

## **Scrutiny processes within West Yorkshire Police – Diversity, Equality and Inclusion**

The scrutiny processes at West Yorkshire Police, with a focus on areas of Diversity, Equality and Inclusion, helps to provide evidence that we are open and transparent in our decision-making processes. The process of scrutiny is built into the areas listed below and are treated as business as usual, rather than on an ad-hoc basis.

By using scrutiny as a form of feedback, we can monitor and evaluate our own processes in order to assess them against our [Policing Strategy 2023-2028](#). The strategy outlines our overall vision of being Safe, Just and Inclusive.

The Policing Strategy also documents that our values, which apply to both the communities we serve and the people we work with, aid the force in being transparent about the way we police. Our values of fairness, integrity and respect ensure that our decision-making processes are ethical and equitable in their approach and delivery, further embedding the importance of any process which involves scrutiny.

Many areas of our service delivery include a scrutiny process, both internally and externally, using a range of partnerships and networks to provide balanced and fair feedback that helps to shape future delivery.

Diversity, Equality and Inclusion is a strategic consideration in all areas of policing at West Yorkshire Police, reflected in the overall vision, values and purpose of the Policing Strategy. As such, any revision or introduction of policy, process and/or procedure is expected to be assessed regarding its impact on groups who share a protected characteristic before it is introduced.

In looking at scrutiny related to Diversity, Equality and Inclusion, we have assessed our current projects and processes, linked to our force priority areas and have identified the following scrutiny project areas:

- Professional Standards Directorate
- Force Management Statement
- Violence Against Women and Girls Agenda
- Police Race Action Plan
- Force and District Independent Advisory Groups

Also, our internal scrutiny focuses on the following areas identified:

- Equality and Human Rights Assessment
- Accreditations
- DEI Plans and Governance Structures
- Staff Networks

This paper summarises the scrutiny process within each of the above areas identified by each departmental lead.

## Professional Standards Directorate (PSD)

Our Professional Standards Directorate has an investigatory function within West Yorkshire Police, besides serving as a learning directorate that assists in raising standards both internally and externally. As such, there are several identified areas of good practice, that involve both internal and external scrutiny.

- **Staff Network involvement in initial assessment of PSD discrimination referrals**  
West Yorkshire Police have been identified as an 'Ice Breaker Force' for this initiative with the Police Race Action Plan. The process involves redacting initial PSD referrals into a template that is forwarded to the DEI Team. This is circulated to the relevant Staff Networks, requesting their response, based on lived experience. These responses are collated and returned for consideration by the appropriate authority when making an initial severity assessment.
- **PSD attendance at the Force Independent Advisory Group (IAG)** A PSD update is provided and then redacted complaints related to discrimination and stop search are presented, with the feedback used to draw lessons for the Directorate and wider Force.
- **Redacted PSD referrals** PSD are currently running a pilot within Leeds District that requires all PSD referrals to be submitted via a template. The template is received by the PSD Reviewing Officer in a redacted form that removes names, and information relating to protected characteristics, the objective being to eliminate unconscious bias.
- **PSD Scrutiny Panel** Chaired by an independent, and appropriately vetted, member of the public, this panel is attended by Staff Network, Unions, and The Police Federation representatives. Conduct cases are independently selected by a member of the group, and discrimination or other 'borderline' cases are presented to the panel. The decision-making at each stage is scrutinised, disagreement / agreement data is recorded, feedback and learning is triaged to inform the Directorate. The same process is used for vetting cases.
- **Cadre of Misconduct Meeting Chairs** A bespoke group of Chief Inspectors and equivalent Police Staff has been identified to chair all misconduct meetings. A three-day training course was provided including a half day presentation by the Force DEI Lead.
- **Quality Governance Reporting** PSD present a complaints and conduct update that includes any areas of disproportionality to West Yorkshire Combined Authority (WYCA) and The Chief Officer Team to enable scrutiny and accountability.

[For further reading on our Professional Standards Directorate, you can follow this link.](#)

### **Force Management Statement (FMS)**

The FMS is an annual requirement of His Majesty's Inspectorate of Constabulary and Fire and Rescue (HMICFRS) to assess current and future demand and the status of our workforce to meet that demand. It also outlines how we will use our resources and assets differently to meet the demand we are anticipating. The FMS covers around 50 areas of demand under 12 broad headings, covering the totality of policing issues. The FMS is central to all our planning and informs the identification of risk areas for prioritisation as well as budget/precept discussions with the mayor.

There is significant consultation/scrutiny with the leads for each area throughout the development process and the FMS is signed-off by the Chief Constable. This process includes consultation in each documented area.

For each section of the FMS, the subject leads are consulted on the first draft section. As an example – for S6 (Protecting Vulnerable People), the safeguarding Senior Leadership Team (SLT) discuss and consult on:

- The content of the draft section and make any changes.
- Agree the actions that we will take to address the demand.
- Score the demand pressures using Management of Risk in Law Enforcement (MoRiLE) to Red Amber Green (RAG) rate them.

Once the draft sections are finalised, they are sent to the relevant Chief Officer to approve and sign off.

The Deputy Chief Constable is copied into this process to ensure additional clarity and scrutiny.

The full FMS then goes to Chief Officer Team for sign off before it goes to HMICFRS.

HMICFRS use the FMS as part of their police efficiency, effectiveness, and legitimacy (PEEL) inspection process, and they also use it to inform thematic inspections and to supplement monitoring of force performance. FMS also help HMICFRS identify national priorities and emerging areas of risk or good practice. The FMS is shared with the mayor and is used to help inform the development of the Police and Crime Plan.

[To view the force management statement, please click here and follow the download link.](#)

## Violence Against Women and Girls (VAWG) agenda

To have independence and scrutiny of policy and practice with respect to the VAWG strategy it was essential to introduce a VAWG Independent Advisory Group (IAG). On the understanding that men are part of the problem and part of the solution, and to ensure their allyship, it was decided that West Yorkshire Police would create two separate IAGs – one for women and one for men.

To ensure that IAGs were genuinely independent, chairpersons, who are independent of the police, were appointed via a vote. The men's IAG takes place a week after the women's IAG and mirrors the same agenda so that discussions are paralleled, and key messages can be shared from one meeting to the other. The IAGs continue with increasing popularity and membership with the women's IAG at almost 50 members and the men's working on increasing numbers through various networks.

Over the past 12 months the IAGs have had presentations from / subjects discussed / consulted on the following:

- New Rape and Serious Sexual Offences (RaSSO) forms from Op Soteria Bluestone – consultation
- Updated Behavioural Hotspots updated artwork – consultation.
- Domestic Abuse - Language Matters
- Taxi angels
- Head of Professional Standards Directorate
- Lead for Regional Prisons – Head of North-East Prison Intelligence Unit - Unwanted Prisoner Contact

Each meeting concentrates on one of the three VAWG pillar subject areas:

- Trust and confidence
- Pursue the perpetrator
- Create Safer Spaces

The subjects chosen have ensured that the women and men engaged in various consultations can share their views and ideas. It is also learning for the network, many of whom did not know, for example, that West Yorkshire Police had a Professional Standards Department and when processes and data were shared, the women used words such as "reassuring," "robust" and "sensitive." This alone helps build trust and confidence.

The Women's IAG now has a structure with a repeating agenda formed by the three pillars of the VAWG strategy, driven by the two independent chairs. The safe space gives an opportunity for members to share lived experience so that lessons can be learned, and changes made to policy and practice. It also provides a forum for consultation on new campaigns and processes so that the group is involved and plays a part in decision-making of new projects.

[For further reading on the VAWG agenda, please follow this link.](#)

## Police Race Action Plan

Since December 2022 the West Yorkshire Police Race Action Plan has moved forward positively. Internal scrutiny of the plan is now contained in the governance structures that have been introduced.

Oversight of the work sits within the DEI Board which is chaired at Chief Officer level.

The Tactical Delivery Group has now been streamlined to ensure that this is an update meeting for District and Department representatives who are fully informed of the work that is being completed under the plan. They provide feedback as to how the work will impact districts and departments within the force. WYCA are also invited to this meeting and have a standing agenda item.

Workstream Leads for the plan have their own opportunity to report to the Project Lead and ensure any barriers to delivery are problem solved through the Workstream Leads meeting. This ensures that the TDG is not used to complete work but is an action setting and reporting mechanism for delivery of the plan.

Each meeting within the governance structure is quarterly and the Project Lead is the conduit between each of these and national meetings, ensuring that the West Yorkshire plan reflects national thinking and direction.

Independent scrutiny of the Police Race Action Plan is provided by the Independent Scrutiny and Advisory Group (ISaAG) which meets with WYP on a 6-weekly cycle. Work being delivered in the plan is presented to members for comment and community direction. Knowledge of the ISaAG is increasing and recruitment of new members is a consistent theme within the Police Race Action Plan delivery.

A review of all scrutiny panels (Hate Crime, Stop and Search, Use of Force) is being completed under the Police Race Action Plan to ensure proportionate representation from all communities in each District. Our Principal Engagement officer is working with Districts and Departments to provide support to increase representation which will allow us to seek a range of opinions and lived experiences across the force.

We continue internal scrutiny of stop and search and are now working towards scrutiny of every stop and search of a Black person within West Yorkshire. Where we find room for improvement, this is fed back to officers and supervisors to address any issues. We also provide feedback where we see quality interactions during stop and search.

WYP have formed a Black Heritage Advisory Group for officers and staff of Black Heritage to discuss their experiences of working in policing. The group, which is still in its infancy will provide internal scrutiny across any policy or procedure that affects officers and staff of Black heritage and have an impact on retention and recruitment.

[For further reading on the Police Race Action Plan, please follow this link.](#)

## Force and district Independent Advisory Group's (IAG's)

### ISaAG

The Independent Scrutiny and Advisory Group for Race, Inequality and Historical Legacies (ISaAG) creates a platform at a strategic level for open dialogue between West Yorkshire Police and ISaAG members from across the county. ISaAG members act as a 'critical friend' for the police, to safeguard against disadvantaging any section of the community or police workforce through lack of understanding, ignorance or mistaken belief.

The following scrutiny measures are in place:

- ISaAG opportunities to direct discussion and debate forms part of the ongoing scrutiny which influences decision making in the design and delivery of our policing services.
- ISaAG members bring a wider voice of the communities we serve, including the voice of young people through equitable and respectful dialogue.
- ISaAG members bring their expertise and lived experience to scrutinise and develop new initiatives.
- The Chair of the ISaAG has recently attended a Stop and Search Ride-a-long to view the work we complete under our violence reduction initiative, Operation Jemlock. We are actively recruiting members of the community to join us for further Ride-a-Longs in the future. This gives us the opportunity to engage communities in how we police and hear their thoughts on stop and search.

### IAG

We work with an Independent Advisory Group (IAG), made up from members of the public who reside in our diverse communities and act as a "critical friend". The IAG forum provides an opportunity to engage, consult and discuss the impact of policing on the communities of West Yorkshire. There is a Force IAG, and several District IAGs which are held in different areas across West Yorkshire.

Each IAG, both force and district, where established, is chaired by an independent person who are not employed by West Yorkshire Police. This helps to create trust and confidence within the membership that the process is not biased towards policing in general. This approach allows for independent scrutiny that is balanced and reflective of the communities we serve.

[For further information on how to become involved in the Scrutiny Panels, please follow this link.](#)

## Processes

### **Equality and Human Rights Assessments (EHRA's)**

Our EHRA process has been fully established at West Yorkshire Police and is owned and managed by our Diversity, Equality and Inclusion (DEI) team. The DEI team provides scrutiny within this process, rather than being the authors of individual EHRA's.

The process of EHRA assesses the impact of a change or introduction to a policy, process or procedure within an equality lens, scoping for ethical dilemma considerations alongside mitigation for any known negative or positive impacts on people who share a protected characteristic. The assessment is a live document which is monitored and updated at appropriate stages throughout the work.

Scrutiny within this process can be self-identified by the author of the document or via the consultation process within the project. Consultation is proportionate to the needs of the project being assessed but will likely include Staff Networks, impacted staff, internal or external partners along with considerations to existing assessments nationally. Additionally, a review and considerations are provided by the DEI team either during consultation or on formal review stage, prior to any presentation using the appropriate governance structure.

### **Accreditations:**

West Yorkshire Police is currently working towards achieving our Level 3 status in the Disability Confident scheme. This would see us achieve a 'leader' status. This process includes scrutiny of our application via an external organisation to ensure that our self-assessment is just and factual. This scrutiny is provided by an existing organisation which also has Level 3 'Leader' status. Our accreditation would then be renewed bi-annually using the above process, ensuring continual scrutiny.

West Yorkshire Police currently holds additional accreditations with several external organisations which require self-assessment reporting to maintain these accreditations. We are proud to be an Endometriosis Friendly Employer along with being a Menopause Friendly Employer.

In 2022/2023 we obtained the accolade of being the 24<sup>th</sup> Most Inclusive Employer with Inclusive Companies. We have maintained Top 25 status since 2018. This process involves a thorough self-assessment of all Diversity, Equality and inclusion topics, examining and evidencing policy, process and workforce data statistics. We are currently undertaking a review of the different accreditation options there are which will provide effective feedback to scrutinise our DEI work in the future.

## **DEI Governance Structures**

To monitor, review, celebrate success and scrutinise internal processes and initiatives we have adopted a governance structure that aligns firmly to our DEI Strategy. Each district and department, at operational level, is expected to develop a DEI Bronze Plan that details progress on centrally assigned actions as well as detailing local actions and initiatives. This process allows for cross-departmental and central scrutiny with local initiatives as well as departmental scrutiny of force wide initiatives, additionally providing accountability across all departments. Centrally, we can monitor the maturity of the plans across different departments and districts, providing support to areas that require development and sharing best practice to teams that are successfully achieving.

## **Staff networks**

Our staff networks participate in the governance DEI meetings as a method of scrutiny at different strategic/tactical/operational levels and have opportunity to feed into discussions and identify impact on the groups they are representing.

In addition to the above our staff networks are included in the established consultation processes which include the Professional Standard processes listed above, policy development and review.

[For further information on the internal Diversity, Equality and Inclusion strategy and the processes involved, please follow this link.](#)

Alternatively, you can contact Ben Metcalf, DEI Manager via email:  
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