

**Additional issues raised by the Police and Crime Commissioner (PCC) at the Community Outcomes Meeting
04.08.14**

MOST SERIOUS VIOLENCE

Offences of most serious violence have increased by 12% across West Yorkshire, notably in Wakefield and Calderdale.

	West Yorks	Bradford	Calderdale	Kirklees	Leeds	Wakefield
Change over time – 12 months to June 14 vs 12 months to June 13	+12%	+3%	+76%	-9%	+17%	+31%
12 months to June 2014	649	164	51	105	244	85

NB most serious violence murder and child destruction, attempted murder, manslaughter, wounding or other act endangering life, causing death by dangerous/careless/inconsiderate driving, causing death by aggravated vehicle taking, inflicting grievous bodily harm (GBH) without intent, racially or religiously aggravated inflicting GBH without intent.

I raised this issue with the Chief Constable who explained that an analysis of the figures doesn't point to a specific reason for this increase (e.g. world cup, hot weather, particular community or crime type). West Yorkshire also has comparatively low crime rates compared to other areas. Whilst there is no particular reason for this increase, this will be monitored going forward to allow early identification of any trends and subsequent action that can be taken.

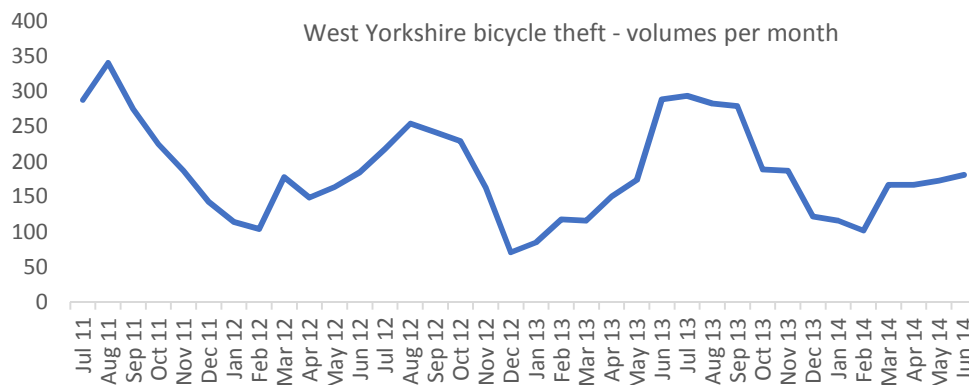
MAKING OFF WITHOUT PAYMENT

Making off without payment is when someone leaves a scene or premises having not paid for the goods supplied or service they have received or taken. It is commonly associated with petrol forecourts. There has been a 6% increase in make off without payment offences for the April-June 2014 period (an increase to 873 offences).

I have enquired whether this increase is associated to a particular district or provider. The police told me that the number of these offences can often go up due to economic factors. The police has been working with businesses to try to encourage fuel providers to charge up front however this can create difficulties for some of the smaller retailers and can result in the loss of sales of other items (such as groceries). Theft of number plates – often used in such offences – has also increased. The police will be considering this in more depth at a future internal accountability meeting, and will report back to me after that time.

BICYCLE THEFT

Bicycle theft includes both theft of a bicycle and theft from a bicycle (theft from can include components such as the seat and wheels or accessories such as lamps and cycle helmets). Recently released national recorded crime data for the year to March 2014 shows that bicycle theft in West Yorkshire increased by 18.0%. For the year to June it was up 7% compared to the previous year (up to 2,260 offences).



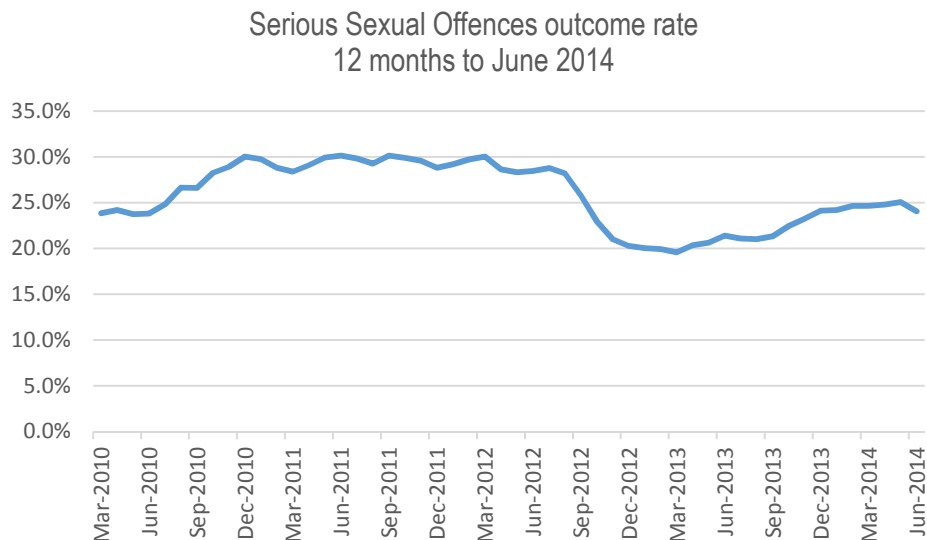
When I asked the force about the increase in bicycle theft and what was being done to address it they stated that a lot of work has been undertaken before, during and after the Tour de France to encourage people to lock up their bikes. Thefts in Leeds has the biggest impact on the West Yorkshire figures. The majority of bikes are stolen during burglaries and will be considered during a

targeted operation in Leeds. Any learning from this will be disseminated across the districts. Work is also ongoing around tracking assets, with bicycles mainly stolen either for scrap or their high value.

OUTCOME RATES

An outcome is a case where an offender is either charged, cautioned, had the offence taken into consideration, given a fixed penalty or agreed to undertake a community resolution. The outcome rate is the proportion of offences recorded that result in such an outcome.

The **serious sexual offences** outcome rate remains lower than for similar police areas (comparison for the year to March 2014) and stands at 24.5%.



I asked why West Yorkshire Police had a lower outcome rate for serious sexual offences and was informed that as at June 2013 there were 70 more serious sexual offences recorded and the outcome rate stood at 19.6% for the year to March 2013, so there has been a significant improvement. For the April-June 2014 period the rate stands at 25.7%. Calderdale has seen a significant increase (concerns around Calderdale's low outcome rate were raised at a previous performance meeting) and some districts are recording rates of over 30%. Good practice from these districts is being identified and disseminated through the local accountability meetings held at all districts.

How crime outcomes are measured has changed with there now being a framework of 18 categories replacing the existing categories mentioned earlier. Later in the year the Office of the Police and Crime Commissioner will undertake some work into how outcomes should be presented in future, which will need to take into account any Home Office guidance once available and the views of the West Yorkshire public, police service and partners.

SICKNESS ABSENCE

Within West Yorkshire Police 3.8% of available hours (both police officers and police staff) are now being lost to sickness and this is steadily increasing in all districts bar one.

When I asked about the staff sickness levels the police stated that sickness absence will have a bigger impact on the organisation as there are less people in it. There have been more instances of long term sickness for a variety of reasons. Increased certified sickness had previously been seen in some parts of the police service however these specific issues have returned to normal after consolidation of relevant shift patterns. Sickness has been – and will continue to be – raised through internal local accountability meetings within districts and departments. Work is being undertaken to understand stress, anxiety and depression figures, specifically to see if there are any trends and to gain a better understanding of the underlying issues. There will continue to be close monitoring of sickness levels.

COMPLAINTS AND ALLEGATIONS TO WEST YORKSHIRE POLICE

Public complaint cases have seen an increase of 15% in the last year to 983 cases recorded between July 2013 and June 2014. The biggest increase in complaint allegation type is for lack of fairness and impartiality, which has seen an 80% increase on the

previous 12 months. 31% of overall complainants are from an ethnic minority background and another 24% cases has no ethnicity recorded.

I asked for a further understanding of the complaints and allegations made to West Yorkshire Police, and was assured that the ethnicity of complainant and whether there are any patterns linked to geography, topic etc. will be looked into, and reported back to me at a later date. The work ongoing in Leeds into allegations relating to fairness and impartiality will be made available once complete.

CULTURAL AUDIT

Earlier in 2014 West Yorkshire Police commissioned a cultural audit to be undertaken by an independent company, looking at morale, attitudes, beliefs and leadership. The report, published in July 2014, is critical in some places, identifying that while staff and officers had pride in what they did and an understanding of the need for change, there were issues with trust in the organisation and each other, respect for each other and holding each other to account for unproductive behaviour. I am keen that the views of employees are taken seriously and that action is taken to address those issues raised.

As a starting point a web chat was scheduled for staff to ask the Chief Constable specific questions and raise issues for her to consider. Chief Officer road shows will also be scheduled for the autumn. I am currently considering my role in ensuring the views of and issues raised by employees are addressed in the longer term, especially as organisational change and austerity continues into the future.