



West Yorkshire Police and Crime Panel

Draft Minutes

3rd November 2017, Wakefield Town Hall

PRESENT:	Councillor Alison Lowe (Chair)	- Leeds City Council
	Councillor Tariq Hussain	- Bradford Council
	Councillor Andrew Mallinson	- Bradford Council
	Councillor Steve Pullen	- Bradford Council
	Councillor Geraldine Carter	- Calderdale Council
	Councillor Steve Sweeney	- Calderdale Council
	Councillor Linda Wilkinson	- Kirklees Council
	Councillor Mumtaz Hussain	- Kirklees Council
	Councillor Amanda Carter	- Leeds City Council
	Councillor Josie Jarosz	- Leeds City Council
	Councillor Steve Tulley	- City of Wakefield MDC
	Mr Roger Grasby	- Independent
IN ATTENDANCE:	Mark Tolson	- City of Wakefield MDC
	Samantha Wilkinson	- City of Wakefield MDC

1. Acceptance of apologies for absence

1.1 Apologies were received from Councillor Alan Wassell and Mrs Jo Sykes.

2. Minutes of the Meeting held on 6th October 2017

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

2.2 Matters Arising

Item 5.12 – The Chair raised a matter that was suggested at the meeting on 6th October by the Kirklees CSP who were in attendance, that it would be helpful if the PCC could facilitate some kind of a hub which shared themed information about ‘what works well’ and provided details and a contact person to help with sharing best practice further across West Yorkshire.

It was noted that this was addressed by Agenda Item 5 – page 8 and page 10.

Item 6.10.1 – Panel also raised the issue that Cllr Andrew Tagg of Bradford had raised with them at the meeting on 6th October regarding the Force policy on low level drug dealing.

The Panel were informed that Cllr Tagg has already raised this with both the Police and the Commissioner and he has been provided with some information. The PCC stated that he was seeking a further update from West Yorkshire Police and will be responding to Cllr Tagg by the end of the month.

2.3 RESOLVED

2.3.1 That the PCC responds further to Cllr Tagg on the issue of the Force policy on low level drug dealing.

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

4.1 There were no declarations of interest made.

Mark Burns-Williamson the Police and Crime Commissioner for West Yorkshire attended the meeting for items 5 to 12, along with ACC Angela Williams, Katherine Johnson OPCC Treasurer and Jayne Sykes OPCC Interim Chief Executive.

5. HMIC PEEL Update on Progress

5.1 The PCC gave an overview of how he monitors the progress of actions or areas identified for improvement subsequent to HMIC inspections.

5.2 It was noted that the 2017 inspection for effectiveness took place the previous week and a de-brief with the HMICFRS on their findings would be taking place shortly.

5.3 Issues were raised by the Panel about the decrease in visible neighbourhood policing and the staff abstractions.

5.4 Panel were reminded about the neighbourhood policing review which is almost at completion with an implementation plan being considered in early December. A full report on this will come to the Panel meeting on 15th December 2017.

5.5 The Commissioner reiterated his commitment to neighbourhood policing and to putting more officers into Neighbourhood policing in West Yorkshire following the review.

- 5.6 It was noted that the maximum number of new recruits that can be trained have been recruited but there is a lag before they can be fully trained and deployed into the community.
- 5.7 The Commissioner was asked for assurances that those who cannot access social media are also engaged with the police at a local level and that their voice is also heard.
- 5.8 The Commissioner confirmed that the Force have embraced social media but are also aware of its limitations and the need to engage all generations. The PCC stated that they are looking at other ways of reaching out to those that don't use social media such as by intelligence led walkabouts where there have been spates of incidents (efg burglaries, ASB etc).
- 5.9 The issue of a number of anomalies regarding information on ASB recordings not being provided to local officers was raised. It was noted that the FCMU now deal with recordings and so there should be consistency across the districts. ACC Williams agreed to look into this specific matter and respond to Cllr Amanda Carter on this.
- 5.10 The PCC was asked if he had charged the Chief Constable with the expectation that the next HMIC review should award an 'outstanding' grade.
- 5.11 The Commissioner confirmed that he does aim to get outstanding in the next review, but cautioned for the need to be realistic of the impact of austerity and the current challenging landscape. The PCC stated that there are mechanisms in place to ensure there is continuous improvement and this is regularly discussed at the senior leadership team and accountability meetings. The PCC also commented that the HMIC are also changing the goal posts, including the introduction of 'Force Management Statements' next year.
- 5.12 Panel stated that they would like to see an aspirational Force moving from Good to Outstanding and would like to see what plans are in place for this.
- 5.13 RESOLVED

5.13.1 That ACC Williams liaises with Cllr Amanda Carter outside the meeting look into the issues of ASB recording.

5.13.2 That the Panel is provided with information on the plans to move the Force from Good to Outstanding.

6. Police Officer Recruitment, Positive Action and Inclusion Update

- 6.1 ACC Angela Williams gave an overview of the position on recruitment and the positive action and inclusion work that has been undertaken since the last update.

- 6.2 ACC Williams stated that it was credit to teams within the force working incredibly hard that they have been able to bring in the numbers of new recruits, get them through vetting, provide them with uniforms and training.
- 6.3 ACC Williams highlighted the opportunities that external recruitment has brought in enabling the force to bring in people from different backgrounds. The Force have made links with other Forces to share good practice and initiatives to attract underrepresented groups and to be more inclusive.
- 6.4 The Panel asked whether or not the decision by some Forces to vary the qualification level is truly lowering standards if equivalent experience can be shown and a consequence of not deviating from the national standard means that West Yorkshire could be missing out.
- 6.5 ACC Williams confirmed that there are alternative ways to have a career in the West Yorkshire force and people with lower qualifications can start as a Special Constable and this will allow them to gain entry.
- 6.6 Panel also noted that the Force has been shortlisted as one of the top 15 inclusive employers of the year.
- 6.7 Panel raised the question about the overall numbers of new officers taken on in this financial year, following the precept agreement in February. The PCC was questioned as to whether the numbers recruited fulfilled his precept agreement.
- 6.8 It was stated that the maximum number of new student officers that could be trained had been taken on board. It was stated that the Force are on track to do February intakes too, but are awaiting budget information before finalising these.
- 6.9 It was agreed to clarify the numbers of officers taken on in the financial year.

6.10 RESOLVED

6.10.1 That the PCC clarifies the numbers of Police Officers recruited in the current financial year.

7. Budget Update

- 7.1 The Commissioner introduced his Budget update which sets out the Force revenue totals and early savings achieved. Panel noted that following the Autumn budget announcements on 22nd November, the Police funding settlement is expected in early December.
- 7.2 The PCC reported that the Funding Formula review has been significantly delayed and there is no information as to when any consultation on a new funding formula will commence.

- 7.3 The PCC is meeting with West Yorkshire MP's next week to raise the issue of a fairer funding deal for West Yorkshire and other police budget issues. The PCC stated that he will continue lobbying until the budget is announced.
- 7.4 Panel noted that the forecast revenue outturn position as at 31st August 2017 is of early savings of £1.3m, the significant part of which is early savings in pay, overtime and pension costs. It is estimated that there will be no change to this for the outturn position at the end of March 2018.
- 7.5 A concern was raised about there being savings on police 'pay' and whether this was at the expense of recruitment.
- 7.6 Panel were informed that the savings have been reached due to a combination of factors including a number of Police Officers leaving sooner than expected and some savings in overtime. The PCC stated that there is still a deficit going forward and the budget needs to be balanced, but confirmed that there is a strategic aim to continue to recruit Police Officers.
- 7.7 It was noted that there are currently £12m savings to identify for the 2018/19 budget and this increases through to 21/22. It was noted that a 1% increase for Police Officer pay has been built in, but any increase for Police Staff remains unfunded. A big factor going forward will be the outcome of the Government decision on the budget.

8. Office of the Police and Crime Commissioner Organisational Review

- 8.1 Panel were provided with the latest update on the implementation of the organisational review of the Office of the Police and Crime Commissioner. It was noted that there are two outstanding new posts to fill, these being the Head of Policy and a Criminal Justice Adviser.
- 8.2 Now that the new structure is in place, work is commencing on the operating model design with workshops planned for later in the month to look at good practice, where improvements need to be made and where there interdependencies. There will also be wider stakeholder input into developing the operating model.
- 8.3 The PCC was asked how it would be possible to demonstrate that the OPCC is both cost effective and efficient.
- 8.4 The Commissioner responded that for the size of West Yorkshire, his office has come out at the top in terms of cost pro-rata, however, he acknowledged that it is not just about cost but it is essential to ensure that they are the right roles and that they are able to deliver against the Police and Crime Plan.
- 8.6 It was further pointed out that there will be external audit review considering value for money and both an internal audit and appraisal process undertaken.
- 8.7 Panel questioned why a number of posts were 'Temporary' and what did that mean. The PCC responded that some posts are tied to partnership funding that is available. It

was acknowledged that there is a risk to some posts being temporary which but there are plans in place to mitigate the risk.

9. Published Key Decisions

- 9.1 Panel noted the decisions that have been published on the Commissioner's website since the last meeting

10. Commissioner's Response to any Current Issues

- 10.1 The Commissioner raised the report of the HMICFRS that was released on Modern Slavery last week on which the PCC has a national lead. West Yorkshire is given credit for some good practice but there are a significant number of recommendations to all Police Forces. It was agreed that the PCC report back on these at a future meeting.
- 10.2 It was noted that the implementation of the revised complaints reform has slipped until early 2019. It was noted that the Home Office will be releasing guidance for PCPs on how it will affect PCCs.
- 10.3 The PCC reported that he had been at the High Court at the beginning of the week to give evidence against the judicial review brought by the former Chief Constable Mark Gilmore. It was noted that the judicial process is still ongoing and the decision has been deferred. It is hoped to have an outcome within the next month.
- 10.4 In the light of the recent high profile media attention on sexual inappropriateness and in particular about the abuse of position, the PCC was asked about the need to re-iterate that there is a zero-tolerance to this. The PCC was asked to report back to a future meeting on the HMICFRS' letter expressing concern about West Yorkshire's plans to address 'Abuse of position for a sexual purpose'.
- 10.5 Cllr Steve Tulley thanked the Force for the recent success in using "Spray ID" which resulted in successful identification of ASB perpetrators. It was hoped that this might now be rolled out across the force.

10.6 RESOLVED

10.6.1 That the PCC reports back to a future meeting on how West Yorkshire is addressing the recommendations to all Police Forces from the HMIC on Modern Slavery.

10.6.2 That the PCC ensures Panel is kept informed of the outcome of the Judicial Review by the former Chief Constable.

10.6.3 That the PCC report back to a future meeting on the actions he is taking following the HMICFRS' letter expressing concern about West Yorkshire's plans to address 'Abuse of position for a sexual purpose'.

11. Agreed Actions Log

11.1 There were no outstanding actions of concern.

12. Forward Agenda Plan

12.1 The Forward agenda plan was noted.

13. Complaints Received by the Panel

13.1 The Police and Crime Panel Officer reported that there is currently one recorded complaint which has been sent to the IPCC for assessment. It hoped that the Panel will be notified of the outcome of the IPCC's decision shortly.

14. Any Other Business

14.1 There was no other business raised.

15. Date and Time of Next Meeting

15.1 The next meeting of the Police and Crime Panel will be held at 10.00am on Friday, 15th December 2017 in the Wakefield Suite, Wakefield One, Burton Street, Wakefield.