



West Yorkshire Police and Crime Panel

Draft Minutes

20th December 2019, Wakefield Town Hall

PRESENT:	Councillor Mohammed Iqbal	- Leeds City Council
	Councillor Tariq Hussain	- Bradford Council
	Councillor Stuart Heptinstall	- Wakefield Council
	Councillor Sophie Whittaker	- Calderdale Council
	Councillor Mark Thompson	- Kirklees Council
	Councillor Amanda Carter	- Leeds City Council
	Councillor Mohammed Naeem	- Calderdale Council
	Councillor Russell Brown	- Bradford Council
	Councillor Cahal Burke	- Kirklees Council
	Councillor Peter Gruen	- Leeds City Council
	Jo Sykes	- Independent

1. Acceptance of apologies for absence

- 1.1 Apologies were received from Roger Grasby, Cllrs Masood Ahmed, Alan Wassell and Richard Dunbar

2. Minutes of the meeting held 8th November 2019

- 2.1 The minutes of the meeting were agreed as a correct record

3. To note any items which the Chair has agreed to add to the agenda on the grounds of urgency

- 3.1 The Chair confirmed there were no items to add to the agenda

4. Members' Declaration of Interests

- 4.1 There were no declarations of interest

5. Delivery Quarterly Report

- 5.1 The Commissioner presented the Quarterly Delivery Report to the Panel covering the 12 months from September 2018 to 2019 and demonstrating overall progress against the plan.

- 5.2 The PCC reported that the overall recorded crime rate had increased by 4.5% but that this is a fall from the last quarter's figure of a rise of 7.5%. It was also noted that the last quarter demonstrated a significant decrease in dwelling burglary and personal crime, noting it as the lowest rate between comparable forces.
- 5.3 Considering the area profiles, Bradford continues to reduce the number of crimes recorded, with a decrease in this quarter's figure of -0.3%. Kirklees continues to have the highest rise in reported crime across the region for the second quarter, showing a figure of 10.6% (and a rise of 10.7% in the last quarter).
- 5.4 Figures for household crime have reduced over the last quarter from an increase of 14.7% to an increase of 13.3% over this quarter. Figures for vehicle crime have also reduced over the last quarter with both of these being a standing item at policing morning briefings.
- 5.5 Confidence in the police continues to fall, with under a third, 31.2%, of people feeling confident that the police and partners will prevent crime and anti-social behaviour. However 'feelings of safety' measured through the Your View's survey presents a stable trend at 79%.
- 5.6 National figures of the reoffending rates are delayed due to the publication of the proven reoffending bulletin, scheduled for release on 30th January 2020. Panel may wish to request an update on this specific item at the next Delivery Quarterly review.
- 5.7 The Panel noted that the report provided a clear view of progress and concerns around performance over the last quarter. Clarification around how the increase of officers within the force is anticipated to impact the perception of safety amongst the public was also sought, including around the perceived rise of anti-social behaviour.
- 5.8 The PCC sought to reassure the Panel around the continued partnership working between the force and Local Authorities when putting exclusion zones in place across West Yorkshire. It was noted that the performance reporting demonstrates a reduction in anti-social behaviour over the year.
- 5.8 The Panel raised concerns around a recent media article that highlighted that the national figure for rape charges was at its lowest in ten years and challenged the PCC around what would be done to see these figures improved in West Yorkshire.
- 5.9 The PCC informed the Panel that whilst work was ongoing within West Yorkshire to overcome this, it was a national challenge brought about largely due to the low numbers of skilled investigators in this area. It was noted that West Yorkshire have dedicated forensic, physical and emotional officers who are part of a dedicated sexual offence team in order to investigate these crimes.
- 5.10 The Panel requested clarification around the disparity in the report between high numbers in feelings of safety and a low percentage of the confidence in Police. The Panel queried what strategy would be implemented in order to close this gap.

5.11 The PCC informed the Panel that the gap between feelings of safety and confidence in the Police could be explained in part by the phrasing of questions on the Your View survey. It was noted that questions are phrased in such a way that people are asked if they feel the police are doing an “excellent” job and that this phrasing leads to a lower number of positive replies. It was also noted that the terminology of the survey is such in order to align with national policing surveys.

6. Recruitment Update report

6.1 The PCC presented a recruitment update report to the Panel, outlining the recruitment of 264 police constable equivalents to the force, noting that there will also be the recruitment of dedicated training staff in order to support the new PEQF arrangements.

6.2 The PCC outlined plans to over recruit staff under the current IPLDP scheme in order to balance the time delay between the recruitment of officers and their completion of training under the upcoming PEQF scheme.

6.3 The PCC provided an update on the creation of 50 new staff posts that will specialise in safeguarding and 24 new posts to support digital work. It was also noted that whilst the force has an over establishment of PCSO officers, these fluctuate when officers are successful in applications into the police.

6.4 The Panel challenged the PCC around the reported number of officers leaving, including figures showing that the number of BAME officers leaving is of a higher proportion.

6.5 The PCC sought to reassure the Panel on these figures. It was explained that the figures include retirement and promotion into other areas and as such display what looks to be a high figure initially. It was noted that the force are working to understand why staff of a BAME ethnicity are leaving the force and that there has been a focus on exit interviews in order to understand this. The PCC further explained that leaving and retirement figures demonstrate officers taking retirement upon reaching 30 years’ service in order to draw a pension and reapply as a staff member which retains the experience of officers within the force. Under a new retirement policy due to come into place in the future, officers will no longer have the ability to retire after 30 years’ service, which is anticipated to aid in the retention of experienced officers.

6.6 The Panel queried how a national recruitment drive to increase the numbers of Police Officers would impact on the region and if it was known where officers would be deployed across the country.

6.7 The PCC informed the Panel that it had not yet been made public if the increase of officers would include recruitment to counter terrorism and other specialist teams and that this would affect the numbers of officers recruited to each region.

6.8 The Panel queried why policies were not in place that required staff to return formal education funding back to the force should they leave within a certain time frame after they have received their qualifications.

6.9 The PCC noted that this had been raised previously and was something that the force may look to implement in future PEQF recruitment. It was highlighted that retention amongst specialist teams such as those within cybercrime was low due to private companies advertising roles with higher salaries than the force were able to give staff.

7. Key Priority Focus – Serious Violence Report

7.1 The PCC presented a report on the key priority focus around serious violence, giving an overview of activity and progress in this area. A timeline of work undertaken was provided, with highlights on the work within schools and the Government's serious violence strategy noted.

7.2 It was noted that West Yorkshire had been identified as an area with a relatively high number of knife crime incidents compared to national levels and had been allocated approximately £4.4million from surge funding in order to target hotspot areas and deployment in line with intelligence around disruption.

7.3 An update on the Violence Reduction Unit was provided, with progress noted since its sign off in September 2019. Staff involved in the VRU will move into co-located premises in January 2020 with West Yorkshire Police and provide a cross over with enforcement and prevention. An allocation of funds was provided, with 60% of the intervention youth fund being spent on youths and noted to be above the prescribed 20% of funding that should be spent on youths within the region.

7.4 The Panel queried if they were able to view knife crime statistics by district in order to better understand the challenges posed.

7.5 The PCC informed the Panel that information was available around knife crime within each district and that this demonstrates the reduction in this type of crime. The PCC reassured the Panel that progress in this area would continue as part of the VRU. It was noted that West Yorkshire has significantly lower figures of crimes in relation to murder with the use of a knife compared to comparable forces such as West Midlands and Greater Manchester.

8. PCC complaint update and legislation changes

8.1 The PCC presented a report informing the panel of legislation changes and subsequent updates around the OPCC complaint procedure. An overview of software used to analyse complaints and current trends around police responses and updates to victims of crime were explained.

8.2 The changes brought about by the introduction of the IOPC in January 2018 were reported and the additional powers this provided. It was noted that the Police Act 2017 included a broader definition of a complaint in which all complaints had to be recorded and oversight of this process became a duty of the PCC.

8.3 Changes to the governance arrangements were noted and an explanation of the three complaints handling models available to PCCs through the Act were provided, with the

PCC informing the Panel that West Yorkshire have selected model one; in which PCCs will be responsible for dealing with reviews of the less serious complaints, those that, on the basis of the complaint itself would not justify criminal or disciplinary action. Reviews of serious complaints and those relating to the Chief Constable will continue to be done by the IOPC.

- 8.4 The Panel requested further information around the reasons for selecting this model and the implications of reporting around complaints to the Panel when using this model.
- 8.5 The Panel were informed that the chosen model was the least intrusive and the favoured one amongst PCCs nationally who have confidence in the access to information and a good working relationship with the PSD. It was noted that the model chosen would require further resource, but was the least resource intensive and therefore the lowest cost option. The Panel were informed that the PCC reserved the right to review after 12 months.

9. Commissioner's Response to any current issues

- 9.1 The Panel were informed that the PCC had written to the Home Secretary on behalf of the NAPCC regarding the announcement of the funding settlement and querying timescales of its release.
- 9.2 Following the recent General Election, the Panel asked if the Commissioner was aware of any further detail regarding manifesto propositions around additional responsibilities and increased accountability for PCCs.
- 9.3 The PCC confirmed that no further detail had been released regarding new government changes to the PCC and Police Forces but that the commitment to an uplift of officers was welcome. The PCC noted that whilst this was not straightforward, he hoped to see the recognition of non-officer police staff included in this uplift.

10. Published Key Decisions

- 10.1 The Published Key Decisions were noted.

11. Agreed Actions Log

- 11.1 The agreed actions log was noted and approved by the Panel.

12. Forward Agenda Plan

- 12.1 The forward agenda plan was noted.

13.1 Complaints received by the Panel

13.1 The Panel received a verbal update of complaints ongoing, noting that a complainant had received a letter notifying of the closing of the complaint on record.

14. National PCFP Conference Feedback report

14.1 The Panel noted the PCFP conference feedback report for information.

15. Any Other Business

15.1 None.

16. Date and Time of Next Meeting

16.1 The next meeting of the Panel is due to take place on 7th February 2020 and will be the precept meeting.