

Campaign to Re-Elect Rupert
Matthews as Police & Crime
Commissioner for Leicester,
Leicestershire and Rutland

MY ACTION PLAN TO CUT CRIME IN LEICESTER

Manifesto for 2024-2028

Rupert Matthews

Conservative Candidate

Published & promoted by Adrian Thompson on behalf of Rupert
Matthews, both of LCCA, 18 Pinfold Gate, Loughborough LE11 1BE.
Printed by Shire Press, Dairy Yard, Market Harborough LE16 7NL



The Peelian Principles

When Sir Robert Peel founded the modern police force in 1829 he established the following Peelian Principles.

1. To prevent crime and disorder, as an alternative to their repression by military force and severity of legal punishment.
2. To recognise always that the power of the police to fulfil their functions and duties is dependent on public approval of their existence, actions and behaviour, and on their ability to secure and maintain public respect.
3. To recognise always that to secure and maintain the respect and approval of the public means also the securing of the willing co-operation of the public in the task of securing observance of laws.
4. To recognise always that the extent to which the co-operation of the public can be secured diminishes proportionately the necessity of the use of physical force and compulsion for achieving police objectives.
5. To seek and preserve public favour, not by pandering to public opinion, but by constantly demonstrating absolutely impartial service to law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws, by ready offering of individual service and friendship to all members of the public without regard to their wealth or social standing, by ready exercise of courtesy and friendly good humour, and by ready offering of individual sacrifice in protecting and preserving life.
6. To use physical force only when the exercise of persuasion, advice and warning is found to be insufficient to obtain public co-operation to an extent necessary to secure observance of law or to restore order, and to use only the minimum degree of physical force which is necessary on any particular occasion for achieving a police objective.
7. To maintain at all times a relationship with the public that gives reality to the historic tradition that the police are the public and that the public are the police, the police being only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interests of community welfare and existence.
8. To recognise always the need for strict adherence to police-executive functions, and to refrain from even seeming to usurp the powers of the judiciary of avenging individuals or the State, and of authoritatively judging guilt and punishing the guilty.
9. To recognise always that the test of police efficiency is the absence of crime and disorder, and not the visible evidence of police action in dealing with them.

Crime is down this year with Rupert Matthews as PCC

Overall crime is down	4.4%
ASB is down	11.5%
Burglary is down	6.8%
Hate Crime is down	18.2%
Domestic Abuse is down	3.2%
Rural Crime is down	10.2%
Serious Violence is down	12.1%

In Charnwood crime is down	5.4%
In Harborough & Wigston crime is down	3.7%
In Hinckley & Blaby crime is down	2.7%
In Leicester Central crime is down	7.1%
In Leicester East crime is down	6%
In Leicester West crime is down	7.1%
In Melton & Rutland crime is down	10%
In North West Leicestershire crime is down	5%
In Harborough & Wigston crime is down	3.7%

All figures refer to the decline in crime figures in January 2024 compared to January 2023.

Rupert Matthews' Plan to Cut Crime
in Leicester is working, don't throw it away

Vote to Re-Elect



Keeping Leicester Safe



Leicester is a fantastic city in which to live, work and relax. The city's vibrant cultural life is a huge magnet that brings thousands of visitors every day, as well as attracting inward business investment and proving irresistible to those looking to start a new life here.

However, all this depends on the city remaining a safe and secure environment. As your Police and Crime Commissioner, I have worked hard to keep our city safe for all who live, work or play here. I have listened to residents, community groups and business owners. Whether it is worries about chain-snatching in Belgrave, public drinking in Spinney Hill Park or aggressive begging in the city centre I have taken effective action to tackle what worries people most.

Working with the Chief Constable I have ensured that there are far more officers on patrol in the city than there were four years ago. Working with the Safer Leicester Partnership I have invested large sums of money in additional CCTV cameras, more effective measures to tackle anti-social behaviour and activities to keep youngsters out of trouble.

With the Violence Reduction Network, I have launched an effective crackdown on knife crime and the drug trade that so often fuels violence on our streets. Through the People Zone in New Parks, I have built community spirit to tackle a range of issues - an approach I am determined to expand and put into action elsewhere in the city.

Of course, all this will be possible only if I am returned to office as your Police and Crime Commissioner at the election on Thursday 2 May. Please read this manifesto and, if you agree with it and want to see it implemented to keep Leicester safe, go and vote for me so that I can implement it.

Rupert Matthews

Conservative Candidate



SUMMARY

This is a radical and achievable manifesto for robust, pro-active policing. It responds to public need and is backed up by effective crime prevention measures and support for victims and witnesses.

My mission is to make our villages, towns and city safe for people to live, work and have fun. I shall leave no stone unturned to achieve that.

The job of the police is to catch criminals, prevent crime and keep us safe. I will make sure that they have the equipment, training and skills that they need to do their job.

- I will open more local police offices to the public.
- I will support and reinvigorate the uniquely British concept of policing by consent that was introduced by Sir Robert Peel nearly two centuries ago. It is the bedrock of the relationship between police and our communities, but all too often is taken for granted.
- I will continue to work in partnerships with the public, businesses, public bodies and private sector organisations to safeguard our communities. These partnerships offer fantastic potential to reduce crime and I intend to see this flourish.
- I will put a renewed emphasis on actual crime prevention - which must become the primary purpose of our police force once more. I will also provide the support, advice and help that victims of crime need and ensure that they are kept informed about the progress of their case. I want more compassion and kindness shown to victims of crime and the most vulnerable in society.
- Having established the Rural Policing Team, I will now make it even more effective in combatting crime in rural areas.
- I will set the Chief Constable annual targets to reduce crime.
- I will ensure that protests or demonstrations do not descend into violence, intimidation and hatred.
- I will not tolerate waste or inefficiency. I will champion



tight budget setting and robust financial scrutiny, so that every penny is spent on keeping our communities safe.

- I will relentlessly lobby government for more effective national action against crime. I want to see tougher sentences and out of court disposals that involve real punishment, persistent criminals put in prison, foreign criminals deported, a more effective and better resourced criminal justice system, more pro-active measures on community cohesion and a drastic cut in immigration until those recently arrived are properly settled and established in our society.

By working together and taking bold action we can and will make Leicester, Leicestershire and Rutland safer places for us all.

This manifesto sets out how I will achieve this.



Improving Neighbourhood Policing



Neighbourhood Policing is the bedrock of British Policing. The skills, dedication and courage of our neighbourhood officers are key to keeping our streets safe. Our Neighbourhood Policing Areas must be given the resources, and working practices that they need to build effective relationships with local communities, respond quickly to crime and deal with Anti-Social Behaviour. I am determined to see effective and efficient neighbourhood policing. I will:

- Call on the Chief Constable to draw up guidance within my first six months in office that sets out clearly what a local community and its elected representatives [parish councils, councillors, MPs] can expect by way of service and communication from the local beat team. I will ensure that this guidance is monitored and the results are published.
- Require the Chief Constable to prioritise Neighbourhood Policing in terms of personnel, resources and equipment.
- Monitor the frequency neighbourhood beat officers are redirected to other duties and hold the Chief Constable to account if this “extraction rate” rises above 20 per cent in any given month.
- Work with the Chief Constable to deliver Problem Oriented Policing Guidance into activity on the ground. I want to see the Leicestershire Police move away from a reactive way of working, attending reports as they are made, and repeatedly returning to the same problem hotspots to investigate the same kinds of crime.
- Ensure Leicestershire Police recognises that the successful delivery of targeted crime prevention is a worthwhile task and not a chore, with the inclusion of this core activity forming a stronger element of reviews.

More Visible Policing

High visibility policing is key to effective neighbourhood policing. I intend to make sure that police officers and staff will be more visible to actively deter criminals, prevent crime and provide more reassurance to residents. I want our officers to be out and about more, and sitting in offices less. I will:

- Free up officer time by launching a review of our paperwork systems to ensure that only information that is needed is recorded. I will lobby central government to cut down on the demands they make on our officers’ time filling in forms and paperwork of no obvious use.
- Ensure that the vehicle fleet is properly maintained with minimal backlogs for servicing. I will invest in more of the bikes and e-bikes that are currently in short

supply and look at other new types of vehicle to help our neighbourhood patrols cover more ground while remaining highly visible.

- Undertake an assessment of the electric and hybrid vehicles being trialled to discover to which roles these vehicles are best suited, and adapt the purchasing policy accordingly.
- Consider the merit of launching a new team equipped with off-road motorbikes, quad bikes or similar to tackle antisocial behaviour and criminality in hard to reach areas.
- Continue to encourage the use of traditional headgear that makes an officer instantly recognisable in the street, together with new-style protective jackets that more closely resemble the public's view of a police officer.

Opening More Police Stations

A police station in a town or village is a visible reminder that the police care about our communities and stand ready to tackle crime and Anti-Social Behaviour. A visible police station reassures the law abiding public and deters crime. Currently Leicestershire Police have over 60 buildings or premises that serve as bases for the police, but are closed to the public and are often invisible to them. I want to see more police stations open to the public and visible to everyone. I will:

- Extend the Uppingham pilot and open up more police offices to the public by appointment. Over the next two years all police premises will be inspected for suitability and all that can be converted in this way will be.
- Place traditional “Mercia” blue police lantern to at every police station and office open to the public.
- Work with shopping centres, local authorities and others to introduce a Police Phone Box fit for the 21st Century. These will serve as a base for police officers, PCSOs, night marshals and local authority staff in busy areas as well as providing a base for CCTV and offer a communication link for the public to contact the police. The “Tardis” is returning to Leicester, Leicestershire and Rutland.



Police Community Support Officers

Police Community Support Officers [PCSOs] provide an essential link between the police and the communities. I will work with the Chief Constable to enhance the PCSO system to create a more effective and efficient system of local beat officers known to local residents. I will:

- Call on the Chief Constable to ensure PCSO recruits are hired for the right reasons and ban transfer into the ranks of warranted officers in the first three years of service.
- Work with the Chief to establish a dedicated career path for those for all our PCSO.
- Maintain the number of PCSOs out on our streets at a minimum of 150.
- Advocate for PCSOs to be given the training and resources needed to issue criminal behaviour orders, court injunctions and restorative justice.
- Establish a dedicated fund to pay for crime prevention schemes suggested by PCSOs.

Working with our Communities

Parish Councils, Neighbourhood Watch groups and other community groups run by volunteers are the backbone of civil society. They have a direct interest in keeping their communities safe and contain in their ranks talented and dedicated individuals who have much to offer. It is for that reason that I have established a full time post in my office giving support to our Watch groups. Now I want to go further in reinvigorating the spirit of volunteering to keep our communities safer. I will:

- Provide a budget to help local Watch Groups undertake projects to keep their communities safe.
- Explore the provision of crime prevention training to those parish councillors, watch volunteers and others who wish to take part.
- As a parish councillor myself, I see the value of equipping parish councils with the

knowledge and skills that they need to make the places they represent safer.

- Call on the Chief Constable to ensure that their officers and staff co-operate closely with voluntary local groups.
- Continue to support the Police Cadets and the Mini Police help to cement the relationship between our neighbourhood police and the public that they serve.



People Zones

The People Zones were established by my Labour predecessor to bring stability, low crime rates and improve living conditions in three of our most deprived areas – but were then effectively abandoned. I have reinvigorated the concept to make our People Zones a powerful tool for change in some of our most deprived areas. The key driver of People Zones is that cost effective community engagement to solve issues comes only from the grassroots. I will:

- Empower local people to make decisions about their lives. Everyone deserves to have their voices heard and be taken seriously. I believe that people who live in an area know best what is right for them and their communities. That is really important in our more vulnerable and underprivileged areas. Only then will we see real, lasting improvements.
- Undertake a rigorous, data-led survey of Leicester, Leicestershire and Rutland to find new areas that could benefit most from becoming a People Zone.
- Encourage local residents, businesses and organisations to work together to cut crime, improve living standards and reduce anti-social behaviour.
- Continue to play an organising role to ensure co-operation and funding for key projects to build community spirit, introduce crime prevention measures and help our youngsters stay out of trouble. Everyone deserves to be listened to.

Everyone deserves to have a fair chance in life. Everyone deserves to take the opportunity to improve their community. People Zones will help to deliver that.

Special Constabulary

Our Special Constables perform magnificent work on a volunteer basis. They are a respected and treasured part of the Leicestershire Police. I believe that we can value them more and allow them to play a more effective role in keeping our communities safe. Working with the Chief Constable, I will seek to re-establish the Special Constabulary as a sizeable, secure and effective arm of the Leicestershire Police. I have already provided the resources to recruit a full strength Special Constabulary and will now provide what is needed to entrench the Specials as a highly skilled and motivated force of warranted officers. I will:

- Ensure recruitment is targeted on a wide variety of people, including more mature citizens who can bring life experience to the job.
- Expand the recruitment of Specials to include those with established skills and experience and a strong commitment to long term volunteering with the Force.
- Pay Specials' Federation fees so they are not penalised for volunteering.
- Negotiate a rebate on Council Tax for Special Constables with our local councils as happens elsewhere in the country.

Combat knife crime and illegal drugs.



Knife crime and violence on our streets is unacceptable. Law-abiding citizens should be free to go about their business without fear of attack. Violent crime is down across our area compared to when I took up office. I will reduce violence further by using diversionary measures, boosting enforcement and lobbying for effective national interventions. I will:

- Provide robust political support to officers to deploy stop and search and other tactics on the streets to crack down on the carrying and use of knives.
- Continue to support the trail blazing and highly effective Violence Reduction Network which carries out effective and imaginative work to divert perpetrators away from violence and is recognised as a national leader in this field.
- Ensure that the Leicestershire Police works with the Crown Prosecution Service and others in the criminal justice system so that files taken to court are in an agreed format reducing needless delay.
- Tackle county line and drug gangs. The trade in illegal drugs fuels knife crime by dealers and a large amount of theft, burglary and robbery by addicts desperate to feed their habit. My budget will give the police the tools that they need to destroy county lines.
- I will support the Violence Reduction Network and other schemes and programmes with a proven track record of success in steering teenagers away from crime.
- Lobby government to impose stiffer sentences for knife crime and drug dealing. Lobby government to streamline procedures and provide funding to clear the court case backlog to ensure victims are heard.
- Continue to fund the Victim First programme which provides emotional and practical help to women and girls and continue to make this work more effective.
- Continue to make bids to government under the Safer Streets programme to improve the safety of streets and parks.

Crime Prevention and Victims of Crime

When Sir Robert Peel founded the modern police force nearly two centuries ago he set out ten principles of good policing. The very first stated that the key job of the police was to "prevent crime and disorder". It is far better to stop crime from happening in the first place than to catch a criminal afterwards. That is why I have put so much effort into crime prevention measures as part of my campaign to make our streets safe again. Crucially, I have established productive working relationships with all of the Community Safety Partnerships

[CSPs] and Councils in our Force area irrespective of the political hue of the Council concerned. Being willing and able to work across political boundaries is a key skill required in the fight against crime. A tribal politician would fail to win the confidence and trust of those involved in the fight to keep our communities safer. I will continue and expand many of the projects that I have undertaken in my first term in office. I will

- Help residents and business install improved door and window locks and other security measures.
- Improve street lighting.
- Deliver better CCTV.
- Support Community Safety Partnerships [CSPs].
- Back diversionary programmes supporting youngsters at risk of turning to crime.
- Commission services for those who are the most vulnerable and those with the greatest need of support.
- Continue to go above and beyond for domestic abuse survivors, improving their experience with the police, obtaining greater support for them, developing perpetrator intervention programmes and much more.
- Work with the Chief Constable to drive innovation in tackling domestic abuse including more use of body worn cameras, domestic violence protection orders/ notices and perpetrators programmes designed to change offender behaviours.
- Build on the partnership response that I have already established to respond to incidents of domestic abuse, child abuse and exploitation (including child sexual exploitation), serious sexual offences, trafficking and modern-day slavery and ‘Violence Against Women and Girls’ (VAWG), to more effectively reduce harm and risks while keeping victims safe from future victimisation.
- Ensure that within 12 months of the election every home and business receives written burglary & crime prevention advice.

Neighbourhood Watch and Parish Councils

I am working increasingly closely with parish councils, Neighbourhood Watch and other local organisations to unleash the spirit of volunteering to keep our communities safer. I have already established constructive links with Neighbourhood Watch, parish councils and other community groups. I have recently introduced a Watch Support Officer whose responsibility is to work with Neighbourhood Watch, Farm Watch, Pub Watch and other voluntary organisations to make them and their relationship with the Police and with each other increasingly effective in fighting crime. I have also established a scheme for working with the parish councils across the Force area.



I will:

- Provide the Neighbourhood Watch Officer with a budget to help local Neighbourhood Watch Groups to undertake projects to keep their communities safe.
- Hold regular surgeries around the two counties to meet with parish councillors and learn about the challenges and issues facing their communities.
- Equip parish councils with the knowledge and skills that they need to make the places they represent safer and more robust in tackling ASB and crime.

Protecting our High Streets

Much neighbourhood crime and anti-social behaviour centres around our high streets, retail outlets parks and gardens. I will invest in crime prevention measures to target these public spaces. I will

- Work with Community Safety Partnerships [CSPs], to fund a range of measures including CCTV, better lighting, mirrors to view around alley corners and emergency help points.
- Encourage the installation of the “DISC” system, Business Crime Reduction Areas and similar schemes to combat shoplifting, assaults on staff and other retail crime to our market towns. I will seek to offer inducements to shops to join – such as funding the first year’s fee for rural shops in our villages.
- Call on the Chief Constable to expand the delegation of certain police powers to individuals from third party organisations – such as council officials – who are involved in the delivery of community safety.
- Encourage shared training with council staff and PCSOs.
- Expand the system of project funding to embrace projects with a direct link to the Police and Crime Plan to include organisations such as Neighbourhood Watch, Business Improvement Districts, Police officers, PCSOs and others.
- Call for review of the time consuming online reporting system for business crime.
- Advocate to upgrade the system for uploading CCTV from shop systems, making it easier to use.
- Introduce a dedicated Business Crime Strategy. Work collaboratively to identify the best solution for sharing case management data, including the use of E-CINS.



Improving Policing in Rural Areas



When I took over as Police and Crime Commissioner, I found that our rural communities had been shamefully neglected under Labour. That has changed. We now have:

- A dedicated Rural Policing Unit.
- Specialist training for call handlers.
- Rural Crime Reduction Events.
- Crime Prevention Measures for rural areas.
- A reduction of over 10% in rural crime year on year.

In 2023 the Rural Team conducted over 1200 personal visits to farms and other rural businesses. Furthermore over £1,026,000 worth of stolen farm equipment was recovered in that year. I will now build on that success in keeping our rural areas safe by:

- Establishing a comprehensive Rural Crime Strategy focusing on crime prevention as well as policing.
- Working with the National Farmers' Union, rural businesses, parish councils and Neighbourhood Watch groups to make our rural villages, farms and hamlets safer than ever.
- Calling for guidelines so that local bodies understand what they can expect from the police in rural areas.
- Advocating for a full time administrative staff member within the Rural Policing Team freeing up officer time.
- Making the case for the Rural Policing Team to have exclusive use of a drone and quad bike.
- Advocating for the current police vehicle tracking process to identify villages that are not regularly visited by the police, and then use Waymarkers to ensure that they are visited on a regular basis.
- Lobbying for the maintenance of the Mounted Volunteers Scheme and develop other innovative ways to mobilise our rural communities in the fight against crime
- Recommending the establishment of a team of Special Constables dedicated to policing rural areas, working alongside rural policing teams.
- Calling for the implementation of the estates strategy to increase the police footprint in rural areas of Leicestershire and Rutland.
- Championing the various Watch schemes – such as Farm Watch, Neighbourhood Watch, Community Speed Watch and Pub Watch – that are active in our rural areas.
- Tirelessly lobbying our national government to keep our rural areas safe. This will include calling for: tougher punishments for livestock worrying, effective

implementation of current legislation on equipment theft and for additional powers targeting the theft of agricultural machinery. Co-ordinating support in our area for secondary legislation and working to ensure the effective implementation of the Farm Equipment Theft Act

Tackling Heritage Crime

Heritage Crime can have a devastating effect on communities. Whether it is stealing lead from church roofs, plundering archaeological sites of irreplaceable finds or vandalising places of worship, the damage and loss to our heritage and cultural assets can have a profoundly negative impact on a community. It results in irreversible loss of historic fabric and archaeological knowledge that will no longer be available for current and future generations to enjoy, study and understand. To eliminate crime against our heritage I will:

- Continue to work closely with Historic England, the National Rural Crime Network and law enforcement agencies to protect our shared cultural heritage. I will support our Heritage Watch Volunteers by helping prevent heritage crime in the community.
- Lobby government to insert a specific metal theft offence code.
- Call on government to review the current licensing scheme for scrap metal dealers to ensure it remains fit for purpose
- Make the case for the recording of additional detail on metal crime, including type stolen, quantity, value and social impact to support prosecutions.

Road Safety

Road safety, speeding and dangerous driving blight far too many of our rural villages and urban neighbourhoods. In 2022, a total of 28 people were killed on the roads of Leicester, Leicestershire and Rutland [down from 38 in 2011] and 280 were seriously injured. The number of cyclists involved in an accident fell from 170 in 2012 to 80 last year. Pedestrian injuries have fallen from 180 to 90. E-scooters have been involved in a worrying number of accidents, especially as many use them without insurance or adequate training. Despite these advances, more must be done. I will:

- Campaign for the extension of enforcement action on e-scooters and illegal e-bikes.
- Continue working with the Road Safety Partnership to improve road safety across our city and two counties.
- Fully support schemes giving road safety education to all road users, providing subsidised roadcraft lessons where appropriate.



- Recommend that the police continue to enforce speed limits and all rules of the road, prosecuting offenders when possible.
- Support parish councils to utilise Community Speed Watch projects.
- Work constructively with councils, National Highways and others to make our roads as safe as possible.
- Work with local authority partners to find innovative ways of dealing with road racers who blight our communities. I will , lobby government for national policy intervention and call for a more robust approach to targeted enforcement. .

Valuing the officers and staff

Our most important policing resources are the brave officers, volunteers and staff of the Leicestershire Police. They put themselves in harm's way on a daily basis to keep us safe. They protect the most vulnerable. They apprehend offenders and build cases so that criminals are convicted. I value our team, and want them to know in practical terms that the public appreciate the work that they do and the courage that they display. In solidarity, I will:

- Offer robust and effective support to officers and staff when things don't go according to plan. Everybody makes mistakes, but so long as officers act in good faith and within the law they will always have my full support.
- Have our officers' backs in a crisis.
- Hold the Chief Constable to account in prioritising the well-being of our officers and staff. Without their morale, motivation, good health, safety, well-being support and leadership and, we cannot achieve anything.
- Support the work of our new occupational health unit, ensuring that they always have the resources they need to care for our officers and staff.
- Encourage our officers and staff to find the work/life balance that is ideal for them as individuals. I will call on the Chief Constable to introduce and enhance flexible working practices to support our staff and officers and maintain our skills and expertise.
- Conduct a review of the technology being used in the Force so that I am able to ensure it is equipped to be as high-tech and innovative as possible. We will plan for the next generation technology to future-proof our services.
- Seek to improve mobile technology, data and digital solutions to further drive our efficacy and efficiency.



Ensuring Efficient and Effective Service

The public need to know that the Office of the PCC and the Force are run efficiently and effectively. That means keeping a tight grip on the budget, ensuring value for money and ruthlessly rooting out waste and inefficiencies. Openness, transparency and co-operation across UK police forces are the key components to achieving this. I will:

- Make it clear that if it does not help cut crime or punish offenders, it will not be done.
- Work with the Chief Executive of the my office to further reduce costs and make the office as efficient and cost effective as possible.
- Establish a “star chamber” system under which the PCC is supported by qualified and experienced experts when agreeing and monitoring budgets, goals and performance. This will allow the scarce resources available to be targeted where it can be demonstrated that they will do the most good.

This includes:

- Abolishing the ineffective system inherited from Labour of allocating a set percentage of the overall budget to the Force and another to the OPCC every year. This is no longer fit for purpose. Instead the “star chamber” will work with the Chief Constable and the Chief Executive to determine needs and how best to meet them on a year-by-year basis.
- No deviations within the annual budget will be permitted to take place without the permission of the “star chamber”.
- Calling on the Chief Constable and the Chief Executive to look continually for ways to refocus resources into the frontline.
- Setting the precedent for the Chief Constable and the Chief Executive to manage their operations so that they neither accumulate large budgetary surpluses nor find themselves in the position of imposing sudden and damaging cuts when a more gradual and sensible management of finances would have achieved the same end result.



- Reviewing the data from existing trials of heat pump and solar power technology to understand how these carbon reduction measures can best be utilised.
- Working with fellow PCCs to increase efficiency, free up money to spend on front-line services, and learn lessons from how Leicestershire Police already co-operate with neighbouring Forces.

Recruitment, Retention and Promotion

The British police needs to broadly reflect the communities that they serve. I will work with the Chief Constable to seek to ensure that this is the case. I will:

- Continue to support unbiased recruitment practices based on merit.
- Hold the Chief Constable and Chief Executive to account for their recruitment performance.
- Take action to abolish any “glass ceiling” within the Force or the Office of the PCC.
- Call on the Chief Constable to ensure that all appointments to Chief Officer rank [including temporary] are open and transparent.
- Lobby the government to make the promotion path to Chief Officer rank more accessible so more of our talented senior officers are given the training and experience they need to make the grade.
- Ensure our workforce reflects the communities that it serves.

Maintaining Order on our Streets

Britain is a democracy in which the vast majority of people accept that the way to effect political change is through peaceful debate, discussion and elections. Peaceful protests or demonstrations can draw attention to causes, but should not be allowed seriously to disrupt the daily lives of others. Nor should protests be used as a cover for extremist ideology, intimidation or threats – still less for actual violence. We must not allow democracy to be subverted by violent mobs on our streets nor by threats of violence or intimidation.

We must all face down the extremists and encourage community cohesion to ensure friendly relations between the different cultures in our area. I do not want to see our country go down the route of separate development of cultures proposed by those who encourage extremist identity politics and the politics of grievance. I have and will continue to take a lead in promoting community cohesion and cross-cultural understanding and tolerance, and in facing down those who seek to drive division and hatred in our communities. I will work with the Chief Constable to



- Ensure that plans are in place to keep the streets open should protestors seek to close them.
- Ensure that guidelines are in place so that protestors are clear that "hate marches" will not be permitted.
- Monitor protests to ensure that threatening and intimidatory behaviour is not permitted, and if it occurs will be firmly dealt with.
- Support the Chief Constable and their officers in the robust policing of protests and demonstrations that turn violent or intimidatory.
- Protect MPs, councillors and others from attempts to bully or intimidate them into pursuing or abandoning policies through mob rule.
- Protect the integrity of the democratic process by taking seriously allegations of postal vote harvesting, undue influence over voters, fraudulent votes and other electoral crimes.
- Protect the right to peaceful protest.
- Protect the right to free speech.
- Ensure that the police do not give the impression of supporting controversial or contentious policies or causes either corporately or individually. The neutrality of the police is essential when policing protests.

Keeping Politics out of Policing

The impartiality of the British poice is the bedrock of policing with consent. Public confidence in the impartiality of the police has recently been damaged by events elsewhere which have too often dominated the news headlines and social media feeds. To ensure that the Leicestershire Police not only maintain their admirable impartiality but are seen to do so I will:

- Maintain the system of panels that study the ethics and transparency of policies and dip sample incidents as well as responding to requests to look at particular aspects of concern. I will publish the terms of reference, membership, recruitment policies, agendas and minutes of these bodies.
- Work with the Chief Constable to publish the terms of reference, membership, recruitment policies, agendas and minutes of the Independent Advisory Groups that the Force maintains.
- I will support the Chief Constable's policy that police officers in uniform may not wear or carry a logo, symbol or slogan that supports any contentious organisation, policy or individual.
- I shall ensure that the only flags flown from the buildings of the Leicestershire Police are the Union Flag and the flag of the Leicestersthire Police.
- I shall ensure that a portrait of the monarch is displayed at each police staion open to the public.



My Ten Point Plan for Safer Communities in Leicester, Leicestershire and Rutland

- 1 - Improve Neighbourhood Policing*
- 2 - Tackle Burglary*
- 3 - More high-profile visible policing in our communities*
- 4 - Crack down on Anti-Social Behaviour*
- 5 - Maintain order on our streets*
- 6 - Combat knife crime and violent crime*
- 7 - Fight the growth of drug crime*
- 8 - Boost Policing in Rural Areas*
- 9 - Tackle Speed and Road Safety*
- 10 - Improve Public Trust and Confidence in Policing*

Vote to Re-Elect

