



Leicestershire
Constabulary

Professional Standards Department

**Police Complaints & Conduct
Statistics for period**

1 April – 31 July 2009

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Introduction

Introduction

This report presents details of public complaints and internal conduct matters for the period April – July 2009.

The Independent Police Complaints Commission (IPCC) has had responsibility for overseeing the complaints procedure since April 2004. The Professional Standards Department (PSD) continues to have a professional working relationship with the IPCC and endeavours to maintain this relationship by holding regular meetings and keeping an open passage for communication.

The format of the report follows that of the IPCC publications and as a result enables comparisons to be made with other forces.

A conduct matter differs from a complaint in that it originates internally rather than from an external complaint. These are defined as any allegation that either discloses the commission of a criminal offence or discloses a disciplinary wrongdoing that if proved, would result in the staff member appearing before a Misconduct panel.

Under certain circumstances a conduct matter may be referred to the IPCC for a decision on the mode of investigation.

Complaints Data

1 April – 31 July 2009

Professional Standards Department

Complaint Cases and Allegations

Table 1

Cases	2007/08	2008/09	2009/10	% Change
Avon & Somerset	244	294	282	- 4.0%
Devon & Cornwall	318	360	393	9.1%
Essex	222	292	361	23.6%
Kent	198	271	283	4.4%
Lancashire				
Northamptonshire	132	151	222	47.01%
Nottinghamshire	185	196	252	28.5%
Leicestershire	124	159	170	6.9%

Table 2

Allegations	2007/08	2008/09	% Change
Avon & Somerset	490	442	- 9.79%
Devon & Cornwall	482	577	- 19.70%
Essex	509	566	11.19%
Kent	497	457	- 8.04%
Lancashire			
Northamptonshire	189	276	46.03%
Nottinghamshire	330	347	5.15%
Leicestershire	308	271	- 12.01%

Table 3

Family of Forces	Total No. of Employees	Total No. of Allegations	Allegations per 100 employees
Avon & Somerset	6695	282	4.21
Devon & Cornwall	5963	393	6.59
Essex	7114	361	5.07
Kent	7015	283	4.03
Lancashire			
Northamptonshire	2776		
Nottinghamshire	4326	252	5.82
Leicestershire	4213	170	4.03

A complaint case represents a single investigation or local resolution process. It may contain one or more allegations, brought by one or more complainants, against one or more persons serving with the police. Complaint cases are not recorded by LPU because they could contain allegations involving more than 1 LPU, it is therefore the individual allegation that is recorded by LPU/Department (See table 5).

The number of allegations traditionally exceeds the number of complaint cases because one case could contain a number of allegations e.g. a person could complain about their arrest, that excessive force was used and PACE was breached whilst they were in custody.

The current legislation governing the complaints system was introduced on 1st April 2004, this resulted in changes to recording practices within the police service. This resulted in significant increases in the number of recorded complaints. This is believed to have resulted from more accurate recording and an opening up of the complaints system to all groups including those traditionally hard to reach. The situation is now stabilising to a point where it can be said that the figures now represent a true picture of recorded complaints for Leicestershire Constabulary.

Table 4

Referrals to IPCC	Local	Supervised	Managed	Independent
Apr– July 2009	4	0	0	0

Under certain circumstances complaint and conduct matters may be referred to the IPCC for a decision on the mode of investigation.

Table 5

Allegations by LPU	2008/09	2009/10	% Change
City HQ Depts	3	0	- 100%
Spinney Hill	9	9	0
Hinckley Road	18	14	- 22%
City Centre	23	14	- 39%
Welford Road	29	12	- 59%
Beaumont Leys	30	19	- 37%
Keyham Lane	17	15	- 12%
City Totals	129	83	- 36%
North HQ Depts	0	2	200%
Charnwood	13	8	- 38%
Loughborough	7	18	157%
Melton	4	5	25%
North West Leicestershire	22	15	- 32%
Rutland	5	8	60%
North Totals	51	56	10%
South HQ Depts	0	1	100%
Blaby	20	8	- 60%
Harborough	8	11	37%
Hinckley	23	13	- 43%
Oadby & Wigston	4	24	500%
South Totals	55	57	4%
FHQ Depts	38	38	0
Seconded Officers	2	0	- 100%
No Specific LPU/Dept	33	37	12%
Total	308	271	- 12%

Year on year the City BCU has seen a 36% decrease in recorded allegations. The majority of LPUs have witnessed a welcome decrease in the number of allegations

year on year. This trend has also been repeated over recent months and is a welcome development. However, Loughborough (100%) and Oadby & Wigston (500%) LPUs are showing a marked percentage increase in the number of allegations. When broken down into complaint cases this equates to only 9 (6 of these were in June) for Oadby & Wigston and 9 for Loughborough. This situation will be monitored to identify any possible trends.

Complaints with 'No Specific LPU/Dept' are allegations where no officer has been identified from the outset as being subject of complaint and therefore are not specific to any one LPU or Department. This occurs as a result of the complainant not knowing the identity of the officer(s). In the majority of these cases the member of staff will be identified by the conclusion of an investigation.

Table 6

Allegation Groupings		2007/08	2008/09	2009/10
Oppressive Behaviour	Serious non-sexual assault	2	0	0
	Sexual assault	0	0	1
	Other assault	20	29	31
	Oppressive conduct or harassment	22	36	19
	Unlawful/unnecessary arrest or detention	6	7	6
Malpractice	Irregularity in relation to evidence/perjury	1	8	5
	Corrupt practice	0	1	1
	Mishandling of property	3	12	8
Breach of PACE	Breach of Code A PACE (On stop & Search)	0	2	6
	Breach of Code B PACE (On searching of premises & seizure of property)	2	4	3
	Breach of Code C PACE (On detention, treatment & questioning)	9	9	8
	Breach of Code D PACE (Identification procedures)	1	1	0
	Breach of Code E PACE (On tape recording)	1	0	0
	Multiple or unspecified breaches of PACE (which cannot be allocated to a specific code)	1	1	3
Lack of Fairness and Impartiality	Lack of Fairness and Impartiality	15	21	25
Discriminatory Behaviour	Discriminatory Behaviour	10	9	5
Other neglect of Duty	Other neglect of Duty	23	41	20
Incivility	Incivility, impoliteness and intolerance	40	68	54
Traffic	Traffic	3	3	4
Other	Other irregularity In Procedure	11	42	44
	Improper Disclosure of Information	8	4	13
	Other Sexual Conduct	1	0	0
	Other	12	10	15
Total		191	308	271

Every month key stakeholders within the Professional Standards Department meet to review current data in order to assess and address trends in performance and conduct, where appropriate control strategies are implemented.

The three largest allegation categories are 'other assault', 'incivility' and 'other irregularity in procedure'. The incivility category consistently features in the national top 3 and this is reflected locally although we are currently seeing a year on year decrease. The IPCC have acknowledged that there is no one casual factor to explain this. PSD management continually monitor the situation to identify the tackle trends.

The '*Other*' grouping incorporates those allegations that do not automatically fit into any other categories. This very much reflects the recording practices employed by the decision maker. Examples of such allegations include where the complainant left a car park, drove a short distance without a seatbelt on. He disagreed with being stopped and issued with a Fixed Penalty Notice. Another example relates to a case where an off duty PCSO entered a public house whilst intoxicated and upon being refused a drink, produced his warrant card.

Characteristics of Complainants

Table 7 *

Ethnicity of Complainants	Asian		Black		Other		White		Unknown		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.
City HQ Depts	0	0	0	0	0	0	0	0	0	0	0
Spinney Hill	2	28.5%	0	0	1	14.5%	2	28.5%	2	28.5%	7
Hinckley Road	0	0	1	10%	0	0	5	50%	4	40%	10
Welford Road	2	22%	2	22%	0	0	2	22%	3	34%	9
City Centre	3	30%	1	10%	0	0	3	30%	3	30%	10
Beaumont	0	0	1	6%	0	0	7	47%	7	47%	15
Keyham Lane	0	0	0	0	0	0	8	67%	4	33%	12
City Totals	7	11%	5	8%	1	2%	27	43%	23	36%	63
South HQ Depts	0	0	0	0	0	0	1	100%	0	0	1
Hinckley	1	9%	0	0	0	0	4	36%	6	55%	11
Mkt Harborough	1	12.5%	0	0	0	0	3	37.5%	4	50%	8
Wigston	1	10%	0	0	0	0	1	10%	8	80%	10
Blaby	0	0	0	0	0	0	3	75%	1	25%	4
South Totals	3	9%	0	0	0	0	12	35%	19	56%	34
North HQ Depts	0	0	0	0	0	0	0	0	2	100%	2
North West Leicestershire	0	0	0	0	0	0	1	11%	8	89%	9
Loughborough	1	9%	0	0	0	0	4	36%	6	55%	11
Melton	0	0	0	0	0	0	3	75%	1	25%	4
Charnwood	0	0	0	0	0	0	3	75%	1	25%	4
Rutland	0	0	0	0	0	0	2	40%	3	60%	5
North Totals	1	3%	0	0	0	0	13	37%	21	60%	35
FHQ Depts	5	17%	4	14%	0	0	11	38%	9	31%	29
Outside	0	0	0	0	0	0	0	0	0	0	0
No Specific LPU/Dept	1	4%	1	4%	0	0	6	22%	19	70%	27

The mix of ethnicity of complainants does vary but it would appear that this reflects the mix of a particular LPU.

The ethnicity of a complainant is not always known due to recording omissions, non reporting of the complainant or the complaint is received by non-contact means e.g. telephone, email and letter. This is an issue that affects the IPCC and all Forces. Efforts are being made locally to increase the capture rate through supervisor training and re-contacting complainants.

Table 8

Gender of Complainants	<i>Female</i>	<i>Male</i>	<i>Unknown</i>	<i>Total</i>
City HQ Depts	0	0	0	0
Spinney Hill	3	4	0	7
Hinckley Road	3	6	1	10
City Centre	1	9	0	10
Welford Road	3	6	0	9
Beaumont Leys	8	7	0	15
Keyham Lane	5	7	0	12
City Totals	23	39	1	63
South HQ Depts	0	1	0	1
Blaby	2	2	0	4
Harborough	6	2	0	8
Hinckley	3	8	0	11
Oadby & Wigston	4	5	1	10
South Totals	15	18	1	34
North HQ Depts	0	2	0	2
Charnwood	1	3	0	4
Loughborough	0	11	0	11
Melton	1	3	0	4
North West Leicestershire	5	4	0	9
Rutland	1	4	0	5
North Totals	8	27	0	35
FHQ Depts	8	21	0	29
Outside	0	0	0	0
No Specific LPU/Dept	6	20	1	27

Table 9

Age of Complainants	19 & below	20-29	30-39	40-49	50-59	60+	U/K	Total
	No	No	No	No	No	No	No	
City HQ Depts	0	0	0	0	0	0	0	0
Spinney Hill	1	1	3	1	0	0	1	7
Hinckley Rd	0	2	3	1	1	0	3	10
City Centre	0	4	2	1	1	0	2	10
Welford Rd	0	1	3	0	2	0	3	9
Beaumont Leys	0	0	3	5	1	0	6	15
Keyham Lane	0	0	3	2	3	1	3	12
City Totals	1	8	17	10	8	1	18	63
South HQ Depts	0	0	0	0	0	0	1	1
Harborough	0	0	1	2	1	0	4	8
Hinckley	0	1	1	2	1	1	5	11
Blaby	0	1	0	1	0	0	2	4
Oadby & Wigston	0	2	2	0	0	0	6	10
South Totals	0	4	4	5	2	1	18	34
North HQ Depts	0	0	0	0	0	0	2	2
Charnwood	2	0	0	2	0	0	0	4
Loughborough	0	1	2	1	1	0	6	11
Melton	0	0	0	1	1	1	1	4
North West Leicestershire	0	0	0	1	1	0	7	9
Rutland	1	1	0	0	0	0	3	5
North Totals	3	2	2	5	3	1	19	35
FHQ Depts	2	3	4	7	3	1	9	29
Outside	0	0	0	0	0	0	0	0
No Specific LPU/Dept	1	2	2	3	3	0	16	27

Details of Allegations made by under 19 year olds.

CO 55/09 (15 years of age)

Off duty officer took hold of juvenile while reprimanding him for misbehaviour.

CO 82/09 (15 years of age)

Officer who arrested complainant failed to fully investigate counter-allegation. Officer was unhelpful and dismissive towards the complainant.

CO 86/09 (16 years of age)

Police took man to ground for no reason, causing cuts. Police acted aggressively and provoked man into reacting.

CO 109/09 (19 years of age)

Alleges that officer assaulted him for no reason and then issued a FPN. As a result he sustained minor injuries. Whilst being restrained the complainant alleges his t-shirt was damaged as a result of the actions of the officer.

CO 121/09 (19 years of age)

Complainant was given a dispersal notice with no explanation and physically removed from the city centre. Complainant's clothing was ripped during incident for no apparent reason.

Characteristics of those subject to complaints

Table 10

Status of those subject to a complaint	<i>Police Officer ranks</i>	<i>Other Police Staff / Contracted Staff</i>	<i>Specials & PCSOs</i>	<i>Total</i>
	<i>No.</i>	<i>No.</i>	<i>No.</i>	<i>No.</i>
City HQ Depts	0	0	0	0
Spinney Hill	11	0	0	11
Hinckley Road	12	1	1	14
City Centre	11	2	0	13
Welford Road	14	0	0	14
Beaumont Leys	22	0	3	25
Keyham Lane	15	1	0	16
City Totals	85	4	4	93
South HQ Depts	1	0	0	1
Harborough	9	0	1	10
Hinckley	15	0	1	16
Blaby	5	0	0	5
Oadby & Wigston	8	2	0	10
South Totals	38	2	2	42
North HQ Depts	3	0	0	3
Charnwood	7	0	0	7
Loughborough	17	1	0	18
Melton	4	0	0	4
North West Leicestershire	10	2	1	13
Rutland	4	0	2	6
North Totals	45	3	3	51
FHQ Depts	31	7	0	38
Unknown	0	0	0	0
Outside	1	0	0	1

Table 11

Ethnicity of those subject to a Complaint	Asian	Black	Other	White	Unknown	Total
	No.	No.	No.	No.	No.	No.
City HQ Depts	0	0	0	0	0	0
Spinney Hill	4	0	0	7	0	11
Hinckley Road	1	0	0	13	0	14
City Centre	2	0	0	11	0	13
Welford Road	0	0	0	14	0	14
Beaumont Leys	2	0	2	20	1	25
Keyham Lane	2	0	0	12	2	16
City Totals	11	0	2	77	3	93
South HQ Dept	0	0	0	1	0	1
Harborough	0	0	0	10	0	10
Blaby	1	0	0	4	0	5
Hinckley	0	2	0	13	1	16
Oadby & Wigston	0	0	1	9	0	10
South Totals	1	2	1	37	1	42
North HQ Depts	0	0	0	3	0	3
Charnwood	2	0	0	5	0	7
Loughborough	2	1	0	15	0	18
Melton	0	0	0	4	0	4
North West Leicestershire	0	0	1	12	0	13
Rutland	0	0	0	5	1	6
North Totals	4	1	1	44	1	51
FHQ Depts	1	1	0	34	2	38
Unknown	0	0	0	0	0	0
Outside	0	0	0	1	0	1

Table 12

Gender of those subject to a Complaint	<i>Female</i>	<i>Male</i>	<i>Unknown</i>	<i>Total</i>
	<i>No.</i>	<i>No.</i>	<i>No.</i>	<i>No.</i>
City HQ Depts	0	0	0	0
Spinney Hill	1	10	0	11
Hinckley Road	5	9	0	14
City Centre	3	10	0	13
Welford Road	2	12	0	14
Beaumont Leys	8	17	0	25
Keyham Lane	2	14	0	16
City Totals	21	72	0	93
South HQ Depts	0	1	0	1
Harborough	2	8	0	10
Blaby	1	4	0	5
Hinckley	3	13	0	16
Oadby & Wigston	3	7	0	10
South Totals	9	33	0	42
North HQ Depts	2	1	0	3
Charnwood	0	7	0	7
Loughborough	1	17	0	18
Melton	1	3	0	4
North West Leicestershire	2	11	0	13
Rutland	1	5	0	6
North Totals	7	44	0	51
FHQ Depts	12	25	0	37
Unknown	0	0	0	0
Outside	0	1	0	1

Outcome of complaints

Table 13

Investigation Categories	G	M	L	Total
	2	25	134	161

Upon receipt of a complaint, an assessment is made as to the most appropriate method of investigation. The classification Gross (G), Misconduct (M) & Local Resolution (L) is designed to improve timeliness and to give guidance as to the professionalism and proportionality of an investigation. Category G represents a full investigation of allegations of a more serious nature. Category M is a standard investigation into less serious allegations, whilst a Category L is those cases suitable for Local Resolution. This approach has been fully endorsed by the IPCC and has been adopted nationally by a number of Forces.

Table 14

Time taken to complete Investigations	Local Resolution	Local Investigation	Supervised	Managed
0 – 30 days	24	16	0	0
31 – 60 days	42	6	0	0
61 – 90 days	7	7	0	0
91 – 120 days	0	7	0	0
No completed in excess of 120 days	5	6	0	0
Average no of days	47	58	0	0

Table 15

Means by which cases were completed

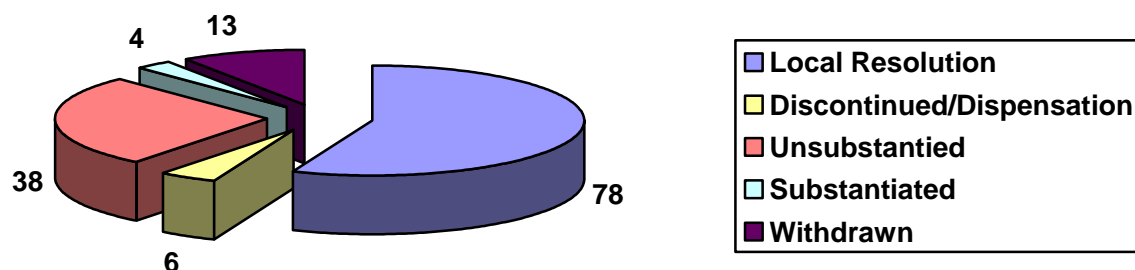


Table 16

Allegations Finalised	<i>Local Resolution</i>	<i>Withdrawn</i>	<i>Discontinued/Dispensation</i>	<i>Un-substantiated</i>	<i>Sub-stantiated</i>	<i>Total</i>
Avon & Somerset	187	39	29	218	37	510
Devon & Cornwall	125	61	36	121	19	362
Essex	126	52	29	194	40	441
Kent	147	68	41	170	18	444
Lancashire						
Northamptonshire	92	15	9	34	6	156
Nottinghamshire	79	35	31	85	11	241
Leicestershire	135	16	10	90	4	256

Table 17

Outcome of Substantiated Cases	<i>Police Officers & Special Constables</i>
Not Guilty	0
Management Action	0
Management Advice	4
Written Warning	1
Final Written Warning	0
Dismissal with Notice	0
Dismissal without Notice	0
Total	0

Table 18

Outcome of Substantiated Cases	<i>Police Staff</i>
Not Guilty	0
Verbal Warning	0
Written Warning	0
Final Warning	0
Dismissal	0
Total	0

Outcome of substantiated cases by Ethnicity**Table 19**

Police Officers & Special Constables	<i>Asian</i>	<i>Black</i>	<i>Mixed</i>	<i>White</i>
Not Guilty	0	0	0	0
Management Action	2	0	0	2
Management Advice	0	0	0	0
Written Warning	0	0	0	1
Final Written Warning	0	0	0	0
Dismissal with Notice	0	0	0	0
Dismissal without Notice	0	0	0	0
Total	2	0	0	3

Table 20

Police Staff	<i>Asian</i>	<i>Black</i>	<i>Mixed</i>	<i>White</i>
Not Guilty	0	0	0	0
Verbal Warning	0	0	0	0
Written Warning	0	0	0	0
Final Warning	0	0	0	0
Dismissal	0	0	0	0
Total	0	0	0	0

Complaint cases recorded by Ethnicity for those subject of complaint**Table 24**

Police Officers & Special Constables	Asian		Black		Mixed		White		Not Stated or Unknown	
	F	M	F	M	F	M	F	M	F	M
Local Resolution	1	3	0	0	0	0	1	17	0	1
Withdrawn	0	0	0	0	0	0	1	5	0	0
Dispensation	0	0	0	0	0	0	0	0	0	0
Unsubstantiated	0	0	0	0	2	0	0	1	0	0
Substantiated	0	0	0	0	0	0	0	2	0	0
Open	0	15	1	4	0	4	53	186	0	11
Total	1	18	1	4	2	4	55	211	0	12

Table 25

Police Staff	Asian		Black		Mixed		White		Not Stated or Unknown	
	F	M	F	M	F	M	F	M	F	M
Local Resolution	0	0	0	0	0	0	3	7	0	0
Withdrawn	0	0	0	0	0	0	0	0	0	0
Dispensation	0	0	0	0	0	0	0	0	0	0
Unsubstantiated	0	2	0	0	0	0	0	0	0	0
Substantiated	0	0	0	0	0	0	0	0	0	0
Open	0	1	0	0	0	1	9	9	1	1
Total	0	3	0	0	0	1	12	16	1	1

Appeals

Table 26

Complainants have a right of appeal to the IPCC

Appeal type	<i>Upheld / Partially Upheld</i>	<i>Not Upheld</i>	<i>Withdrawn</i>	<i>Ongoing</i>	<i>Total</i>
Non-recording of a Complaint	1	0	0	2	3
Local Resolution Process	0	1	0	2	3
Outcome of Police Investigation	0	5	0	11	16
Total	1	6	0	15	22

Table 27

IPCC Appeal Cases	<i>Responded to within 24 hours</i>	<i>24 hours – 5 days</i>	<i>Responded to in 5 or more days or unknown</i>
April – July 09	14	7	1

The national standard for responding to the Independent Police Complaints Commission is 5 days however the force aims to complete all such requests within 24 hours.

Direction and control complaints

Table 28

Direction & Control	08/09	09/10	% change
Leicestershire	86	85	- 1%

Table 29

Direction & Control Allegations	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar
City Totals	8	7	10	8								
South Totals	6	3	9	4								
North Totals	2	3	7	7								
FHQ Depts	1	3	6	1								
Outside	1	0	0	0								
Unknown	1	0	0	0								

Table 30

BCU	Completed within 28 days	Completed in excess of 28 days	Outstanding cases <u>under</u> 28 days old	Outstanding cases <u>over</u> 28 days old
North	7	8	4	4
South	14	6	4	4
City	21	14	8	2
FHQ & Secondments	7	5	1	5

The target for the completion of a direction and control enquiry is 28 days.

Conduct Data

1 April – 31 July 2009

Professional Standards Department

A conduct matter differs from a complaint in that it originates internally rather than from an external complaint. These are defined as any allegation that either discloses the commission of a criminal offence or discloses a disciplinary wrong doing that if proved, could result in the staff member appearing before a Misconduct panel.

Table 31

Conduct Cases Recorded	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Total
City Totals	5	5	5	7									22
South Totals	1	0	2	4									7
North Totals	4	1	0	0									5
FHQ Depts	3	0	5	0									8
Outside	0	0	0	0									0
Unknown	2	2	0	0									4

Table 32

Conduct Allegations recorded by BCU	City	North	South	FHQ	Unknown	Total
Honesty & Integrity	3	0	0	1	1	5
Authority, Respect & Courtesy	3	1	3	0	1	9
Equality & Diversity	0	0	0	0	0	0
Use of Force	0	0	0	2	0	2
Orders & Instructions	3	0	0	0	0	3
Duties & Responsibilities	5	0	0	2	2	7
Confidentiality	3	3	1	1	0	8
Fitness for Duty	0	0	0	1	1	1
Discreditable Conduct	8	1	1	3	0	13
Challenging & reporting Improper Conduct	0	0	0	0	0	0

Table 33

Conduct Allegations recorded by month	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Total
Honesty & Integrity	1	1	1	2									1
Authority, Respect & Courtesy	3	2	1	3									3
Equality & Diversity	0	0	0	0									0
Use of Force	0	0	2	0									0
Orders & Instructions	2	0	0	1									2
Duties & Responsibilities	3	3	1	1									3
Confidentiality	6	0	2	2									6
Fitness for Duty	1	0	0	0									1
Discreditable Conduct	5	2	5	2									5
Challenging & reporting Improper Conduct	0	0	0	0									0

Table 34

Conduct Allegations recorded by Ethnicity of Subject	Asian	Black	Mixed	White	Unknown
Honesty & Integrity	1	0	0	5	0
Authority, Respect & Courtesy	3	0	1	10	0
Equality & Diversity	0	0	0	0	0
Use of Force	0	0	0	1	0
Orders & Instructions	1	0	0	2	0
Duties & Responsibilities	2	1	1	9	0
Confidentiality	3	0	0	7	0
Fitness for Duty	0	1	0	1	0
Discreditable Conduct	5	1	0	9	0
Challenging & reporting Improper Conduct	0	0	0	0	0

Table 35

Investigation Category

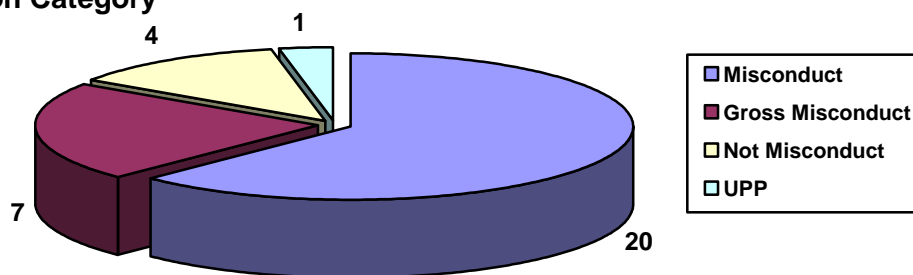


Table 36

Outcomes of Conduct Investigations	Meeting	Hearing	Management Action	No Action
April – July 09	9	0	16	3

Table 37

Outcomes of Conduct Proceedings	Meeting	Hearing
Misconduct Not Found		
No Further Action		
Management Advice	3	
Written Warning (12 months)	5	
Final Written Warning 18 months)	1	
Extension of Final Written Warning		
Dismissal with Notice		
Dismissal without Notice		

Table 38

Outcomes of Conduct Proceedings by Ethnicity of Subject	<i>Meeting</i>				<i>Hearing</i>			
	<i>Asian</i>	<i>Black</i>	<i>Mixed</i>	<i>White</i>	<i>Asian</i>	<i>Black</i>	<i>Mixed</i>	<i>White</i>
Misconduct Not Found								
No Further Action								
Management Advice				3				
Written Warning (12 months)				5				
Final Written Warning 18 months)				1				
Extension of Final Written Warning								
Dismissal with Notice								
Dismissal without Notice								

Letters of thanks

Table 39

Letters of Thanks	08/09	09/10	% change
Leicestershire	212	171	- 19%

Table 40

Letter of Thanks	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar
City HQ Depts	0	0	0	0								
Spinney Hill	0	2	1	0								
Hinckley Road	0	0	0	0								
City Centre	6	3	3	1								
Welford Road	3	3	2	3								
Beaumont Leys	0	4	3	1								
Keyham Lane	1	0	2	7								
City Totals	10	12	11	12								
South HQ Depts	0	0	0	0								
Harborough	1	1	0	4								
Blaby	2	0	3	1								
Hinckley	8	7	10	5								
Oadby & Wigston	0	6	1	6								
South Totals	11	14	14	16								
North HQ Depts	0	0	0	0								
Charnwood	0	2	0	2								
Loughborough	3	3	4	5								
Melton	1	2	4	1								
North West Leicestershire	3	3	1	1								
Rutland	0	1	2	1								
North Totals	7	11	11	10								
FHQ Depts	5	17	5	3								
Outside	0	0	0	0								
Unknown	0	0	0	0								

Lessons learnt

The focus of this process is to learn from where things have not gone quite as expected and then feeding the lessons learnt back into the workplace. Such lessons will be identified from a number of sources including complaints investigations, direction & control matters, civil claims, incident reviews and health & safety.

Table 41 *

Lessons Learnt	Custody	Training	Policy/ Procedure	Property	Forms	H & S	Misc.	Total
April – July 09	5	1	3	1	0	4	1	15

Examples of lessons learnt

Lesson	Action Taken
Review of misconduct cases identified a trend of inappropriate off duty conduct.	Several newsarticles placed on force Intranet and issue to be reflected in future inputs to courses and staff.
Detainee used zip from trousers to rub plaster from behind intercom plate which allowed the screws to be removed. The plate was ripped off the wall, wires were pulled out and an attempt made to prise open cell door.	Call buttons at Euston Street to be replaced with similar ones that are installed at Wigston. (Detainee's risk assessment updated)
Detainee provided with magazines to read. Removes staples and uses them to make a six inch cut on left inner forearm causing a minor cut	It is Criminal Justice policy to remove all staples from magazines before issuing. A reminder has been sent to all custody staff that magazine stocks should be checked for staples and removed. Where this is not possible, the item must be removed.

The learning the lessons policy was introduced April 2007 and in that time it has been imbedded into the processes and procedures of the Professional Standards Department. Links have been made to other sections and departments resulting in a number of valuable lessons being identified and appropriate actions being taken.

Reference data

Table 42

Leicestershire Constabulary Police Officers	<i>Female</i>	<i>Male</i>
White	448 (95.12%)	1653 (92.40%)
Black	4 (0.85%)	20 (1.12%)
Mixed	6 (1.27%)	21 (1.17%)
Asian	9 (1.91%)	54 (3.02%)
Not Stated	4 (0.85%)	41 (2.29%)

Table 43

Leicestershire Constabulary Police Staff	<i>Female</i>	<i>Male</i>
White	748 (90.23%)	429 (89.20%)
Black	12 (1.45%)	0 (0)
Mixed	3 (0.36%)	2 (0.41%)
Asian	53 (6.39%)	38 (7.9%)
Other	3 (0.36%)	0 (0)
Not Stated	10 (1.21%)	12 (2.49%)

National Picture

The IPCC report for 2007/08 reports that nationally complaints about the police had risen for each year between 2004 – 2007 but in 2007/08 there was no percentage change on the previous year. In 2007/08 there were 28,963 complaint cases representing a total of 45,524 allegations.

Explanations for the increase in previous years were explored in a past IPCC report (Gleeson and Bucke, 2006) which discussed the impact of the following factors:

- The legislative changes included in the Police Reform Act 2002 which widened the types of people who can make a complaint about the police and be the subject of a complaint
- The ability to make direct complaints to the IPCC
- The increased awareness and accessibility of the police complaints system
- Improvements on how police forces record complaints

Factors such as increases in public numbers and decreases in public satisfaction with the police can be discounted as these have not significantly changed over the time period in question. Overall there is likely to be no single reason for the increases seen over recent years and the answer is likely to be a mixture of the factors listed above.

The number of allegations per 1,000 officers in Leicestershire in 2006/07 was 305 this compares with the national average of 308.