

## Response to the Police and Crime Panel's recommendations on the Police and Crime Plan

Panel recommendation	Response
<p>5.1.1 The Panel wishes to emphasise its broad support for the police and crime aspirations articulated throughout the Plan. It is believed that these accurately represent the concerns of the public and the priorities of partners.</p>	<p>Pleased that the Panel recognises the aspirations in the Plan and that these reflect the concerns of the public and the priorities of partners.</p>
<p>5.1.2 Although the Panel supports these aspirations and recognises that they are an integral part of the Plan, it is felt that these <i>must</i> be accompanied by a substantive section on 'how these objectives will be achieved' and on 'how the Commissioner will know if he has achieved them.'</p>	<p>The Plan provides my five year strategic vision and direction for police and partners. This is based on what partners and the public have told me. The Act is quite clear in requiring the Commissioner to set out the policing and crime objectives for the area. The Act does not require me to set out how my objectives will be delivered.</p>
<p>5.1.3 Without this additional information and without direct reference to baselines, milestones and detailed performance measures the Panel is concerned that the Commissioner cannot truly be held to account by the public or by the Police and Crime Panel which will be to the disadvantage of communities across West Yorkshire.</p>	<p>Delivery plans, including the five Plans developed by Community Safety Partnerships will be available on my website. I will work with partners to ensure that my own and their priorities inform delivery.</p> <p>Regular updates on progress against the Commissioners commitments will be made available to both the public and the Panel. In line with the present Governments position around targets for crime reduction and performance management I have included one stated target to reduce household burglary reflecting the scale of the problem and the impact that this has on the lives of people living in West Yorkshire. Other measures will be tracked against direction of travel and monitored regularly.</p>
<p>5.1.4 The Commissioner's assurance that a performance management framework is currently being developed is acknowledged but the Panel asserted that the framework should have been included in the draft Plan provided to them. The Panel strongly advised that the framework be included in the main body of the final Plan so the Commissioner's proposed activities and targets are clearly linked to his overarching objectives. Without that information the Panel felt that this was a serious deficiency in the draft Plan presented to them.</p>	<p>Performance measures are being developed and consulted on with partners. A set of key performance measures are included in the final document.</p> <p>The plan covers a period of five years and sets out my vision that West Yorkshire communities are safer and feel safer. These are performance indicators and will be underpinned by a number of indicators contained within my outcome framework. Performance management will stem from these in response to shorter term objectives and priorities. These are likely to change over the five year life of my plan. Progress towards the achievement of my longer term</p>

	<p>vision will be included within a framework which will be published on my website and regularly updated for scrutiny by the public of West Yorkshire.</p>
<p>5.1.5 In addition, the Panel holds the firm belief that to fully understand the Commissioner's approach to improving policing and crime outcomes for the people of West Yorkshire, the Plan must expand on the way in which the Commissioner will measure the performance of the Force and explain what mechanisms he will then use to hold the Chief Constable to account for this performance.</p>	<p>As well as performance progress towards meeting my outcomes, greater detail will be added around how the Chief Constable will be held to account.</p>
<p>5.1.6 The absence of financial information within the Plan, i.e. broad level indications of how the Commissioner's objectives will be resourced and of how funding cuts will be managed, is something the Panel advises the Commissioner addresses in some considerable detail. This additional detail, coupled with the inclusion of targets, will also help partners and the public to understand how the Commissioner intends to 'prioritise his priorities', a sense of which is missing from the draft Plan.</p>	<p>The Plan sets out the overarching budget, the savings needed and numbers of staff and volunteers of the Police service. It also sets out the grants being provided to districts. Detail on the budget and other financial information will be available separately on the Commissioners website and my annual report. Details around the stage 2 transfer of staff etc. have been added to the Plan.</p>
<p>5.1.7 The Panel is concerned that the Plan is not sufficiently tailored to the specific policing and crime issues facing West Yorkshire. Again, an expansion on the high level objectives within the Plan would no doubt help to address these concerns.</p>	<p>All priorities in the Plan have been drawn from a needs assessment of a wide range of evidence, my Listening to You survey and stakeholder consultation and therefore reflects the specific issues facing West Yorkshire and will be better defined in the final plan. District summaries will also provide more local context.</p>
<p>5.1.8 With regard to the district's Community Safety Partnerships, it was suggested that the role of partners in delivering the Plan should be strengthened throughout the document. Although their involvement in the development of the Plan is recognised, partners would still value clarification on the Commissioner's expectations of them, including the conditions of any grants, as well as specific details on intentions around re-charging agencies for non-priority police services.</p>	<p>A definition of who partners are will be added to the beginning of the Plan for clarification, and the role of partners has been strengthened. The conditions for grants this year are for the delivery of my community outcome framework and for the delivery of CSP Partnership Plans. This is reflected at the relevant point in the Plan. Re-charging agencies for non-priority police services will not be included initially but considered in the annual review following further work to be carried out.</p>
<p>5.1.9 Before finalising the Plan, the Panel advises that the Commissioner re-visits the legislation to guarantee that all the</p>	<p>I am happy that my Plan fulfils the requirements of the Act. Across the country different Commissioners have addressed</p>

<p>requirements are addressed to an acceptable degree. Although all touched upon in the document, as it stands, it would be difficult for a member of the public to explain their understanding of the way in which the Commissioner will:</p> <ul style="list-style-type: none"> <li>• Provide financial and other resources to the Chief Constable</li> <li>• Measure the performance of the Chief Constable</li> <li>• Expect the Chief Constable to report to him</li> <li>• Apply conditions to any crime and disorder reductions grants</li> </ul>	<p>these requirements in different ways, with varying levels of detail.</p>
<p>5.1.10 In terms of the specific content of the draft Plan, the Panel welcomed the commitment to reviewing stop and search practices, to tackling attacks on workers and to supporting vulnerable people, such as those with mental health issues. It was asked that the Commissioner also considers the importance of addressing forced marriages, of increasing the confidence of BME communities through promoting a more diverse workforce, of supporting diverse communities and of developing cohesive and resilient communities.</p>	<p>The issues of forced marriages and a representative workforce are addressed in the final Plan. Cohesive and resilient communities have been referenced in several places within the Plan.</p>
<p>5.1.11 Once finalised, the Panel asks that the Plan is made available in different formats so, as with the intention behind the Plan's 'executive summary', the Plan is as accessible to the public as possible.</p>	<p>This will be explored once the Plan is published - alternative formats of the contents of the Plan (if not the full Plan) will be made available. Executive and district summaries are to be provided.</p>
<p>5.1.12 Specific observations on the draft Plan which have been submitted by Leeds Community Safety Partnership and Leeds Crime and Disorder Scrutiny Committee will be available as a separate document.</p>	<p>Received. Comments were considered as part of the wider consultation process.</p>
<p>6.1 The West Yorkshire Police and Crime Panel is fully supportive of the aspirations outlined in the draft Police and Crime Plan and understands the Commissioner's desire to produce an aspirational document which is understood and supported by the public.</p>	<p>Pleased that the Panel recognise this. It is intended to reflect my strategic vision and I am pleased that colleagues feel it will be understood and supported by the public.</p>
<p>6.2 However, the Panel is unanimous in its belief that that the current draft does not yet constitute a 'Plan' and without additional detail on how the objectives will be achieved and how the Commissioner will know if he is achieving them, the Panel</p>	<p>I have addressed these points above. I wish to stress that communities being and feeling safer is my strategic vision. Delivery and measuring performance will assist me in achieving this for the people of West Yorkshire.</p>

cannot offer its endorsement.	
6.3 The Panel recognises it has reviewed the first iteration of the Plan and therefore trusts that the Commissioner will incorporate the comments outlined under section 5.1 in to the final version.	In accordance with the Act I have had regard to the comments of the Panel and published my response.
6.4 The Panel has offered the Commissioner the opportunity to discuss the Plan further prior to its finalisation should this be deemed useful.	I thank the Panel for its offer. I have since chaired a further working group including a representative from the Panel who attended.