



West Yorkshire Police and Crime Panel

Draft Minutes

9 September 2016, Wakefield Town Hall

PRESENT:

Councillor Alison Lowe (Chair)	- Leeds City Council
Councillor Tariq Hussain	- Bradford Council
Councillor Andrew Mallinson	- Bradford Council
Councillor Steve Sweeney	- Calderdale Council
Councillor Chris Pearson	- Calderdale Council
Councillor Linda Wilkinson	- Kirklees MBC
Councillor Mumtaz Hussain	- Kirklees MBC
Councillor Josephine Jarosz	- Leeds City Council
Councillor Steve Tulley	- City of Wakefield MDC
Councillor Alan Wassell	- City of Wakefield MDC
Mr Roger Grasby	- Independent
Mrs Jo Sykes	- Independent

IN ATTENDANCE:

Emma Duckett	- City of Wakefield MDC
Samantha Wilkinson	- City of Wakefield MDC
Bernadette Livesey	- City of Wakefield MDC

1. Acceptance of apologies for absence

- 1.1 The Chair of the Panel noted apologies from Councillors Steve Pullen and Amanda Carter. The Panel wished Councillor Carter well after hearing about her injury.

2. Minutes of the Meeting held on 15 July 2016.

- 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 that there were no items to add to the agenda.

4. Members' Declaration of Interests

Mark Burns-Williamson, the Police and Crime Commissioner for West Yorkshire attended the meeting for items 5-10 with T/DCC John Robins, Hilary Sykes (WYP HR Director) and Katherine Johnson (OPCC Treasurer)

5. Strategic Workforce Planning

- 5.1 The PCC introduced a report to the Panel which outlined the Force's Workforce Strategy 2016-2020.
- 5.2 The PCC reminded Members that ACC Battle had previously provided a detailed update on the positive action the Force was undertaking to ensure a diverse range of applicants. This work was continuing under the Force's Positive Action Coordinator.
- 5.3 The latest proportion of BME applicants to the police officer recruitment window was 17% - similar to the BME population of West Yorkshire. The PCC stated that it is estimated that this would equate 11% of new recruits being from a BME background. Currently 5.2% of police officers in West Yorkshire are from a BME background.
- 5.4 A Member asked what learning the Force had taken from West Midlands Police and the Metropolitan Police Force. In response, Temporary Chief Constable Robins stated that some of the positive action work undertaken by the Metropolitan Police Force was not adopted by West Yorkshire, although the practice undertaken by West Midlands Police of targeting FE colleges had been adopted.
- 5.5 A Member also asked for views on whether there was a 'glass ceiling' preventing female police officers from progressing to higher ranks. Temporary Deputy Chief Constable Robins highlighted that the Temporary Chief Constable and one of the Temporary Assistant Chief Constables were women. He also stated that the Temporary Chief Constable was Chair of the National Association of Women Police Officers.
- 5.6 Temporary Deputy Chief Constable Robins updated the Panel on the Force's new shift pattern which has led to improvements in staff morale and health and wellbeing.

RESOLVED

- 5.7.1 That the Panel be provided with a breakdown of applicants by age range.**
- 5.7.2 That the Panel be provided with information on the number of police officers on restricted / recuperative duties and how this has changed over time.**

6. Quarterly Performance Update to 30 June 2016

- 6.1 The PCC highlighted to Members the Force's latest performance to 30 June 2016.

- 6.2 Total crime has increased by 24.5% over the 12 months to 30 June 2016 when compared to the previous year. The PCC, however, stated that there had been a 6% increase in total crime over the quarter to 30 June 2016 indicating that the impact of crime data integrity is beginning to lessen.
- 6.3 Temporary Deputy Chief Constable Robins highlighted that crime recording compliance rates had improved to over 90% for domestic burglary and serious sexual offences. Greater Manchester Police, who were one of the forces included within West Yorkshire's Most Similar Group, had been judged as 'inadequate' by HMIC in their recent crime data integrity ad-hoc inspection. Temporary Chief Constable Robins therefore argued that police recorded crime statistics should include an addendum highlighting the compliance rate in order that proper judgments could be made when comparing force performance.
- 6.4 Discussion then focused on the key performance indicators (KPIs) to be included within the refreshed Police and Crime Plan. The PCC emphasised that the Plan needed to focus on outcomes and not top-down targets which helped, in part, to create the crime data integrity issues. Temporary Chief Constable highlighted that whilst police recorded crime statistics were no longer accredited by the Office of National Statistics, the Crime Survey for England and Wales provided accredited statistics which continued to show a decrease in crime. He also reminded Members that HMIC's PEEL inspections had graded West Yorkshire Police as 'Good' in most areas.
- 6.5 Temporary Deputy Chief Constable Robins provided reassurance that whilst crime data integrity was still a factor; the Force had the analytical capability to understand performance.
- 6.6 A Member questioned the impact on performance of the recruitment of an additional 300 police officers. Temporary Deputy Chief Constable Robins explained that there had been a change in the nature and complexity of demand on the police service, citing a significant increase in the number of missing from home cases and an increased confidence in reporting sexual offences. The Force has therefore provided additional resources to safeguarding vulnerable individuals.
- 6.7 A Member questioned whether there were adequate data sharing protocols in place to ensure that information on ASB was shared amongst partners. The PCC asked for specific information to be provided in order that any issues could be resolved.

RESOLVED

- 6.8 That the Panel provides the PCC with information on where data sharing had been a problem amongst partners.**

7. PCP's Scrutiny Review of PCC Commissioned Services for Victims and Witnesses

- 7.1 The PCC thanked the Panel for their work in undertaking the scrutiny review of PCC commissioned services for victims and witnesses.

- 7.2 The PCC recognised that the scrutiny review was undertaken on a task and finish basis and therefore provided a snapshot which omitted some areas of commissioning activity. The PCC emphasised that the commissioning function within his office was being strengthened and that contract monitoring arrangements were being improved. Some of the recommendations provided within the review team's report did coincide with changes that had already begun to be implemented. The PCC noted the recommendations and stated that they would be considered by his Commissioning Group which is chaired by the OPCC Treasurer and is attended by a Panel Member.
- 7.3 The lead Member on the review team thanked the PCC and his staff for their input on the review. She then raised the issue which concerned many of the service providers; late notification of funding, and asked the PCC for his views. In response, the PCC stated that consideration had been given to using reserves in order to provide longer-term funding contracts with break clauses.

RESOLVED

- 7.4 That the PCC's Commissioning Group consider the recommendations contained within the final report.**

8. Published Key Decisions

- 8.1 The Panel noted that only one decision had been published since the last report to the Panel on 15 July 2016. Members questioned the process for ensuring that decisions are published on the website in a timely manner.
- 8.2 The Panel were informed that the OPCC is reviewing the level of key decisions and delegated decisions that are taken. The PCC agreed to take on board the comments regarding the need to ensure that there is a process in place to ensure decisions are published in a timely manner

RESOLVED

- 8.3 That the PCC ensures that the review into key and delegated decisions takes on board the need to have a process in place to ensure key decisions are always published in a timely manner.**

9. Agreed Actions Log

- 9.1 The Commissioner provided an update on the two highlighted actions that were overdue.
- 9.2 The Panel were informed that the Programme of Change review into internal shared services, covering corporate and back office functions had been included with the corporate services review and was expected to report its recommendations in the next month or two.

- 9.3 The issue of perceived inconsistencies across districts as to how the Force deals with domestic burglaries is being picked up with individual districts outside the meeting process.

10. Commissioner's Response to any current issues

- 10.1 The PCC reported that the Chief Constable had now retired with immediate effect as this was possible due to legislation in place at that time.
- 10.2 The Commissioner stated that he had received the report conducted by the Lancashire Force and that he was presently taking legal advice as to what could be released into the public domain but he committed to publishing as much of the report as possible.
- 10.3 The PCC reported that has commenced the process for recruitment of a new Chief Constable, which he is looking to complete as soon as possible, and will keep panel informed of the details.
- 10.4 The PCC informed Panel that the OPCC Chief Executive was now on secondment to North Yorkshire but that he has been retained for 10% of the time, which meets the statutory requirements. The PCC is currently looking for a suitable person for a secondment/job share to cover the role until May 2017. The Panel will have the opportunity to hold a confirmation hearing for any one taking up the role.
- 10.5 The future role of Chief Executive will be looked at as part of the current review of the OPCC. The Panel will be kept informed of details in due course.

RESOLVED

10.6 That the PCC keeps the Panel informed about the release of information relating to the investigation into the retired Chief Constable and the recruitment process for a replacement Chief Constable.

10.7 That the PCC keeps the Panel informed about the recruitment of the OPCC Chief Executive.

11. Community Safety Partnership Chairs - Assessing the Impact of the Police and Crime Commissioner

Councillors Abdul Jabar, Masood Ahmed and Deborah Cooper along with officers Neil Evans and Jane Callaghan attended the meeting for this item.

- 11.1 Councillor Jabar stressed that Bradford CSP has good links with the Commissioner. He also welcomed the opportunity to meet with the Panel and ensure that there is two way communication between Panel members and the local CSPs so that local knowledge and information can help triangulate the work that the Panel does at a WY level.

- 11.2 Councillor Jabar informed the Panel that the work on the Bradford Victims had stalled due to difficulties in securing suitable premises.
- 11.3 Concern was expressed by Councillor Jabar that a high number of the Police leadership team within Bradford are leaving at the same time.
- 11.4 Councillor Ahmed from Kirklees stressed that the Commissioner needs to ensure that the new Police and Crime Plan is aligned with local priorities.
- 11.5 There is a good relationship with the Commissioner and a nominated OPCC officer attends CSP meetings. The PCC also has engagement meetings with the five CSPs at the WY CSP forum which is also used to share best practice.
- 11.5 Cllr Ahmed stressed the need for balance around funding with more proportional allocations as well as the need to work more collaboratively.
- 11.6 A Panel member asked Cllr Ahmed if there was concern that the ward based needs assessment negatively impacts on the numbers of police within Kirklees. Cllr Ahmed agreed that there was and that the CSP will be looking at how this can be addressed.
- 11.7 The Panel informed Cllr Ahmed that they are keen to hold the PCC to account on how the forces deploys new Police Officers and the impact that they can make in localities and will continue to scrutinise this as the recruitment drive continues.
- 11.8 Cllr Cooper also agreed that Leeds CSP had a good relationship with the Commissioner.
- 11.9 Cllr Cooper did comment that she would like to see priorities across West Yorkshire made clearer would like to see more joined up work across West Yorkshire.
- 11.10 It was commented that the PCC has very specific ways of funding work in the localities and Leeds would like to see more ways of sharing the resources which would have a better impact within the districts; this might include funding existing good practice without necessarily looking at new ways of working.
- 11.11 Neil Evans commented that there continues to be support for PCSO's, victims' hubs and perpetrator programmes as well as the successful mental health triage work. There has also been some collaboration across the districts on issues such as CCTV.
- 11.12 Neil stated that the late annual settlement for CSP funding means that the planning for delivery is negatively affected. It was suggested that there should be broader rigour of financial strategy particularly with the threats to LA/NHS services.
- 11.13 Panel stated that they had discussed longer term contracts with the Commissioner as part of the review into commissioned services and this is something that he recognises and is looking at the possible continuity of contracts with break clauses to make longer term planning a possibility.

- 11.14 Jane Callaghan attended the meeting in the absence of Councillor Cummings. Jane reported that Wakefield received additional funding for DA and RJ programmes, but there is no long term planning because next year's funding position is still unknown.
- 11.15 Wakefield's Community Safety Plan is being refreshed and this will link with the revised PCC's Police and Crime Plan.
- 11.16 Jane commented on the good partnership working that Wakefield CSP has with the Commissioner. The PCC has recently raised the profile around court closures in the district. Mental Health has been a big issues in the district and Wakefield are looking to work with partners on this and looking at ways to be more innovative and creative.
- 11.17 The Panel Chair and Vice Chair, agreed to attend a future meeting of all the CSPs in the districts as it was felt this was helpful in keeping a good working relationship. It was also agreed to refresh and sign up to the Principles of Engagement which outline minimum standards for engagement between the Panel and CSPs.

RESOLVED

11.18 That the information and issues raised by the CSP's be used to inform lines of questioning with the Commissioner at future meetings

11.19 That the Chair/Deputy Chair attend a meeting of each CSP over the year.

11.20 That the Panel and the CSPs sign up to the agreed Principles of Engagement.

12a. Crime and Disorder Scrutiny Committee Chairs - Assessing the Impact of the Police and Crime Commissioner

- 12a.1 Angela Brogden, officer from Leeds, met with the Panel as Councillor Proctor was unable to attend. Angela clarified that she was attending to give an outline of the approach and highlight issues, but not give a political point of view.
- 12a.2 Angela explained that there are six scrutiny boards aligned to council directorates. Community Safety sits within the Directorate of Environment and Housing. The approach over the past year has been to theme monthly meetings rather than to undertake in-depth scrutiny. This has worked well and the approach will continue this coming year.
- 12a.3 The Scrutiny Board has a good working relationship with Safer Leeds CSP and jointly agrees areas for scrutiny.
- 12a.4 When the Scrutiny Board has a themed community safety discussion, the Leeds PCP members are invited to be involved. The PCC is also invited and has attended on occasion. Angela stressed the importance and benefits of local Panel members attending the discussions.

- 12a.5 Recent themes for consideration have included New Psychoactive Substances, Human Trafficking, Prostitution, CCTV, PCSO's and DV.
- 12a.6 Future areas for consideration are: Tackling begging, CCTV, addressing ASB and Youth Offending.

12b. Feedback on the PCP's Scrutiny Review of Commissioned Services for Victims and Witnesses

- 12b.1 Angela agreed that the recent scrutiny review undertaken by the Panel would be shared with members of the Leeds Scrutiny Board. The Commissioner is attending the November meeting of the Leeds Scrutiny Board and, therefore, members could use the opportunity to ask the Commissioner to respond to the recommendations at that time. The PCP will also request a formal written response from the PCC in due course.
- 12b.2 Panel members explained that they are keen for district input into issues that the Panel should consider for future scrutiny reviews. It was agreed to write to all the Scrutiny Chairs to ask for their considerations.

RESOLVED

12b.4 That the WYPCP Scrutiny Review Report of PCC Commissioned Services for Victims and Witness is considered by the Leeds Scrutiny Board

12b.5 That the Commissioner be asked for a written response to the recommendations within the WYPCP Scrutiny Review of PCC Commissioned Services for Victims and Witness

12c.6 To write to the Scrutiny Chairs seeking views on what areas of scrutiny they would like the Panel to embark on in the future.

13. Panel Forward Agenda Plan 2016

- 13.1 Members noted the Forward Agenda Plan 2016.

14. Any Other Business

- 14.1 It was noted that the Annual report is about to go for printing. The Panel discussed where the final report would be sent and requested that this also includes WY MP's, HMIC, LGA and Home Office.
- 14.2 It was noted that the fifth National Conference for PCP's is to be held in Birmingham on 20th October. Any Panel member interested in attending should let Sam/Emma know as soon as possible.

RESOLVED

14.3 That the Annual report be widely disseminated as previously discussed and that copies are also sent to the WY MPs, HMIC, LGA and Home Office.

14.4 That any Panel member interested in attending the Fifth National PCP Conference inform Sam/Emma as soon as possible.

15. Date and Time of Next Meeting

15.1 The next meeting will be held on Friday 7 October 2016 in the Pontefract Suite, Wakefield One.