



West Yorkshire Police and Crime Panel

Draft Minutes

12th November 2021, Council Chamber, County Hall, Wakefield

PRESENT:	Councillor Mohammed Iqbal	- Leeds City Council (Chair)
	Councillor Paul Sullivan	- Bradford Council
	Councillor Tariq Hussain	- Bradford Council
	Councillor Richard Dunbar	- Bradford Council
	Councillor Sarah Courtney	- Calderdale Council
	Councillor Sophie Whittaker	- Calderdale Council
	Councillor Masood Ahmed	- Kirklees Council
	Councillor Mark Thompson	- Kirklees Council
	Councillor Amanda Carter	- Leeds City Council
	Councillor Nicole Sharpe	- Leeds City Council
	Councillor Maureen Tennant-King	- Wakefield Council
	Mrs Jo Sykes	- Independent
	Mr Trevor Lake	- Independent
	In attendance	
	Alison Lowe	- Deputy Mayor for Policing and Crime
	Erica Doran	- West Yorkshire Combined Authority
	Alan Reiss	- West Yorkshire Combined Authority
	Wendy Stevens	- West Yorkshire Combined Authority
	John Robins QPM	- Chief Constable, West Yorkshire Police
	CS Lisa Newman	- West Yorkshire Police
	Sharon Fraser	- Wakefield Council
	Samantha Wilkinson	- Wakefield Council
	Fiona Bernardo	- Wakefield Council

1. Acceptance of apologies for absence

1.1 Apologies for absence were received from Councillors Jacqui Williams and Cahal Burke.

2. To approve, as a correct record and deal with any matters arising from the minutes of the meeting of the Police and Crime Panel held on 10th September 2021.

2.1 The minutes were agreed as a correct record.

2.2 The DMPC was asked to give further assurances regarding item 5.7 of the minutes – that patterns are looked at and strategic links are made across the offences such as drug crime, speeding, anti-social behaviour, and child sexual abuse and sexual assault.

These assurances were given, and the DMPC confirmed that she had seen evidence of this across West Yorkshire.

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 urgent items to add to the agenda.

4 Members' Declaration of Interests

4.1 There were no declarations of interest made.

5. Recruitment Update

5.1 The Deputy Mayor for Policing and Crime (DMPC) introduced the Recruitment Update, which detailed progress towards two precept commitments – firstly, to continue to prioritise increased investment into neighbourhood policing, building back the non-partner funded PCSO numbers to 566, and secondly for all new recruitment to seek to increase the number of people from black and minority ethnic (BAME) and other under-represented groups. The DMPC also updated Panel on West Yorkshire Police (WYP)'s progress towards fulfilling the expectations of the national Police Uplift Programme (PUP), and the Mayoral pledge of recruiting 750 additional officers and staff within West Yorkshire Police over the three-year electoral term (2021-24). The following areas were highlighted:

- A suspension of the recruitment of PCSOs was lifted in July 2021, and since then the force has recruited three cohorts of PCSOs, with an additional three cohorts planned up to the end of 2021/22 which will take PCSO numbers back to the 566 budget position.
- During 2021, the force has so far recruited four cohorts of trainees, which equates to 262 police officers. In terms of the gender split, 141 are male (53.8%) and 116 female (44.3%) with 5 preferring not to disclose (PNTD) (1.9%), and in terms of ethnicity, 181 are white (69.1%) with 49 from an ethnic minority background (18.7%), and 32 PNTD (12.2%).
- WYP has met all national expectations regarding the PUP, including all objectives relating to the sourcing of additional officers. PUP recruitment targets are as follows:
 - 256 officers by the end of March 2021 (30%)
 - A further 251 officers by the end of March 2022 (30%)
 - A further 328 officers by the end of March 2023 (40%) (Unknown but likely target)
- Home Office statistics show that WYP has been in the lowest performing category for recruiting officers from black, Asian, mixed and other representative minority groups over a three year rolling period, however the rolling twelve month figure has improved significantly, showing positive progress. Despite this, at the current rate, WYP would not be representative of the people it served until 2052.

- The Mayoral team have been working on the baseline information needed to assess progress towards the Mayor’s pledge to recruit 750 more frontline police officers and staff. This has been impacted by difficulties in comparing data and financial uncertainties around the next precept and Home Office grant. Unpredictable attrition and lower retirement rates have further complicated the challenge of further recruitment, however the DMPC assured the Panel that her team are determined to share the data and progress on this as openly and honestly as possible.
 - It was noted that the first year’s performance target to have 250 more Police Officers on the frontline and 70 more police staff by the end of April 2022 will not be met under current projections. The DMPC stated that she is confident that this will be achieved by the end of Summer 2022.
- 5.2 Discussion took place around the formula for distributing PCSOs across different local authority areas in West Yorkshire. The Chief Constable confirmed that a formula is used, which he is confident reflects the individual needs of each area. The formula takes into account statistics such as crime, poverty, stadiums, and city centres in each area. The DMPC told the Panel that she had recently met with representatives from the Business Improvement District (BID) in Leeds, who would like to support policing in Leeds with their own funding, so discussions will be taken forward to progress this.
- 5.3 A question was asked about whether information was kept regarding the destination of PCSOs who leave the Force. The Chief Constable confirmed that it was, and that most went on to become police officers, with others retiring or leaving to enter a variety of other roles in different sectors.
- 5.4 Panel thanked the Deputy Mayor and Chief Constable for the work that has been done to increase the number of BME applicants and the progress that has been made. However, assurances were sought that the Mayor and WYP were continuing to seek new, more strategic and ambitious ways to address the low BAME recruitment figures and gain greater traction moving the agenda forward.
- 5.5 The Deputy Mayor assured Panel that every effort is being made to address this issue and that it is about West Yorkshire Police being a good and fair employer and about values rather than metrics. The DMPC informed Panel that she hoped to share details of a proposed new approach with Panel early in the new Year.
- 5.6 Panel asked the DMPC if officers from BAME backgrounds could be given time to go into schools so that girls and boys from Asian and black families could experience positive role models. The DMPC and the Chief Constable were supportive of this idea and agreed to look at options.
- 5.7 A question was asked regarding efforts to recruit from economically deprived areas and other minority communities, such as Eastern Europe, alongside those to recruit from BAME communities. Panel were assured by the Chief Constable that recruitment campaigns do focus on these communities, generally with good success rates.

- 5.8 A request was made for statistics showing the proportion of police officers identifying as LGBTQ+. The Chief Constable and DMPC agreed to provide the information they have for this group. A request was also made for a breakdown of the ethnic background of the senior command team. The Chief Constable confirmed this to be 18% of the team.
- 5.9 A question was raised regarding the efficiency of recruitment with anecdotal evidence suggesting that some applicants have encountered difficulty with the process, particularly with receiving feedback from failed applications. The Chief Constable told the Panel that the recruitment team had been pared back due to financial constraints and there had been some resources issues when recruitment started up again. He apologised if this had resulted in some poor service and stated that measures had been put in place to address this.

5.10 RESOLVED

- 5.10.1 That the DMPC share details of a proposed new positive action approach to recruitment with Panel early in the new Year.
- 5.10.2 That the DMPC provide Panel with a breakdown of officers identifying as LGBTQ+.

6. Diversity, Equality and Inclusion Update

- 6.1 The DMPC introduced the report, which provides an update on the Diversity, Equality and Inclusion (DEI) paper that was presented to the Police and Crime panel in October 2020. Since the last paper there has been a Mayoral election and the DMPC now has responsibility for Equality, Diversity and Human Rights, and is deputy lead for Integrity and Transparency. She is also joint chair of the APCC working group on Race Disparity.
- 6.2 It was highlighted that as part of the consultation and engagement on the Police and Crime Plan, the #TellTracy campaign has made significant efforts to ensure wide accessibility, including translation into many languages and the production of large print and easy read versions. In addition, several events and roundtables have been held targeting underrepresented groups, such as with the Youth Advisory Group. Other partners and stakeholders have been widely consulted and the developing Police and Crime Plan proposes to include DEI as a cross cutting theme.
- 6.3 The report also includes detailed performance statistics, and shows the scrutiny, monitoring and communications work undertaken by the DMPC in the areas of diversity, equality and inclusion.
- 6.4 Panel members congratulated the Mayor and DMPC on the high profile engagement across communities and welcomed the clear commitment to diversity, equality and inclusion.
- 6.5 Questions were asked about the quality of the unconscious bias training for police officers. Panel members had heard mixed reviews of the course from officers and were keen to know if the DMPC was confident in the standard of training in this area,

considering the substantial investment in training fees and loss of officer's frontline time. Two Panel members volunteered to undertake the training to enable them to gain first-hand experience of the quality and coverage of the course, and it was agreed that this could be arranged.

6.6 A question was asked about disproportionality around stop and search, and hate crime statistics. Assurances were sought, and given, about how these issues were being woven into the diversity agenda, with work underway to detail evidence and actions. Panel were informed that this information would be available in the new year.

6.7 Discussion took place around access to data, and Panel voiced concerns that the data provided did not show any clear improvement in outcomes. The DMPC acknowledged these concerns and explained the difficulties that were faced in providing meaningful data from a national dataset. She assured Panel that her team were continually looking for ways to improve the accessibility of comparative data.

6.8 RESOLVED

6.8.1 Panel welcomed the report, and the steps being taken to ensure that diversity, equality and inclusion issues are at the forefront of all work being undertaken on the Police and Crime Plan.

6.8.2 That the DMPC consult Panel further on the DEI disproportionality data at a private meeting in January.

7. Development of the Police and Crime Plan 2021-2024

7.1 The DMPC took the Panel through the progress of developing the Mayor's Police and Crime Plan. Extensive consultation has been undertaken with communities, stakeholders and partners on the draft priorities and cross cutting themes, and a draft 'plan on a page' has been produced to give clarity to the proposed structure.

7.2 Panel heard that a project plan, timeline, and risk register for the plan have been produced, and are overseen by the DMPC, with progress monitored at a fortnightly steering group meeting. The DMPC's office also have a statutory obligation to include the needs of the Home Office's Strategic Policing Requirement (SPR), and must have sight of the comprehensive spending review when setting priorities. A draft plan will be presented to the next Police and Crime Panel meeting in December.

7.3 The DMPC was congratulated on the wide scope of the consultation on the Police and Crime Plan. It was hoped that this would contribute towards increased confidence in the police.

7.4 A question was asked, regarding the omission of Chinese in the list of translations available. The DMPC replied that the consultation had been translated into the five most spoken languages in West Yorkshire, but that requests could be made for translation into any other language. Her office had indeed had some such requests, and these had been fulfilled.

7.5 Panel were assured that the plan would be made available and presented to the December meeting for Panel review and formal recommendations in line with the statutory requirements.

7.6 RESOLVED

7.6.1 Panel noted progress on the report.

8. Mayor's Response to any current issues

8.1 The DMPC updated Panel on the recent government spending review, and key areas affecting police and crime funding. Areas which will see an increase in funding are victim support services (85% uplift since 2020), the PUP (additional £540million), and the crime reduction and drug misuse programme. It was also noted that it had been announced that PCC's could raise up to £10 on a Band D property without referendum as part of the policing precept for 2022/23.

8.2 The DMPC updated Panel on the NPAS programme, following the Mayor's decision earlier in the year to give notice that WYP would cease to lead this. Work is ongoing to find a solution for this under the due diligence processes. At the time of the meeting, no other police force had come forward as willing to accept the transfer of responsibility. The Mayor's office is developing contingency plans to ensure the force's successful exit.

8.3 The DMPC updated the Panel on the successful bid for a £250,000 grant from the Home Office to support safety in public transport and taxis, including the creation of taxi and street marshall roles, and a pub watch scheme. Panel were told that £870,000 of funding has been accessed since the Mayoral election in May 2021.

9. Published Key Decisions

9.1 Panel noted the Published Key Decisions

10. Agreed Actions Log

10.1 The Agreed Actions Log was noted. Clarity was requested where some dates are missing from the document.

10.2 RESOLVED

10.2.1 That the Agreed Action Log be updated before the next Panel meeting.

11. Forward Agenda Plan

11.1 The Forward Agenda Plan was noted.

12. Panel Budget Outcome 2020/21 and Draft 2020/21 Budget

12.1 The Panel Budget Outcome report was noted.

13. Complaints received by the Panel

13.1 The Panel noted that there are no new recorded or existing ongoing complaints.

13.2 Panel requested a future paper outlining how the Mayor is monitoring the Force's performance on complaints. The report should provide information on the number and nature of complaints, lessons learnt and customer satisfaction.

13.3 RESOLVED

13.3.1 That a report is provided detailing how the Mayor is monitoring Force performance on complaints.

14. Any Other Business

14.1 There was no other business.

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, 17th December 2021 in the Council Chamber, Wakefield County Hall.