
Report to: Police and Crime Panel

Date: 17th December 2021

Subject: HMICFRS PEEL Inspection Report – West Yorkshire Police

Report of: Tracy Brabin, Mayor of West Yorkshire

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1. PURPOSE OF THE REPORT

- 1.1. To update members of the Police and Crime Panel on the findings of the latest PEEL inspection report into the operation of West Yorkshire Police (WYP), which was published on the 24th November.
- 1.2. PEEL reports are published by HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), and are the primary public assessment of a police service's efficiency and effectiveness in preventing crime and providing the best service to its victims. All 43 police forces within England and Wales are assessed against this framework.

2. INFORMATION

- 2.1. The November 2021 report is the first WYP PEEL inspection to be published since March 2020, and reflects a new methodology which underpins the inspectors' evaluation of the operation of police services.
- 2.2. In previous years, PEEL reports have assessed performance under three headings; Effectiveness, Efficiency, and Legitimacy. Each characteristic was graded on a four point scale (Outstanding, Good, Requires Improvement, or Inadequate). Within each category of performance, specific recommendations, 'areas for improvement', or 'causes of concern' could be identified.
- 2.3. The new methodology expands the three areas of assessment to 10 new titles,

which provide greater transparency to important aspects of a police service's functions and performance.

- 2.4. The new report also grades performance across five headings, adding 'Adequate' to the four 'Outstanding to Inadequate' headings previously used.
- 2.5. In last year's report, West Yorkshire Police received 'Good' grades for Effectiveness and Legitimacy, and an 'Outstanding' grade for Efficiency. These positive headlines slightly hid the critical elements of the report, which included a 'Cause of Concern' notification for how WYP performed in investigations which included vulnerable individuals.
- 2.6. In this year's report, the inspectors have identified much stronger performance from West Yorkshire Police. The inspectors have awarded 4 'Outstanding' grades, four 'Good' grades, and two 'Adequate' grades, and the report was published with a note of congratulations from HM Inspector of Constabulary, Andy Cooke QPM.
- 2.7. HMICFRS have recognised outstanding performance in areas such as preventing crime, treatment of the public, and disrupting serious and organised crime, whereas the 'adequate' grades applied to performance in investigating crime and supporting victims.
- 2.8. Within this positive report, HMICFRS have still identified 6 'areas for improvement' (AFIs) which WYP will need to address:
 - The force should ensure that requirements for call handlers to provide advice about the preservation of evidence and crime prevention are clearly understood,
 - The force should ensure that an auditable record is made of a victim's decision to withdraw support for an investigation, or of their wishes for an out-of-court disposal,
 - The force should ensure that call handlers provide an effective assessment and structured triage that is consistently applied, and that all risks are identified and recorded on force systems,
 - The force should take action to ensure that investigators work with and support victims and witnesses to understand their needs. They should consider, record, and provide victims and witnesses with any appropriate special measures,
 - The force should ensure that when it is sharing information with children's social care organisations about vulnerable children, a full picture of information is shared,
 - The force should ensure that the workforce understands the relevance of the internal ethics panel, and that its findings are better communicated.
- 2.9. The Mayor and DMPC will be reviewing this latest PEEL report during the forthcoming weeks, and a full report on how WYP will address the AFIs

identified by the inspectors will be presented to the Panel in spring 2022.

3. EQUALITY, DIVERSITY AND INCLUSION BENEFITS AND IMPLICATIONS

- 3.1. One of the new 10 strands of the PEEL inspection framework is 'building, supporting and protecting the workforce' which includes a number of areas in relation the equality, diversity and inclusion agenda including:
- The force has an ethical and inclusive culture at all levels
 - The force understands the wellbeing of its workforce and uses this understanding to develop effective plans for improving workforce wellbeing
 - The force is supporting the workforce to become resilient
 - The force understands its recruitment needs
 - The force is taking action so that its workforce better reflects its communities
- 3.2. Further information on the assessment of this area can be found on pages 41-44 of the report.

4. FINANCIAL IMPLICATIONS

- 4.1. None

5. LEGAL IMPLICATIONS

- 5.1. WYP will act on the recommendations and area for improvement identified in the report, and will be assessed on their progress by HMICFRS at a future date.
- 5.2. The Mayor and DMPC will also assess WYP's progress on these issues through their usual bilateral arrangements.

6. EXTERNAL CONSULTATION

- 6.1. HMICFRS reports aim to provide information to allow members of the public to scrutinise the performance of their local police services. A small number of PEEL reports have been released this year through HMICFRS's website: <https://www.justiceinspectorates.gov.uk/hmicfrs/police-forces/police-forces/>

7. RECOMMENDATIONS

- 7.1. We recommend that Panel members review the attached summary report of the current inspection (attached).

BACKGROUND PAPERS AND APPENDICES

Paper 1: Summary of West Yorkshire Police PEEL Inspection Report 2021/22

The full report is available at:

<https://www.justiceinspectorates.gov.uk/hmicfrs/publications/peel-assessment-2021-22-west-yorkshire/>

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