



## West Yorkshire Police and Crime Panel

### Draft Minutes

13<sup>th</sup> November 2020, held via video conference

<b>PRESENT:</b>	Councillor Mohammed Iqbal	- Leeds City Council (Chair)
	Councillor Tariq Hussain	- Bradford Council
	Councillor Shakeela Lal	- Bradford Council
	Councillor Russell Brown	- Bradford Council
	Councillor Sophie Whittaker	- Calderdale Council
	Councillor Cahal Burke	- Kirklees Council
	Councillor Masood Ahmed	- Kirklees Council
	Councillor Amanda Carter	- Leeds City Council
	Councillor Peter Gruen	- Leeds City Council
	Councillor Jacqueline Williams	- Wakefield Council (Deputy Chair)
	Mrs Jo Sykes	- Independent
	Mr Roger Grasby	- Independent
	Mark Burns Williamson	- Police and Crime Commissioner
	Wendy Stevens	- OPCC
	Chief Constable John Robins	- West Yorkshire Police
	Deputy Chief Russ Foster	- West Yorkshire Police
	Andrew Wright	- West Yorkshire Police
	Sharon Fraser	- Wakefield Council
	Samantha Wilkinson	- Wakefield Council

#### 1. Acceptance of apologies for absence

- 1.1 Apologies for absence were received from Cllr Richard Dunbar who was substituted by Cllr Shakeela Lal, and Cllrs Stuart Heptinstall, Mohammed Naeem and Mark Thompson.

#### 2. Minutes of the meeting held 9<sup>th</sup> October 2020

- 2.1 The minutes of the meeting were agreed as a correct record.

##### 2.2 Matters Arising

It was noted that the Chief Constable had subsequently corrected information raised at 7.6 about the ability of PCSO's in West Yorkshire being able to issue penalty notices for the enforcement of Covid restrictions. It was clarified that PCSO's do have the delegated powers within West Yorkshire to issue fixed penalty notices as part of their

existing role but are not used routinely or encouraged to issue FPN's but to use the principles of engage, explain and encourage and allow police officers to focus on enforcement.

**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 Declaration of Interests.

**5. Police and Crime Plan Refresh**

5.1 Following the report and draft 'Plan at a Glance' that was brought to the Panel in September, the PCC presented his further refreshed Plan

5.2 It was noted that the overall vision remains the same which is Keeping West Yorkshire Safe and Feeling Safe, as do the four main outcomes.

5.3 The PCC reported that there has been a revision within the plan around the Radicalisation priority to Countering Terrorism as this better encompasses the work area.

5.4 The CSE priority has also been expanded to include Child Sexual Exploitation as this better reflects the evolving interconnections with these types of crimes.

5.5 Serious Violence has been included as a stand-alone priority for the first time.

5.6 The PCC was asked to explain the reasons for refreshing the plan at this time.

5.7 The PCC commented that a refresh is felt important as there is a transition to an elected Mayor that will take on the PCC powers from May, as well as to ensure that it is still relevant in the current climate. The PCC explained that they have looked at all the priorities to see what has changed in the unprecedented circumstances and the main changes are outlined in the metrics in the delivery framework.

5.8 In response to Panel's previous comments, the PCC has tried to weave in how the Chief Executive is held to account, and this is particularly reflected in the section on evaluating the delivery of the Police and Crime Plan.

5.9 The PCC was asked about the impact of the new officers, some of which are as a result of the Government uplift but also those appointed as a result of the increased precept over a number of years.

- 5.10 There has been increase in PO numbers in the last number of years and this is partly due to the precept increases which impacts on local tax payers. There are pressures on police staff roles and there are a number of pressures on roles which are not visible on the frontline.
- 5.11 The PCC commented on the need to recognise the starting position which was after significant cuts and stated that it does take time to recruit, deploy and deliver on the frontline before the impact can be seen. He stated that they are starting to have an impact as we have seen good reductions in various crime categories – although the impact of Covid is going to make it difficult to continue with those same comparisons.
- 5.12 The PCC commented that the drop in positive outcomes is an issue of concern nationally and the crisis within the Criminal Justice service is having negative implications on this. The PCC stressed that it is something that he is very well aware of and is working alongside the Police and other partners to try to turn this round but need the whole system to be working effectively to have a significant impact.

### **5.13 RESOLVED**

#### **5.13.1 The Panel endorsed the changes to the refreshed Police and Crime Plan.**

## **6. Investigations and Outcomes**

- 6.1 The PCC introduced the report and the context which relates back to the HMICFRS inspection which looked at areas of improvement for West Yorkshire around investigations. The paper sets out the framework, the context and comparisons throughout England and Wales and goes on to discuss the findings of HMICFRS and the progress there has been before mentioning the Out of Court Disposals and the Victims Journey.
- 6.2 The PCC reported that there has been a big focus on high harm offences such as rape, serious violence and have tried to focus on that locally in the force accountability arrangements. More recently we are seeing more positive outcomes around rape, robbery, most serious violence and residential burglary and whilst these are modest improvements, they are heading in the right direction.
- 6.3 The paper outlines progress on the HMICFRS recommendations which includes much additional training which is being rolled out across the force along with embedding a number of structures for more consistent investigation processes.
- 6.4 The PCC expressed concern of the high number of sample cases reviewed by the Out of Courts Disposal Scrutiny Panel (around a third of cases) were considered inappropriate or inconsistent with policies and procedures and this is too high and needs to be addressed.
- 6.5 It was noted that crime is going down particularly in the high harm categories and outcomes are beginning to go up but as a percentage of the total number, it is quite small.

- 6.6 The Chief Constable provided more up to date statistics which show that in the last 6 months outcome rate is up at 11.8% with rape offences up to 7.4% which is higher than the national average and similar forces. Most serious violence is at the national average and higher than West Yorkshire's MSG's. He stressed that there is progress in the right direction in terms of outcomes but more needs to be done.
- 6.7 Panel commented on the need to provide this sort of information in a more digestible format by perhaps using more meaningful clusters such as 'positive outcomes', 'evidence issues' and is made available more regularly to the public through this forum. This needs to be backed up by data and evidence to support supposition that positive outcome rates are improving.
- 6.8 The PCC acknowledged that the public will not be happy with this percentage – the report goes into a lot of detail and it is difficult to weave way through it from a public perspective.
- 6.9 It was agreed to look at the way that this information can be provided and how it can better reflect to the public the more positive picture that had been indicated.

#### **6.10 RESOLVED**

- 6.10.1** That the PCC and CC look at the way that this information can be provided and how it can better reflect to the public the more positive picture that had been indicated.

#### **7. Officer Recruitment Update**

- 7.1 The PCC stated that he is happy with the rate of recruitment particularly as WY recruited early to meet the numbers provided as part of the Government uplift of officers. The PCC did comment that he is still concerned about the level of BAME representation despite the work that has been undertaken. The PCC stated that West Yorkshire is working with other forces and the College of Policing to look at the process to improve the success rate of applicants coming through.
- 7.2 The PCC was asked about the delays to the recruitment of PCSO and whether there is now more clarity on this issue to allow recruitment to continue.
- 7.3 The PCC commented on the PCSO situation as the Police uplift funding does not cover PCSO's and there are real pressures here and a number of PSCO's have been successful in securing PO roles leaving additional vacancies. There were match funding agreements with local authorities but with the exception of Leeds these are no longer in place. The PCC stated that they are looking ahead and are managing some of those vacancies at the moment.
- 7.4 The CC reported that it had been agreed with the PCC to reduce the numbers of PCSO's to in order to meet budget requirements although the actual reduction is not as high

as had been intended meaning that there is a financial deficit which will need to be addressed as part of the next financial year.

- 7.5 It was reported that BAME officer recruitment has increased the numbers of from 241 frontline BAME to 347 in the last few years which is a 44% change in the frontline PO numbers.
- 7.6 The PCC commented that the current recruitment drive over the next 2 or 3 years is an opportunity to make a step change in terms of changing the profile of the force. The PCC stated that he has been involved in a number of groups and having encouraging conversations about improving pathways and perceptions of policing in our more diverse communities and will be feeding this into the work that WYP is doing.
- 7.7 The Chief Constable clarified his discussions with the College of Policing CoP regarding the BAME applicants who met minimum requirements to join and were put forward to national CoP assessment centre called LaunchPad.
- 7.8 Panel raised some examples of unsuccessful BAME candidates who have not had feedback from the Assessment centres as this is not provided by the CoP.
- 7.9 The PCC stated that he is keen to understand more about the issues with the CoP elements of the recruitment process to ensure that unsuccessful candidates get feedback and the necessary mentoring to help them develop. The Chief Constable also agreed to look into this and provide feedback.
- 7.10 The Chief Constable confirmed that there is good equal representation on the BAME Gold group.
- 7.11 Panel stressed the importance of having frontline officers that is reflective of the community it serves and also the importance of including information on the numbers of applicants with different types of disability.
- 7.12 Panel asked the PCC if he could explain why concern regarding ASB has gone up when numbers of officers on the frontline has increased.
- 7.13 PCC we have seen increases in ASB, much related to Covid. This is a combination of a reduction in partnership services and the police force are picking up a lot of complex partner related issues.
- 7.14 The PCC was asked if he felt that the training period for new recruits is now too long. The PCC commented that it is still very early days to be able to understand the value of the new training qualification.
- 7.15 It was also noted that the recruitment age is to be lowered to allow applicants from the age of 17 to apply but the age for joining still remains the same.
- 7.16 RESOLVED**

7.16.1 The Chief Constable agreed to look into the issue of feedback from the CoP assessments to unsuccessful candidates and to feed this back to the PCC and Panel.

## **8. Devolution Implications for the PCC**

- 8.1 The PCC provided background to the transition of the PCC role and functions which are to sit under the new West Yorkshire Mayor as part of the proposed West Yorkshire Devolution deal.
- 8.2 The report refers to some of the feasibility work that is being carried out and the discussions that continue with the WYCA and HO.
- 8.3 The PCC raised the added complication of West Yorkshire hosting the NPAS and at the moment the only option is for the Mayoral Combined Authority to take on ownership of the assets which includes the bases and craft. There is much complex work to be done around this with no additional resource expected for the feasibility and transition costs.
- 8.4 Panel noted that Transition working groups have been established with the WYCA, HO, and the APCC and there are a number of other work streams underway. The Parliamentary Order is to go through shortly and it is planned to hold elections in May.
- 8.5 Staff have been communicated with and held joint sessions with the WYCA so that they understand more about the responsibilities and services under the transfer.
- 8.6 The Panel asked for reassurance that there will continue to be oversight of the delivery of the Police and Crime Plan and of the Chief Constable during the transition period.
- 8.7 The PCC assured Panel that his office is working very hard with the Chief Constable to ensure that his will continue but that the volume and complexity of the earlier transfer of arrangements is a significant pressure for the PCC and staff.
- 8.8 Panel were assured that an identified risk is around continuity and oversight as well as ensuring an efficient and effective transfer is managed and so these are being closely monitored. The PCC also assured Panel that they will continue to make the case for additional resource to help with the transition.
- 8.9 The PCC was asked whether the incoming Mayor would be able to change the annual precept for the year. It was reported that there are no existing powers to enable the Mayor to make such a change and the HO have been asked to confirm that this is the case.
- 8.10 It was noted that the Devolution Briefing Book produced by the WYCA indicated that under the new arrangements the Panel would not be able to veto a proposed precept. It was understood that this is an error and that existing Panel powers would continue. It was agreed to clarify this.

## **8.2 RESOLVED**

8.2.1 That the PCC provide further updates on the transition.

8.2.2 That clarification is sought regarding the Panel's power of veto on a proposed precept and the Briefing Book be amended accordingly.

## **9. Published Key Decisions**

9.1 Panel noted that the PCC's website has now been updated and the latest published key decisions were noted.

## **10. Agreed Actions Log**

9.1 The Agreed Actions Log was noted.

## **11. Forward Agenda Plan**

11.1 The Forward Agenda Plan was noted. Panel discussed future meetings dates for 2021 and it was agreed to finalise and circulate these as soon as possible.

## **12. Complaints received by the Panel**

12.1 Panel noted the outcome of the Complaints Sub-Panel review to support the officer decision not to record a complaint. Jo Sykes, the Complaints Chair, thanked the Sub-Panel members for their work.

## **13. Any Other Business**

13.1 The PCC commented on the morning's news of the passing of Peter Sutcliffe and that thoughts were with the families and victims of his crimes.

13.2 The PCC commented on the worrying financial picture and the government announcement that there will be a twelve month funding settlement and not the three year settlement that had been planned for. The PCC assured Panel that through the APCC there are conversations to try ensure that policing remains a Government priority and receives the funding it requires. He assured Panel that a lot of work is going on internally to look at what savings can be made in preparation for the funding announcement.

13.3 The PCC raised the recent violent disorder in Halton Moor in Leeds and condemned the actions of a minority. The PCC stressed that the Police acted swiftly and charges have

been made. The PCC and Panel condemned all violence against emergency services as well taxi drivers and other public transport providers.

- 13.4 The PCC assured Panel that WYP continue to take the four E's approach to Covid restrictions with members of the public. The PCC's office is continuing to work with partners in commissioned services, particularly with victims of domestic abuse and there has been allocated some additional funding which is being distributed to some of these organisations.
- 13.5 Following a query to a Panel member by a TV Producer, the PCC was questioned if West Yorkshire's use of Force is significantly higher than that of other police forces. The PCC stated that the figures are available and he does not have any particular concern about the figures for West Yorkshire. The PCC agreed to look at this and provide more detail on these figures.
- 13.6 In light of the a growing social media anti-vaccine campaign with the potential for demonstrations at a local level including health facilities and GP surgeries, the PCC was asked if the police were involved in the local vaccination planning groups within each local authority to ensure that the support is there for programmes to run smoothly. The PCC assured Panel that they are involved in the local resilience forums and are part of the planning for such events.

#### **14. Date and Time of Next Meeting**

- 14.1 The next meeting of the Police and Crime Panel will be held at 10.00 am on Friday, 11<sup>th</sup> December 2020 via video-conference.