

WEST YORKSHIRE POLICE AND CRIME PANEL

11th September 2020

HMIC PEEL Update on Progress

1. Purpose:

- 1.1 To provide Panel members with an update on the 2018/19 PEEL inspection of West Yorkshire police and the activity to address the Causes for Concern (CFC) and Areas for Improvement (AFI) highlighted within the inspection report.
- 1.2 This report will also update Panel members on the change to the PEEL inspection process and the proposed inspection format going forward.

2. Context

- 2.1 HMIC began inspecting police services in the PEEL format in 2014. PEEL is an acronym for Police Effectiveness, Efficiency and Legitimacy and forms a three strand approach to the annual inspection programme. West Yorkshire Police has consistently received GOOD gradings across each of the PEEL strands.

3. OPCC oversight

- 3.1 HMIC inspections provide in depth independent reviews into the practices and performance of the police service. This information is not only useful for the public, but also provides direction for the PCC and Chief Constable with regards to where improvements can be made. The PCC closely monitors the progress that West Yorkshire Police are making against the CFC and the AFIs identified in each report. Oversight and scrutiny is provided by the OPCC in a range of ways including:
 - OPCC Review of HMIC reports. The research team and policy leads within the OPCC will systematically review all HMIC inspection reports upon release and will arrange meetings to discuss any recommendations with the appropriate West Yorkshire Police teams. The PCC will also be briefed on the report and advised of any necessary action to take in relation to supporting and scrutinising the work of the Chief Constable.

- Involvement with HMIC meetings. Each time HMIC attend West Yorkshire Police to carry out an inspection, the PCC will be represented at the initial briefing (at the start of the inspection) and the hot debrief (at the end). The PCC will also make himself available to support the inspection programme and meet with the inspectors where appropriate. This not only helps to keep the OPCC involved in the process but also ensures that the office is receiving the information directly from HMIC.
- Working with WYP HMICFRS Liaison Officers. The research team in the OPCC holds regular meetings with the WYP HMICFRS Liaison officers to discuss the current progress and any issues outstanding. West Yorkshire Police hold a series of working groups at various levels to tackle specific problems. Where these link to issues or recommendations noted by HMICFRS the OPCC will be update with the results from the meetings to provide oversight of the discussions and activities of these groups. Where there are issues the PCC will be informed and will support and scrutinise the Chief Constable accordingly.
- PCC and Chief Constable Accountability meetings. The PCC holds a number of meetings with the Chief Constable to discuss performance and progress in general including the Delivery Quarterly, Community Outcomes and Bilat meetings. HMICFRS inspections and progress against AFIs are regularly discussed through these forums and as a standing item at each Joint Executive Group meeting. Any issues noted by members of the OPCC are raised by the PCC.

4. Update on progress from 2018/19 PEEL inspections

- 4.1 The 2018/19 PEEL inspection report was released in February 2020 and identified 2 CfC and 7 AFI. With regard to the three pillars of Effectiveness, Efficiency and Legitimacy the force received a grading of **Good** for Effectiveness and Legitimacy and **Outstanding** for Efficiency.
- 4.2 The following table gives the grading for each of the questions that form part of the three pillars, and the overall grading for each of the pillars. This is compared with the 2017 inspection gradings.

Strand	Question	Pillar 2017	Grading 2017	Pillar 2018/19	Grading 2018/19
Effectiveness	How effective is the force at preventing crime, tackling anti-social behaviour and keeping people safe?	Good	Good	Good	Good
	How effective is the force at investigating crime and reducing re-offending?		Requires improvement		Requires improvement
	How effective is the force at protecting those who are vulnerable from harm, and supporting victims?		Good		Good
	How effective is the force at tackling serious and organised crime?		Good		Good
	How effective are the force's specialist capabilities?		Ungraded		Ungraded
Efficiency	How well does the force understand demand?	Good	Good	Outstanding	Good (Question's combined)
	How well does the force use its resources?		Good		
	How well is the force planning for demand in the future?		Good		Outstanding
Legitimacy	To what extent does the force treat all of the people it serves with fairness and respect?	Good	Good	Good	Good
	How well does the force ensure that its workforce behaves ethically and lawfully?		Good		Requires improvement
	To what extent does the force treat its workforce with fairness and respect?		Good		Good

4.3 The CFC and AFI from the most recent inspection are noted in the table below.

4.4

Report	Cause of concern	Recommendation	Current Status
PEEL 2018/19	The capacity and capability for West Yorkshire Police to effectively deal with investigations involving vulnerability is a cause of concern.	12486: HMICRS recommends that: The force should ensure that officers and staff have appropriate professional skills and experience to investigate complex cases involving vulnerable victims and that these are supervised effectively. 12485: HMICRS recommends that: The force should review its capacity and capability across the five district safeguarding units and ensure that workloads are manageable and aligned to demand and risk. It should also ensure that adequate welfare and support is available for the officers and staff working within them	Live
PEEL 2018/19	West Yorkshire Police is failing to place enough resources into tackling potential corruption within its workforce. This is a cause of concern.	12487: HMICFRS recommends that: The force should ensure that it has enough capability and capacity to counter corruption effectively and proactively	Closed 05/20
Report	Areas for Improvement		Current Status
	12494: The force should ensure that it raises confidence among its workforce in the anonymity of its confidential reporting facilities for staff to report wrongdoing.		live
	12493: The force should ensure that it can fully monitor all of its computer systems, including mobile data, to proactively identify data breaches, protect the force's data and identify computer misuse		live
	12492: The force should ensure that its internal ethics committee becomes more relevant to the		live

	workforce and that its findings are better communicated.		
	12491: The force should take steps to understand its investigation outcome data and to ensure that it is pursuing justice on behalf of victims of crime.		live
	12490: The force should improve its ability to retrieve digital evidence from mobile phones, computers and other electronic devices quickly enough to ensure that investigations are not delayed.		live
	12489: The force should ensure that all evidence is retrieved at the first opportunity and initial statements are completed to a high quality to maximise the likelihood of investigations being conducted successfully		live
	12488: The force should ensure that supervisors are equipped with the necessary skills needed for effective supervision of investigations and that there is sufficient capacity within the sergeant rank for intrusive supervision to take place		live

- 4.5 One of the CFC have been dealt with and closed since the report was published, and the other will be the subject of an update paper to panel to show the progress against the recommendation.
- 4.6 The areas for improvement are scrutinised on a regular basis and this will be part of the exception reporting to panel in the future

5. Future Inspections

- 5.1 The attached report outlines the changes in the PEEL inspections in the future along with the actions already being taken to ensure that we are ready for these changes
- 5.2 The main differences are that the 3 pillars of Effectiveness, Efficiency and Legitimacy will be replaced by an assessment framework comprising of 3 clusters, with 11 core areas (or questions). The three clusters are as follows:
- An operational assessment – how well services are provided;
 - An organisational assessment – how well the police force is run; and
 - A service user assessment – the outcome from the perspective of those receiving the services.
- 5.3 Furthermore, there is consideration of an additional, middle, tier of grading of Fair which will sit between Good and Requires Improvement.
- 5.4 The inspection process will, in effect, be one of continuous assessment to support the HMICFRS principal aims of contributing to genuine improvements in policing and highlighting problems at an early stage to reduce the risk of failures. To facilitate this there will be an interim paper produced alongside the 'hot debrief' to ensure that the salient points from the inspection are captured and we will no longer need to wait until the full report is produced. This will enhance the process and ensure that any areas for improvement can be acted on swiftly.