

# **Leicestershire Police Authority**

## **Transition to police and crime commissioners**

### **About this review**

On 15 November 2012 the first elections outside London for police and crime commissioners (PCCs) will be held across England and Wales. PCCs will hold chief constables to account for policing in their force area on behalf of the public. New police and crime panels will scrutinise the actions and decisions of each PCC and make sure information is available for the public, enabling them to hold the PCC to account. Police authorities will cease to exist.

During early summer 2012,<sup>1</sup> Her Majesty's Inspectorate of Constabulary (HMIC) assessed how police authorities are preparing for this change. We examined their transition plans and visited every authority to ask:

- Is the police authority ensuring business as usual until November 2012?
- Has the police authority got a plan for managing the transition to PCCs?
- Are arrangements in place to secure a seamless handover to PCCs?
- Are other stakeholders properly involved in the transition process?

This report summarises what we found in Leicestershire. A thematic report, *Preparing for Police and Crime Commissioners*, is available from [www.hmic.gov.uk](http://www.hmic.gov.uk)

### **Findings**

#### **Summary**

Leicestershire Police Authority has a transition plan for the handover to the PCC. The authority has governance and oversight of the arrangements and has established a transition board with representation from the authority, the force, and wider stakeholders.

The plan is being managed effectively. Work has now begun on the arrangements for a seamless handover to the PCC, although this is less advanced than in other authorities. The police authority is also beginning to develop options for how the PCC's governance and accountability arrangements will work in practice, as well as for how the office of the PCC will operate in practical terms from day one.

Police authority members are to be commended for their continuing commitment and professionalism.

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<sup>1</sup> Meetings with police authorities took place between April and June.

## ***Ensuring business as usual until November 2012***

Police authority members are absolutely committed to ensuring that business as usual is maintained until November, and they are to be commended for this. Internal committee structures have been streamlined, removing much of the duplication that had previously existed.

## ***Plans for managing the transition to PCCs***

The transition plan is clear and is being managed effectively, with action owners being held to account and supported by robust project management. A recent review of the plan has brought forward many of the milestones to reduce the risk of some aspects not being delivered in time

The authority has identified some of the key risks relating to transition, including the authority's capacity to manage the increased workload over the coming months. This has recently been mitigated by the authority securing additional resources from the force to increase the capacity of the police authority staff and ensure effective governance through to transition.

## ***Arrangements to secure a seamless handover to PCCs***

It is important that the incoming PCC is able to work effectively from day one. It will be for them to decide how they wish to run their office, hold the force to account and engage with the public to identify local priorities. At the time of our visit the authority was beginning to develop options to assist with a seamless handover to the PCC, including on how the PCC's governance and accountability arrangements will work in practice. These were at an earlier stage and less advanced than in some other authorities. HMIC will follow the progress of this work through the summer.

Plans for briefing prospective PCC candidates are transparent and are being shared with staff to ensure a consistent approach.

## ***How partners are involved in the transition process***

The police authority places a strong emphasis on engaging with other partners. These include those who have an interest in crime, community safety and the new policing landscape, such as local authorities, criminal justice agencies and the voluntary sector. Community engagement is continuing in order to inform policing priorities and the authority is keen to maintain the commitment to this area of work, including perception surveys and victim feedback.

## ***Next steps***

HMIC will continue to monitor the transition to PCCs, with a focus on the arrangements that will enable PCCs to work effectively from day one.