



Item 5

Report to: Police and Crime Panel

Date: 14th July 2023

Subject: Equality, Diversity and Inclusion

Report of: Alison Lowe – Deputy Mayor for Policing and Crime

Author: Simon Jessup – Policy Manager Policing and Crime Team

1. PURPOSE OF THE REPORT

- 1.1. The purpose of this report is to update members of the Police and Crime panel with the current work under this priority.
- 1.2. The report will also give information on the national work with the Association of Police and Crime Commissioners (APCC) where the Deputy Mayor for Policing and Crime (DMPC) is the APCC National Lead on Race Disparity, Equality, and Human Rights alongside John Champion, the PCC for West Mercia
- 1.3. Since the last update to panel, the Police Race Action plan has been instigated and the response from West Yorkshire Police is included in this report.

2. BACKGROUND/CONTEXT

- 2.1. Police and Crime Commissioners and Deputy Mayors, like all public sector bodies, are subject to the Public Sector Equality Duty, as legislated in the Equality Act.

The three main arms of the equality duty are

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
 2. Advance equality of opportunity between people who share a protected characteristic and those who do not
 3. Foster good relations between people who share a protected characteristic and those who do not
- 2.2. PCCs are also obliged legally to hold Chief Constables to account for their performance under the Duty. The Equality and Human Rights Commission oversees compliance with the Duty amongst public sector bodies, and do have the power to conduct enforcement action, as they have previously done with the Met Police¹.
- 2.3. For more information on how West Yorkshire Police will meet its duties under the Equality Act 2010, please see <https://www.westyorkshire.police.uk/about-us/diversity-equality-and-inclusion/equality-duties-and-objectives>

3. STRATEGIC PRIORITY

- 3.1. The Police and Crime plan 2021-2024 has Equality Diversity and Inclusion (EDI) as one of the three cross cutting themes. It states that West Yorkshire is a vibrant and diverse region. It is home to many different communities within the towns, cities, and villages of our districts. Together we all share the same ambition to live in thriving, safe neighbourhoods. At the centre of this plan is the celebration of this diversity and the vision of a strong, cohesive, and welcoming West Yorkshire which is fair, just and inclusive.
- 3.2. In the survey to partners about the plan, they really welcomed EDI as a cross cutting theme and were keen to see it evidenced throughout the delivery of the plan as well as a grasp of the challenges and an understanding of the work ahead.
- 3.3. To understand what is meant by EDI the plan states the following:

What is equality?

At its core, equality means fairness: we must ensure that individuals, or groups of individuals, are not treated less favourably because of their protected characteristics.

Equality also means equality of opportunity: we must also ensure that those who may be disadvantaged can get the tools they need to access the same

opportunities as their peers.

What is diversity?

Diversity is recognising, respecting, and celebrating each other's differences. A diverse environment is one reflecting a wide range of backgrounds and mindsets, which allows for an empowered culture of creativity and innovation.

What is inclusion?

Inclusion means creating an environment where everyone feels welcome and valued. An inclusive environment can only be created once we are more aware of our own unconscious biases and have learned how to manage them. Inclusion also requires those in positions of power to recognise the existence of structural inequalities and institutional racism and take action to eliminate these.

4. PROGRESS

4.1. The APCC

- 4.1.1 The Deputy Mayor for Police and Crime, Alison Lowe, is the Association of Police and Crime Commissioners (APCC) Joint Lead on Race Disparity, Equality, and Human Rights, alongside John Champion, the Police and Crime Commissioner for West Mercia, Alison leads on the production of APCC resources to assist PCCs in meeting their equality duties locally, including the APCC Equality Framework, the Race Disparity Toolkit, and other resources such as the ["10 Questions for Chiefs" resource](#).
- 4.1.2 The DMPC also leads on the APCC's engagement with national bodies on several projects, such as the Police Race Action Plan: she has led on the organisation of engagement events for PCCs to learn more about the Plan's progress. She is also working alongside the NPCC Lead on Diversity, Equality and Inclusion (DEI), Chief Constable Rachel Swann, and the Chief Executive Officer of the College of Policing, Andy Marsh, to organise a joint conference on DEI in November 2023, aiming to bring PCCs, CCs, and DEI practitioners from forces and Officers of Police and Crime Commissioners together to discuss how they can best improve trust and confidence amongst all their forces. She has also engaged with the Home Office on their work around creating a minimum standard framework for community scrutiny over the use of police powers.
- 4.1.3 Alison has previously led training events for PCCs related to DEI. Going forward, the APCC will consider how best it can consider supporting new and

returning PCCs following the scheduled May 2024 election in terms of meeting their equality duties. Alison is also the APCC Deputy Lead on Transparency & Integrity, leading the APCC's work on police complaints and other associated areas.

- 4.1.4 In West Yorkshire the DMPC chairs the WY Adversity, Trauma and Resilience Strategy Board. This board has the ambition to 'Work together with people with lived experience and colleagues across all sectors and organisations to ensure WY is a trauma informed and responsive system by 2030 and develop a whole system approach to tackling multiple disadvantage'.

Underpinning the vision WY want to:

- Prevent adversity and trauma across the life course.
- Engage in efforts build on assets and strengthen protective factors for our population.
- Reduce harm for our population who experience adversity and trauma.
- Reduce inequalities that contribute to adversity and trauma and inequalities caused by adversity and trauma.
- Ensure an understanding of adversity and traumatic events and the impact they have on an individual, their life chances and opportunities.

For more information see <https://westyorkshiretraumainformed.co.uk/>

4.2. **Commissioning update:**

- 4.2.1 The Equality Impact Assessment for funded services was held up as national good practice by Association of Police and Crime Commissioners (APCC) and included in the Race Disparity Toolkit. The toolkit is available to all funded providers, to date 33 funded providers have completed an EqIA, three are being reviewed for any notable gaps and monitored for progress.

https://westyorksca.sharepoint.com/sites/PolicingandCrimeTeam/_layouts/15/viewer.aspx?sourcedoc={df6f4827-6e6f-47ab-916b-49464f7e5cc6}

- 4.2.2 The Mayor commissioned a scoping report for the Safety of Men and Boys. Lime Culture, a national safeguarding organisation, have completed the scoping working with 40 key stakeholders and undertook a broad desk-based review of national and local strategies, literature, research and practice to identify key concerns, risks and protective factors relating to the safety of men and boys across West Yorkshire. The report is due to be shared in July 2023 and further work progressed based on the findings and recommendations.

- 4.2.3 The Mayor commissions a number of providers to ensure those with protected

characteristics can access specialist services and delivered through by and for organisations. For example - Specialist Independent Domestic Violence Advisers for victims in the Gypsy and Traveller community, Male only, BME Black, Minority Ethnic people and for those with Disability and Complex Needs.

4.3. **West Yorkshire Local Criminal Justice Board Update**

4.3.1 The Local Criminal Justice Board was refreshed at the 2023 planning day in March. A specific Equality, Diversity and Inclusion sub-group is being set up and will be chaired initially by a Policy Manager within the Police and Crime Team with an aim that this forum will be partnership led at a point going forward.

4.3.2 EDI data collected in the criminal justice system is narrow in scope, and therefore the systematic understanding of the potential for race and other protected characteristic disparity does not exist. This must change if we are to ensure that everyone in West Yorkshire is treated fairly, according to their needs. Currently the police have the most reliable EDI data, but the greater detail is not searchable on computer systems due to the nature of how it is collected.

The Victims and Prisoners Bill is currently making its way through Parliament and is currently at parliamentary committee stage. The Bill will make delivery of the Victims Code a legal requirement and cause a set of performance metrics to be provided by the appropriate statutory agency and collated by the Mayor (PCCs in most authorities).

There is a requirement within this for agencies to collate EDI data for their own area of business. The reality is that once the bill is passed, it is likely that compliance with EDI metrics of the bill will be subject to an agreed compliance period, to allow agencies to equip themselves structurally, to comply with the code. The LCJB EDI group will mitigate this delay by using exiting information provided in the course of commissioned services contract management, to form an indicative view.

[Victims and Prisoners Bill \(parliament.uk\)](https://www.parliament.uk/bills/2023-24/victims-and-prisoners-bill)

4.3.3 In terms of membership, the EDI group will be formed from the Community, Voluntary and Social Enterprise (CVSE) services and existing independent advisory groups from across the protected characteristics spectrum. His Majesty's Courts and Tribunal Service, WYP Witness care, the Crown Prosecution Service, the Courts Witness Service and WYP Criminal Justice directorate.

Key areas of focus:

1. The CVSE services are commissioned, and we therefore have contract management data for EDI that we can use, cross-referenced against crime types, the data for which is available. For example, where trials don't go ahead due to loss of victim engagement, we can try to look at this through an EDI lens for potential disproportionality.
2. To examine post charge processes with a trauma informed and EDI focus so that criminal justice process and procedure can be assessed for cultural competence and accessibility.
3. To work with all statutory agencies to improve the data set across the totality of a Victim, Witness or Survivors Criminal Justice journey.

4.4. **Policing and Crime Engagement Update**

4.4.1. **Mayors Safer Communities Fund:**

The Mayors Safer Communities fund has now awarded 172 projects a share of over 1m to Voluntary, Community and Social enterprise groups, charities and partners across West Yorkshire. All successful applicants as well as delivering on the priorities within the Police and Crime Plan must also clarify which cross cutting theme(s) they will deliver against. Projects are also required to submit a final evaluation at the end of their delivery. We can say that 67 Projects have specified they will deliver on the key theme of Equality, Diversity and Inclusion sharing a total of £408k and impact x no of people. Some recent examples of such projects include:

4.4.2 **Connecting Roma C.I.C - Inspire Youth – Bradford District £8000.00 - Awarded**

Connecting Roma represent the EU Roma community and provides support to professionals/organisations that work with Roma people. They are community led and set their objectives on the want and need of the community. Their project, Inspire Youth, will operate a youth centre, aimed at EU Roma young people from families experiencing hardship circumstances who are finding it difficult to pay for recreational activities/classes. They will create a safe space where the youth can have 1 to 1 support and/or be involved in group activities. The young people will have access to a games room with football table, pool table, free Wi-Fi, access to computers and games consoles. A staff member will also teach Mixed Martial Arts. They will discuss and raise awareness of necessary topics as a prevention tool and to gain knowledge, utilising their extensive network and look to signpost and partner with other organisations to join to raise awareness of their services such as PCSO, IOPC, Wardens, Health Professionals, Drug workers etc whilst also linking in with

opportunities to be involved in other local initiatives such as Arts and Performance projects.

4.4.3. SKY Positive Minds South Asian Women & Girls Mental Health - Kirklees District – Awarded £8000.00

SKY Positive Minds are an award winning charity that aims to preserve and protect the physical and mental health of women and children in North Kirklees who have experienced domestic abuse, have anxiety, stress and other disadvantages, through one to one sessions or group workshops that will give them skills to improve their confidence and emotional resilience. Their project will deliver one-to-one mental health coaching sessions to vulnerable women and girls from the South Asian community who live in North Kirklees. The coaching programme will include an initial assessment, support plan and an 'outcomes flower'. The initial assessment will find out more about the women and considers all the factors that might be impacting on their mental health, starting with their childhood. The support plan will capture what support is needed and who will deliver the support.

To support analysis of the fund impact we have also begun recording the protected characteristics of those which the projects are aiming to support, as this is part of the application process it does mean that the Independent Advisory Board who review this information are able to factor this in to their recommendation for which projects should be funded.

You can find out more about successful projects which deliver on Equality, Diversity and inclusion on our website : www.westyorks-ca.gov.uk/mscf

5. GOVERNANCE, ACCOUNTABILITY AND SCRUTINY

5.1. Work with West Yorkshire Police

5.2. The Mayor and DMPC have a number of meetings, boards and groups which support their scrutiny and oversight of West Yorkshire Police.

5.2.1 Community Outcomes Meeting (COM).

The Community Outcomes meeting is the main public facing governance meeting between the Mayor/Deputy Mayor and the Chief Constable. It focuses

on important policing priorities and community safety issues, which are of a high public interest.

The aim of the meeting is to offer greater transparency to communities on how the Chief Constable is held to account. The current topics have been agreed in line with the current Police and Crime Plan. Equality, Diversity and Inclusion features in all papers provided by West Yorkshire Police. However, some topics due to their nature require much more detailed scrutiny in respect of specific EDI concerns or because of recorded disproportionality. Examples include the Police Use of Stop and Search, Use of Force, Violence Against Women and Girls and Support for Victims.

5.2.2 Performance Scrutiny Meeting (PSM)

On a quarterly basis WYP provide a performance document to the Mayor/Deputy Mayor which gives an oversight of the measures from the police and crime plan and other key performance areas. This documentation forms the basis of the Performance Update to the Police and Crime panel.

As part of the cross cutting theme, many of the police and crime measures include an EDI context and we are always looking to update these. An example of this is the new VAWG data which looks at those crime areas highlighted by the NPCC VAWG strategy as disproportionately affecting women and girls. This data ensures a clear understanding of these crime types and ensures that resources are being targeted in the right area.

5.3. Police Race Action Plan

5.3.1 Since December 2022 the West Yorkshire Police Race Action Plan has moved forward positively. Internal scrutiny of the plan is now contained in the governance structures that have been introduced.

Oversight of the work sits within the DEI Board which is chaired at Chief Officer level.

The Tactical Delivery Group has now been streamlined to ensure that this is an update meeting for District and Department representatives who are fully informed of the work that is being completed under the plan. They provide feedback as to how the work will impact districts and departments within the force. WYCA are also invited to this meeting and have a standing agenda item.

5.3.2 Independent scrutiny of the Police Race Action Plan is provided by the Independent Scrutiny and Advisory Group (ISaAG) which meets with WYP on a 6-weekly cycle. Work being delivered in the plan is presented to members for comment and community direction. Knowledge of the ISaAG is increasing and recruitment of new members is a consistent theme within the Police Race Action Plan delivery.

A review of all scrutiny panels (Hate Crime, Stop and Search, Use of Force) is being completed under the Police Race Action Plan to ensure proportionate representation from all communities in each District. The WYP Principal Engagement officer is working with Districts and Departments to provide support to increase representation which will allow them to seek a range of opinions and lived experiences across the force.

WYP have formed a Black Heritage Advisory Group for officers and staff of Black Heritage to discuss their experiences of working in policing. The group, which is still in its infancy will provide internal scrutiny across any policy or procedure that affects officers and staff of Black heritage and have an impact on retention and recruitment.

- 5.3.3 Further information on the above and other work by West Yorkshire Police can be seen at Appendix A.

6. AIMS AND FUTURE DELIVERY

6.1. Inclusivity Champion

Fatima Khan-Shah will become the West Yorkshire's first ever Inclusivity Champion, as part of the Mayor's pledge to achieve greater equality across the region.

As part of her role she will work closely with regional leaders and the communities they serve, providing expert advice on inclusion and addressing regional disparities including social, economic and health.

In her current role as Associate Director at the West Yorkshire Health and Care Partnership, Fatima is an advocate for Public and Carer Involvement, Compassionate Leadership and Diversity and Inclusion

- 6.2. West Yorkshire Combined Authority are at the first stages of becoming a trauma informed organisation. For more information on this please see the VRU part of the WYCA website [trauma informed action](#)

7. EQUALITY, DIVERSITY AND INCLUSION BENEFITS AND IMPLICATIONS

- 7.1. As above

8. IMPLICATIONS FOR YOUNG PEOPLE IN WEST YORKSHIRE

- 8.1. As age is one of the protected characteristics under the Equality Act, all of the above programmes of work ensures that young people treated fairly , they are treated with respect and that they feel welcomed and valued.
- 8.2. As part of the measures for the police and crime plan it was agreed that we should monitor the numbers of Young people who were at risk of criminal exploitation. Only by understanding these risks can we help ensure that young people are treated fairly, with respect and are valued.

9. FINANCIAL IMPLICATIONS

- 9.1. n/a

10. LEGAL IMPLICATIONS

- 10.1. As mentioned, all public sector organisations have to comply with the Equality duty from the Equality Act. To see the Equality Objectives for the West Yorkshire Combined Authority, please see <https://www.westyorks-ca.gov.uk/about-us/governance-and-transparency/transparency-and-freedom-of-information/equality-objectives/>

11. EXTERNAL CONSULTATION

- 11.1. Please see the strategic priority section for understanding of the external consultation.

12. RECOMMENDATIONS

- 12.1. That the panel note this report.

BACKGROUND PAPERS AND APPENDICES



WYP%20EDI%20paper.docx

Appendix A -

CONTACT INFORMATION

Contact Officer:	Wendy Stevens
E-mail:	Wendy.stevens@westyorks-ca.gov.uk