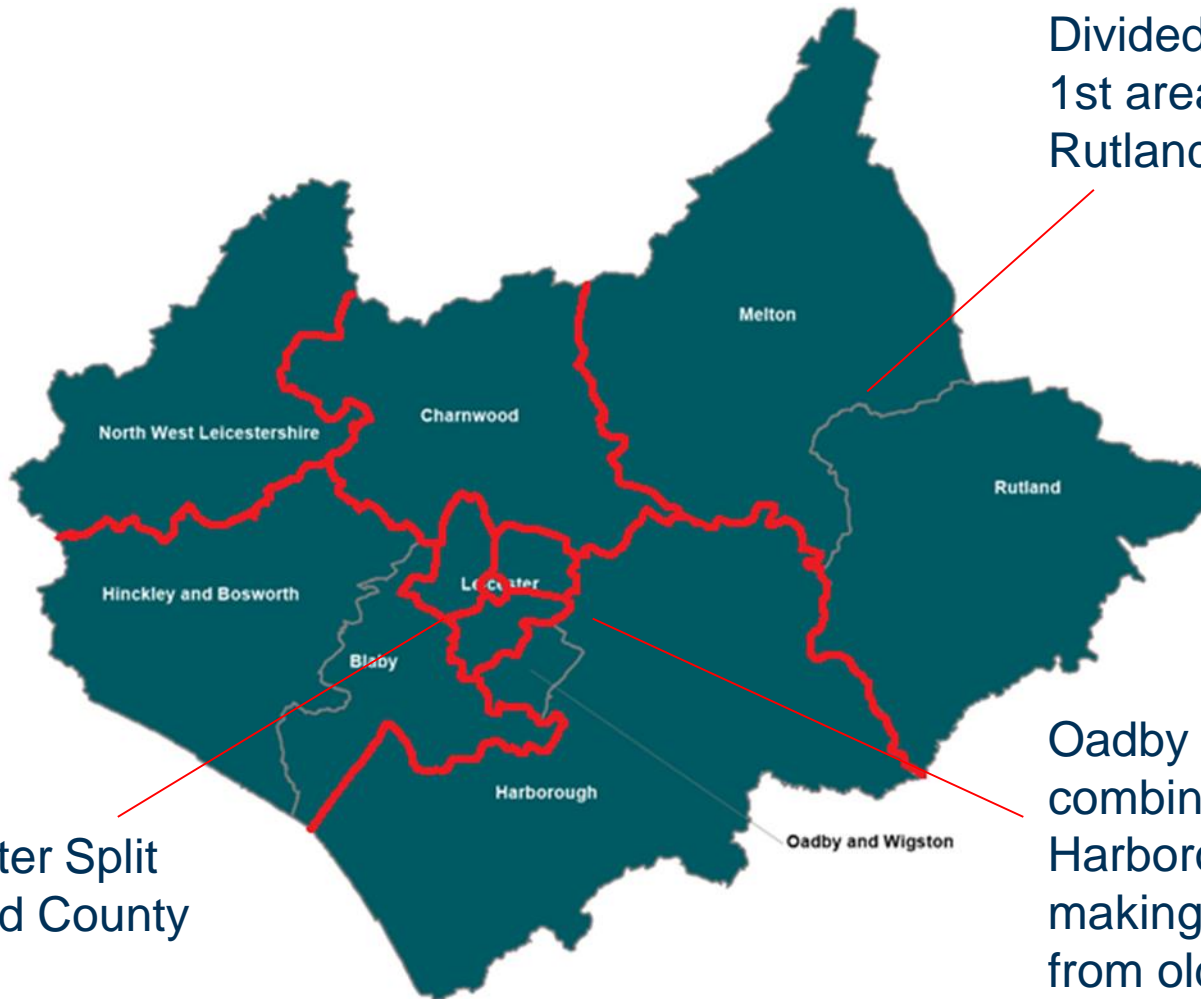
South Leicester Split along City and County border

Oadby and Wigston combine with Harborough district making second area from old Eastern Counties

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Policing in Neighbourhoods

Phase 1: Policing in Neighbourhoods - go live 11 March 2020

Summary of changes

- Increased Neighbourhood Policing Areas from 8 to 9

- Boundary changes

- Talk Group realignment

- Naming conventions

- Neighbourhood Patrol Officer (NPO) capability

- Locally based CID

- Increased locally based Sergeants

- LPD Management Structure

- CID Management Structure

- NPA Command Structure & responsibilities

- Overall Structure & 'go-live' establishment of 1915 increasing to 1939 by end April 2020

Official Sensitive

Policing in Neighbourhoods

- **Benefits**
- Better service for the people of Leicester, Leicestershire and Rutland
- More resilience and capability in local areas
- Stronger local knowledge and intelligence
- Shorter travel times = quicker responses
- More multi-skilled, local officers who investigate, make arrests and prepare cases
- Solid platform for recruitment

- **Challenges we are addressing**
- Period of adjustment from "go live" in March 2020
- Recruitment is good but takes time
- Training and equipping the frontline
- Aligning new model with support functions

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TARGET OPERATING MODEL
Changes with effect from 11 March 2020

4 Talk Groups

NORTHERN COUNTY PRT2 TG13
WEST CITY PRT3 TG85
EAST CITY PRT4 TG46
SOUTHERN COUNTY PRT1 TG33

OVERALL PRINCIPLES

- Working together as one team
- Based geographically
- Getting it right first time

COUNTY

9 NPAs, instead of 8

New NPO & Local CID roles

NORTH WEST LEICESTERSHIRE
Coalville
NN

CHARNWOOD
Loughborough
NL

MELTON & RUTLAND
Melton
Oakham
NR

HINCKLEY & BLABY
Hinckley
Braunstone
Bosworth
NH

EAST LEICESTER
Keyham Lane
Spinney Hill
St Matthews
Belgrave
NE

Who's at each NPA?

WIGSTON & HARBOROUGH
Mkt Harborough
Wigston
NA

WEST LEICESTER
Beaumont Leys
NW

CENTRAL LEICESTER
Mansfield House
Hinckley Road
NC

CITY

SOUTH LEICESTER
Euston Street
NS

NPA Commander & DI
- *Shared responsibility for NPA*
- *DI responsible for all crime*
- *NPA commander is the strategic lead for the NPA*

NPO – Neighbourhood Patrol Officer
- *Incident response*
- *Volume crime investigation*
- *Pro active patrol*

NPO Sgt – Neighbourhood Patrol Sgt
- *Line manages NPOs*
- *Incident and investigation oversight*
- *Demand management*

CID DS - Criminal Investigation Dept Detective Sergeant
- *Line management for DCs*
- *Oversight and support for investigations carried out by DCs and NPOs*

CID DC – Criminal Investigation Dept Detective Constable
- *Investigation of serious offences*

DNO – Dedicated Neighbourhood Officer & PCSO's
- *Problem solving*
- *Visibility in local community*

ISAs – Investigative Support Assistant
- *Support and progress investigations on behalf of NPOs and DCs*

Policing in Neighbourhoods

In Summary

- Better service for the people of Leicester, Leicestershire and Rutland

- Strengthening of neighbourhood policing approach

- More resilience and capability in local areas e.g. investigations

- Nine areas with own local commander

- New multi-skilled Neighbourhood Patrol Officers

- A solid platform for recruitment

HMICFRS PEEL Inspections 2019

Efficiency

Effectiveness

Legitimacy

GOOD

Areas highlighted included;

- Work to map force demand
- Understanding and identifying vulnerability
- The work of the Crime Bureau
- Serious Harm Reduction Unit

National Awards and Recognition

Kayleigh's Love Story

We will have to meet up some time :) x x

Yep sound good lol x x

Kayleigh's Love Story

Seen an estimated 36 million times
Placed in the national film archives
Royal Television Society Midlands
Gold Award – Best promotional programme

#AllIsNotLost

Rape campaign film wins Royal Television Society award

The film part of the All is Not Lost campaign received the Gold Award in the Best Production Craft category in the annual Royal Television Society (Midlands) awards.

British Association of Women in Policing

Hinckley Road Murders
Judge Commends Officers and Staff

Police Officer of the Year – Evie Wilcox

There was also an award for **Volunteer of the Year Police Cadet** Grace Burton

Sexual Assault Referral Centre (SARC)
Manager Millie Gant – Highly Commended at the International Association of Women Police Recognition Programme

LIGHTHOUSE

BRECK'S LAST GAME

Silver Award Winner
Cannes Corporate Media and TV Awards

Awards in Innovation in Digital Investigation & Intelligence

INTERNATIONAL

Our Commitments to ALL Candidates

We will be even handed with all candidates

We welcome dialogue with potential candidates

We look forward to working with you to do what is best for local people

Leicestershire **Police**
Protecting our communities