



Report to: Police and Crime Panel

Date: 12th November 2021

Subject: Diversity, Equality and Inclusion Update.

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

Author: Erica Doran – Head of Policy and Delivery, Policing and Crime

1. PURPOSE OF THE REPORT

- 1.1 The purpose of this report is to update on the Diversity, Equality and Inclusion (DEI) paper that was presented to the Police and Crime panel in October 2020. This paper sought to give panel an understanding of the work that was taking place in the then Office of the Police and Crime Commissioner (OPCC) and also to update on the work taking place in West Yorkshire Police (WYP) and how the Police and Crime Commissioner (PCC) was holding WYP to account and driving this agenda.
- 1.2 Since the last paper there has been a Mayoral/PCC Election and a change in national lead portfolio responsibilities at the Association of Police and Crime Commissioners (APCC). As a result of this change, the West Yorkshire Deputy Mayor for Policing and Crime (DMPC) has taken portfolio lead for Equality, Diversity and Human Rights as well as deputy lead for Integrity and Transparency and is joint chair of the APCC working group on Race Disparity.
- 1.3 In light of this, this paper will update on the work that West Yorkshire Police are continuing as set out in the previous paper, but also includes a report on the national work undertaken by the DMPC alongside the work of the West Yorkshire Combined Authority (WYCA) Policing and Crime Team.

2. BACKGROUND INFORMATION

2.1 As part of the work for the APCC, the DMPC spoke at the APCC, College of Policing and National Police Chief's Council Conference on Diversity, Equality and Inclusion. At this conference she highlighted the four main areas that are crucial for accountability in the arena, these are:

- Strategy Setting (section 3 of the report)
- Access to Data (section 4 of the report)
- Working with Key Partners (section 5 of the report)
- Enabling the Public to have a real voice in Policing (section 5 of the report)

2.2 This paper will outline work and progress across these four headings and show the current work in West Yorkshire to demonstrate accountability and transparency in this area.

3. STRATEGY SETTING

West Yorkshire Police and Crime Plan 2021-2024

- 3.1.1 Under the Public Sector Equality Duty in the Equality Act 2010, Mayors and Police and Crime Commissioners are required to have due regard to the need to eliminate conduct prohibited by the Act (such as discrimination, harassment and victimisation), advance equality of opportunity and foster good relationships between different people. The Police and Crime Plan is a means to demonstrate the Mayors commitment to meeting these aims, either through including a discrete Statement on Equality and Diversity, and/ or ensuring that these commitments are included throughout the plan. The Mayor is obliged by the Equality Act to set equality objectives every four years (in the case of the current electoral term, three years), to meet the duty to tackle discrimination, promote equality of opportunity, and foster good relations between all the communities that represented the elected Mayor.
- 3.1.2 It is crucial to ensure that DEI is a fundamental bedrock within the plan, so that these issues and considerations underpin all work and activity. In West Yorkshire, as part of the development of the plan, the equality objectives will underpin each of the four priorities alongside having DEI as a cross-cutting theme that will support and strengthen each of the priorities, ensuring that it is not seen as something to be considered and dealt in isolation but as an integral part of each priority area.
- 3.1.3 It is vital that all communities have the opportunity to have their voice heard in

our consultations to pull together the Police and Crime Plans.

- 3.1.4 As part of the consultation and engagement on the Police and Crime Plan, the “#TellTracy...about your policing and community safety priorities” campaign has been launched, where everyone is encouraged to get involved and tell the Mayor of West Yorkshire, Tracy Brabin, about their policing and community safety priorities.
- 3.1.5 To make this consultation as accessible as possible, the survey has been promoted as widely as possible ensuring accessibility where possible. This includes a survey which is available in English, as well as a host of other languages including Polish, Punjabi, Arabic, Urdu, Slovak, and Braille, as well as a large print and an easy read version. A number of events and roundtables have been held targeting groups with particular demographic or characteristics such as the Youth Advisory Group, those with ‘lived experience’ who may have been a victim of crime, and other hard to hear groups.
- 3.1.6 In addition to the public and community consultation. Detailed consultation has been undertaken partners and stakeholders across West Yorkshire. A questionnaire has been developed asking questions of our partners. This document has the intention to involve partners in detailed parts of the plan and gives the opportunity for them to express their commitment to support the areas in the plan which particularly reflect their own priorities. Included in this is the cross-cutting DEI theme, and partners are being asked to support this with objectives and activity in this area.
- 3.1.7 A detailed update on the Police and Crime Plan has been presented to this panel on a regular basis and the DEI cross cutting theme is clear as a fundamental part of the plan.
- 3.1.8 This will drive business in the Policing and Crime Team going forward and ensure the focus on this area of business runs through each and every part of the strategic delivery on policing, crime and community safety.

3.2 West Yorkshire Police - The Inequalities Strategic Plan 2021-22

- 3.2.1 The West Yorkshire Police Inequalities Strategic Plan 2021-22 has been developed as a dynamic working document, to capture organisational work streams, capture incoming recommendations and to monitor progress towards understanding inequality in its many forms and the steps to take to address areas of concern.
- 3.2.2 It is clear there is an overlap with existing plans, such as the Diversity, Equality and Inclusion Plan with interdependences and success within each plan reliant upon closer working between the two workstreams. Strategic plan leads meet

often and share incoming actions to ensure duplication is minimised and clarity is maintained.

- 3.2.3 The strategic headings for the plan still resemble those when created (noted below) the themes resemble similar headings of the National Police Chief's Council (NPCC) Strategic Plan which should make integration of national activity easier to transition into West Yorkshire Police. Summary Position as of October 2021 is provides as a summary of each critical action area.
- Governance (section 3.2.5.1 of the report)
 - Understanding / Evidence - Data Collection and Analysis (section 3.2.5.2 of the report)
 - Engagement and Communication (section 3.2.5.3 of the report)
 - Training / Skills / Internal Culture and Inclusivity (section 3.2.5.4 of the report)
 - Use of Powers (section 3.2.5.5 of the report)
- 3.2.4 There are currently 17 live actions on the plan, each graded using a red, amber, and green methodology. Each action has progressed, and all are now amber – as either works in progress, scoping or pilots within force. The plan has been considerably reduced due to successfully delivering actions and has recently been shared with the Independent Scrutiny and Advisory Group (ISaAG) for feedback.

3.2.4.1 Governance

It is essential to create an effective governance structure with a balance of operational and corporate leadership. It is already known that inequality in policing (and wider society) is a complex topic, therefore, there must be a structured approach, to prevent duplication, increase accountability and gain traction swiftly. In recognition of the importance and potential overlap, the Deputy Chief Constable has retained strategic ownership of the plan throughout the year.

Meetings have taken place at Gold level on a quarterly basis, attended by district commanders and senior leaders from all operational departments. At tactical level, a threat delivery group was created, holding responsibility for delivering the strategic plan and instigating activity.

3.2.4.2 Understanding / Evidence (Data Collection and Analysis)

There have been numerous reports created showing areas of inequality within West Yorkshire and a clear performance framework developed to focus attention, understand, and reduce disproportionate activity.

An exciting innovation is a 'Community of Practice' where colleagues from other agencies come together, share best practice, and learn from a wider partnership viewpoint and approach.

3.2.4.3 Engagement and Communication

Each area of the plan is important, but arguably, the section under engagement and communication is critical to success both internally in the police and externally with our communities.

The WYP workforce and communities within West Yorkshire need to understand in simple terms what disproportionality is and how conclusions are reached – this should provoke thoughts and reflection when decisions are being made or policing powers utilised. They (internal and external) also need to be informed frequently what we are doing, what the next steps are, celebrate progress, and understand areas for improvement. There is also the need to ensure that communication is balanced so colleagues are not fearful of performing their roles.

Our workforce and communities also need to be considered part of the solution, not the cause. The ideas generated from grassroots, thoughts and opinions must be valued. A significant amount of experience and influence is held within our communities, and they can reach out to people with 'lived experience' who can assist us in understanding the impact of policing. Within the organisation consultation has taken place using existing DEI meeting structures. The purpose of this exercise was to consult and be inclusive of the views and opinions of our workforce in order to better understand factors influencing inequalities in operational policing. Findings from this consultation will be discussed in a meeting November 2021 and will provoke further activity and actions at the tactical and strategic level.

The ISaAG have met since early 2021 and are developing a working relationship where the group feel empowered to challenge and opportunities to develop new practices, shape policy and procedures are provided. Terms of reference and priorities have been agreed, it is accepted there is still further work to undertake to take full opportunities of this exciting engagement.

Understanding inequalities in operational policing within the use of stop and search has addressed a HMICFRS cause of concern and recommendations from a national police legitimacy report - evidencing that the force monitors comprehensive stop and search data, understands disparity, and publishes the analysis. The force-based analysis on academic research that demonstrates operational inequalities is associated with crime rates, deployment locations, data accuracy, biases, and the street or available

population. Having worked hard to improve data accuracy and management information, West Yorkshire Police demonstrate that the use of stop and search correlates with crime severity in ward areas which also tends to overlap with areas of high police demand and subsequent deployment, clustered areas of poverty and higher representation of ethnic minority communities.

3.2.4.4 Training / Skills / Internal Culture and Inclusivity

Unconscious bias training has now been successfully rolled out across the force. As part of the longer-term cultural awareness programme, next stages of training and development are under review with ambitions to focus initially on black history and culture, but also incorporating many strands including gender, faith, ethnicity, disability, poverty, and wider cultural aspects. The programme will be shaped with support from members of the ISaAG and others with lived experience against these themes.

Unconscious bias training will also be a thread running through all leadership programmes, public order, police entry degree programmes and any future course designed and delivered within West Yorkshire.

Learning and organisational development are currently reviewing the officer safety training refresher course due to a new two-day course being mandated by the College of Policing to be rolled out across all forces between April 2022 and March 2023. The content of this course has changed significantly and will require an uplift in trainers to enable delivery and sustain the number of officers who require the refresher training year on year. Unconscious bias training, use of force, and violence against women and girls will be factored into the WYP course content once the full College of Policing package is circulated to forces.

3.2.4.5 Use of Powers

To ensure that training and the development of skills is effective it must ensure that there is a clear strategic vision for the use of police powers and the level of service provided for our communities, this will be reinforced at the governance board.

Scrutiny is applied to all areas where inequalities are identified, using existing accountability structures already discussed. Local accountability meetings are also themed where chief officers hold districts and departments to account for performance and outcomes.

Reviews often take place into key areas of policing powers, recently after a number of Section 60 authorisations in the Leeds District, a review has identified areas to consider ensuring policing powers are directed and

focused where most harm is occurring.

3.2.5 Moving forward

In early 2022 an independent chair of the ISaAG is to be identified, assisting in agenda setting, direction and steer of the advice and scrutiny opportunity. Closer working between the DEI and Inequalities workstream will be evident, recognising the importance and reliance of success within both strategies

The use of force governance structure has refreshed the use of force policy (making reference to the impact of inequalities) and the taser policy is in the process of being refreshed to enhance the scrutiny of its use. The adoption of risk adjusted disparity has highlighted that gender and age are the most common factors affecting inequality, with inconsistent inequalities for Asian and mixed-race people, but a consistent inequality for black people.

In November the use of force reviews by frontline supervisors is being launched. Districts are reviewing the use of force on 20% of arrests each day, operations support are reviewing 50% of their arrests each day as well as the use of spit/bite guards, taser and police dog bites. These reviews have an ambition of being 50% female and 20% ethnic minority in recognition of the need to ensure the interaction of women and ethnic minorities with the police is fair. These reviews are being compiled to be made available to scrutiny panels for public review.

4. ACCESS TO DATA

- 4.1 Since the last Police and Crime Panel report there have been a number of papers to the Community Outcomes meeting whose topics are a priority in the area of DEI. These include a paper on Stop and Search on 16th March 2021 and a paper on the Police Use of Force on 14th September 2021. Both of these reports are available on the Policing and Crime Section of the WYCA website (see <https://www.westyorks-ca.gov.uk/policing-and-crime/>).
- 4.2 As the Lammy Review underlined, data is crucial for enabling leaders in police and criminal justice to gain a clear understanding of the disparities that exist in their areas, and the actions that they can take to address it.
- 4.3 With regards to workforce diversity, the Police Uplift Programme now shares localised data with forces and PCC/Mayoral offices across England and Wales. This data includes ethnicity and gender data with regards to new recruits, so is invaluable in providing PCCs and Mayors with an idea of how the uplift programme is improving workforce diversity in their areas. This data is also available quarterly on the .gov.uk website. The most recent data has just been included on the website (see: <https://www.gov.uk/government/statistics/police-officer-uplift->

[quarterly-update-to-september-2021](#)). Further information on the new recruitment and the activity to increase the number of people from black and minority ethnic (BME) and other under-represented groups is covered in the separate report on the update on recruitment against 2021/22 precept increase.

4.4 At APCC, College of Policing and National Police Chief's Council Conference on Diversity, Equality and Inclusion the DMPC also highlighted that the following datasets were crucial for understanding disparities. These are:

- Workforce
- Recruitment/retention
- Disproportionality
- Taser/stop and search/handcuffs/use of force
- Professional Standards Departments data and disparities e.g. Disciplinary/Outcomes of investigations

4.5 All of these data sets (and more) are currently being collated by West Yorkshire Police alongside the local context. This will form the basis of a Police and Crime Panel meeting on the 21st January 2022 when the information and data can be shared with panel member and be scrutinised.

5. WORKING WITH KEY PARTNERS AND ENABLING THE PUBLIC TO HAVE A REAL VOICE IN POLICING

Engagement update

5.1.1 The following objectives for engagement on the Police and Crime Plan have been developed to ensure that the engagement and consultation work is fully inclusive:

- Ensure everyone can share their views on what should be included in the Police and Crime Plan.
- Raise awareness of the Mayors/Deputy Mayor work on Policing, Crime, and community Safety.
- Support understanding on the Mayors pledges and draft priorities/themes.
- Ensure the voice of Women and girls is heard.
- Ensure Victims of Crime and those harmed by crime are heard.
- Ensure all our engagement is fully inclusive.

Details of how the survey has been made accessible is referenced in section

3.1.5 of this report.

5.1.2 Face to face Engagement

Working with our partners in Community Safety Partnerships, the Mayor/DMPC have met or will be meeting groups which again may be underrepresented in our consultation. For example, the Mayor met with South Asian women from Keighley women's and children's centre during the last week of October. Many of the topics discussed have been raised by other groups, and it is the impact on the South Asian women specifically that the centre supports is which will inform the Police and Crime plan consultation.

The Mayor has also met a diverse group of young Covid ambassadors from Bradford who are also supporting our engagement with the 1500 young people they work with.

Key issues arising out of other engagement with young people have highlighted Islamophobia and disability hate crime especially in relation to hidden disabilities such as autism.

The Mayor and DMPC are also meeting WYP Equality groups e.g., Black Police Association, the lesbian, gay, bisexual, transgender, and queer or questioning (LGBTQ) network, and Association of Muslim Police. Further visits and meetings have taken place/scheduled with specific interest e.g. Muslim women in prison project.

5.2.3 Call for evidence for women and girls

A number of partnership documents and consultation have been received, reports from statutory partners and third sector groups as well as emails, and calls. Some of the detail related to DEI with the main themes:

- Supporting those with multiple complex needs
- Personal Safety in general
- Vulnerability because of disability
- Drink spiking and street drinking culture
- Schools, colleges and universities – education/prevention
- Safety in the workplace including travel to and from work on foot/using public including transport/accessing safe car parking
- Support - trauma informed approaches to service delivery/multi-agency
- Role of men and boys behaviour in making women feel safer
- Domestic and sexual violence
- So called 'honour-based abuse'/coercion and control

- Peer-to-peer abuse
- Child sexual and criminal exploitation
- Misogyny as a hate crime
- Impact of prison on women and their families
- Homelessness - there are multiple issues around housing women and girls,

The additional challenges around race, ethnicity, sexuality, age, and disability are reflected in the detail of the feedback that have been received.

5.2.4 Safer Communities fund (SCF)

The Mayor's Safer Communities Fund, funded by Proceeds of Crime is expected to launch in November 2021 with £180,000 in grants due to be made available for voluntary, community groups, charities, and partners to apply for. The fund will look to provide support to innovative projects which address at least one of the cross-cutting themes within the draft Police and Crime Plan 2021-24. Those themes are:

- Women and Girls.
- Diversity, Equality, and Inclusion.
- Early Intervention and Prevention.

The fund is due to open for applications on Monday 15th November and close on Friday 17th December. The awards evening for projects granted funding will be in week commencing 28th February 2022.

Projects that are currently being supported are being reviewed so that there can be an understanding of which protected characteristics the projects are supporting. Further detail will be captured in the new grant round which will inform our future mapping and create a better understanding around DEI impact.

5.2.5 Police Property Act Fund

Allocations are received from the sale of found property where their owners are not traceable, then the goods are sold at auction, this also includes the sale of vehicles.

The Police Disposal of Property Regulations 1997 allows the police to sell property that they recover, and which cannot be returned to its original owner and awards from the fund must be used for charitable purposes. Under regulation 6(4)(c) of the Police (Property) Regulations 1997 the payment must be made for "charitable purposes". By virtue of the Charities Act 2011, a charitable purpose is one that falls under section 3(1) of the Act and is for the

public benefit. The criteria for donations from the Police Property Act fund have also been changed to reflect the draft cross cutting themes, again allowing more information around the requests for donations received.

5.2.6 DEI Monitoring Form

The monitoring form has been updated for all those engaging with WYCA Policing and Crime or joining internal boards and groups. This monitoring form expands upon the information and data we have collected previously and allows us to monitor diversity data more extensively, thus understanding representation more comprehensively and to identify where there is a difference in views and to take action as a result. The updated monitoring was included on the Police and Crime Plan survey and will allow us to be more detailed in descriptions of the individual groups that have been spoken to and engaged with.

5.2.7 Governance and Accountability – Community Outcomes Meetings (COM)

Work is being undertaken to improve community interaction with the community outcomes meeting, ensuring all future meetings are live streamed. The DMPC has ensured that the questions asked of the Chief Constable have a strong DEI focus (some of these were mentioned in paragraph 2.4.1). The public are also invited to submit questions for the meeting, and these are now part of the live stream.

The Mayor/DMPC will also be reviewing items discussed at COM in terms of the draft Police and Crime Plan priorities and cross cutting themes. This will require more detail and context around DEI.

5.2.8 Recruitment to internal Boards and Groups – Third Sector

In the run up to the third sector conference (Tackling Domestic Abuse together) on 16th November 2021, recruitment of new third sector colleagues will be undertaken to the boards and groups. The third sector networks will be used, namely Bradford CNET, Calderdale North Bank Forum, Kirklees Third Sector Leaders supported by Volunteering Kirklees, Leeds Voluntary Action Leeds, Wakefield NOVA to help and assist with the recruitment.

The networks also report quarterly to WYCA Policing and Crime on their own work to promote diversity and inclusion

5.2.9 West Yorkshire Police Scrutiny and Accountability

The WYCA Policing and Crime department continues to attend both the strategic Independent Advisory Group (IAG) and Independent Scrutiny and Advisory Group. The DMPC is in the process of being invited to be part of the ISaAG and has also been invited to attend district IAGs to talk about her role.

5.2.10 West Yorkshire Combined Authority

Internally the Policing and Crime Team have recently shared their best practice with colleagues in WYCA. This was a very productive meeting which has helped with the cross pollination of ideas and practice from both the local government sector and the policing sector.

5.2.11 Other Communications

Through recent communications and campaigns, these have raised awareness of DEI issues and within WYCA Policing and Crime we have supported partner campaigns, as well as national initiatives, these include:

- National Hate Crime Awareness Week – we supported the week on social media and with a press release, as well as issuing a video of the Mayor and DMPC urging those affected to report it and seek support. See: <https://twitter.com/MayorOfWY/status/1447896133200748546>
- Black History Month – the DMPC recorded and released a video on social media where she spoke about her own experiences and how diversity, equality and inclusion will be embedded in everything she does. See: <https://twitter.com/DeputyMayorPCWY/status/1443957093975961600>
- Remembering David Oluwale – the DMPC took part in a BBC Radio 4 special covering the anniversary of the trial of the police officers involved. We also issued a follow up press release, that included a request for diverse communities to have their say in the Police and Crime Plan Consultation.
- National Day of Remembrance for victims of so called 'honour-based' abuse – we marked this day and shared partner messaging of where to get support.
- West Yorkshire Health and Care Partnership's anti-racism campaign. See: <https://twitter.com/WYpartnership/status/1433058811376386055>
- Irise International's campaign to end the cycle of disadvantage created by period poverty, shame, and inequality.

Note – all videos put out by the office have subtitles to improve accessibility.

6. EQUALITY, DIVERSITY AND INCLUSION BENEFITS AND IMPLICATIONS

6.1. As discussed in the report

7. FINANCIAL IMPLICATIONS

7.1. N/A

8. LEGAL IMPLICATIONS

8.1. Statutory duties set out in the Public Sector Equality Duty in the Equality Act 2010.

9. EXTERNAL CONSULTATION

9.1. Discussed throughout the report. See sections 3.2.5.3 and section 5 of the report for detailed information.

10. RECOMMENDATIONS

10.1 That the Police and Crime Panel note the report and feedback any comments to inform the development of DEI within WYCA Policing and Crime and West Yorkshire Police.

10.2 That Police and Crime panel members agree to a separate consultation about the DEI disproportionality data at the 21st January 2022 meeting of the Police and Crime Panel.

BACKGROUND PAPERS AND APPENDICES

- [The Lammy Review: An independent review into the treatment of, and outcomes for, Black, Asian and Minority Ethnic individuals in the Criminal Justice System](#)
- [NPCC Diversity, Equality and Inclusion Strategy 2018-2025](#)
- [HMICFRS - Disproportionate use of police powers: A spotlight on stop and search and the use of force](#)

CONTACT INFORMATION

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