



West Yorkshire Police and Crime Panel

Draft Minutes

8th November 2019, Wakefield Town Hall

PRESENT:	Councillor Mohammed Iqbal (Chair)	- Leeds City Council
	Councillor Mohammed Naeem	- Calderdale Council
	Councillor Mark Thompson	- Kirklees Council
	Councillor Masood Ahmed	- Kirklees Council
	Councillor Amanda Carter	- Leeds City Council
	Councillor Peter Gruen	- Leeds City Council
	Councillor Stuart Heptinstall	- Wakefield Council
	Mrs Jo Sykes	- Independent
IN ATTENDANCE:	Mark Tolson	- Wakefield Council
	Sophie Mayat	- Wakefield Council
	Samantha Wilkinson	- Wakefield Council
	Caitlin Beever	- Wakefield Council

Mark Burns-Williamson the Police and Crime Commissioner for West Yorkshire attended the meeting for items 1 - 11, along with Chief Constable John Robins and Katherine Johnson, Treasurer to the OPCC.

1. Acceptance of apologies for absence

- 1.1 Apologies were received from Cllr Sophie Whittaker, Cllr Richard Dunbar, Cllr Russell Brown, Cllr Alan Wassell and Mr Roger Grasby.

2. Confirmation of additional Co-opted Panel Member

- 2.1 Following confirmation by the Home Office of an additional Co-opted Panel member place, the Chair welcomed Councillor Cahal Burke from Kirklees in an official capacity to the meeting.

3. Minutes of the Meetings held 13th September 2019

- 3.1 The minutes of the meeting were agreed as a correct record by the Chair and Panel.

4. Urgent agenda items

- 4.1 There were no urgent items raised for addition to the agenda. However, as a result of the forthcoming General Election taking place on 12th December 2019, the Chair reminded Panel members that the meeting was taking place during the Purdah period and as such it was important to ensure that all Panel members abide within the Purdah guidelines.

5. Members' Declaration of Interests

- 5.1 There were no declarations of interest.

6. Mid Term Financial Forecast Report

- 6.1 The PCC gave an overview of the medium term financial forecast, providing an update on the current financial position and funding.
- 6.2 The PCC reported that the current overspend of £8.65m as at 30th September is largely made up of £6.1m additional police officer pay. This is as a result of over recruiting with the Service being 202 FTEs over profile in anticipation of the National Uplift Programme target of 256 officers in year one commencing in the next financial year.
- 6.3 The PCC explained that he was keen to use this opportunity to over recruit to get on the front foot and commence training to get officers in place and make an impact in communities. Another reason given for early recruiting is the impact that the PEQF qualification is expected to have on slowing down recruitment.
- 6.4 The PCC highlighted a potential deficit of between £7m and £14.5m based on best and worse-case assumptions dependent on whether the grant settlement will be in real terms or flat cash. The PCC sought to reassure the Panel that work is ongoing to mitigate the impact of potential deficit, but it was noted that this is proving to be very challenging.
- 6.5 The PCC reported that it is envisaged that there is still scope for some further efficiency savings to be realised and further use of reserves will need to be made.
- 6.6 The Panel asked the PCC what measures would be put in place should reserves be depleted below the recommended levels.
- 6.7 The PCC Treasurer advised the Panel that if there is no real-terms increase then recruitment plans will need to be changed to re-balance reserve funds, although the current recruitment tranche will be completed
- 6.8 Panel were informed that the PCC has written to the Home Secretary notifying Government of the planned over-recruitment and the implications this has had on the police pay budget for the current year in West Yorkshire with a plea to commence discussions of phased funding to maximise the chance of meeting the anticipated uplift

targets going forward. No response has yet been received from the Home Secretary. It was agreed to circulate the correspondence to Panel members.

- 6.9 The Panel sought reassurance around the quality and standards of recruits to the force whilst undergoing high levels of recruitment and the deployment of new officers. The Panel also queried if there would be a requirement to re-open previously closed police stations in order to provide additional accommodation for new officers.
- 6.10 The PCC informed the panel that both national and local standards of recruitment criteria would be maintained throughout the recruitment drive. In addition, the co-location of services with other public services including Fire and Rescue is likely to be expanded. The PCC reassured the Panel that they would receive updates on the deployment of new officers at a future meetings.
- 6.11 The CC further notified the Panel that the recruitment drive for additional officers would ensure that the service had the best possible chance to meet the new targets set by Government around recruitment. It was also noted that the future PQEF system is predicted to impact the pace of recruitment and as such, over recruitment under the current system would balance this future delay.
- 6.12 The Panel requested further updates around the recruitment and retention of BME officers, in particular around Female BME officers and it was agreed to include this as part of the December report on recruitment.
- 6.13 The PCC informed the Panel that WYP now have a BME gold group service who work alongside the Equality and Diversity team, led by a BME female, to advise, engage and coach those throughout the recruitment process. The PCC also reported on the recent trials around new uniform styles adapted to meet religious needs for officers.
- 6.14 The Panel sought clarification around the recruitment drive and the possible risk of this being held back due to a lack of funding.
- 6.15 The PCC assured the Panel that current recruitment will continue and that it is predicted these officers will be fully trained within 12 and 18 months. Further explanation around prevention of redundancies was also provided, with assurances made that the recruitment of officers would not negatively impact staff in other areas within the Force.

7. PCC Oversight of the Fusion Programme and Overview of Collaborative Initiatives

- 7.1 The PCC presented an update on the Fusion Programme and the collaborative working achieved as part of both this. It was noted that the programme is not just about cost savings but about improved operational effectiveness. The PCC stated that whilst the original ambitious savings targets of £4m had not been met, the programme was still a success in terms of costs savings of £2.23m and improved ways of working but there is still more work to be done to realise all the financial benefits.

7.2 The PCC treasurer outlined governance arrangements and provided an update to the Panel regarding a cost review of all listed departments. It was also noted that there was a need for an appropriate IT provision in accordance with the rise of cyber-crime.

7.3 The Panel challenged the gap between the projected and actual reduction in cost efficiencies.

7.4 The PCC informed the Panel that the gap was largely due to a significant aspect of the projected savings being expected to come from increasing commercial areas and this has not delivered as much as had originally been projected. As a result the targets for future years have been revised in the MTFP.

7.5 The PCC also noted the positive impact of work completed around entry risk assessments in order to evaluate the need for a police presence upon attendance at incidents by other emergency services.

7.6 RESOLVED

7.6.1 That the PCC report back in due course on collaboration, associated savings and other initiatives at a future meeting.

8. Published Key Decisions

8.1 The Published Key Decisions were noted.

9. Commissioners Response to any current issues

9.1 The PCC informed the Panel of changes to the Victims Strategy Launch due to the current restrictions under Purdah. Panel noted the change in focus of the launch which will now be an engagement activity and there will be no media presence.

9.2 The PCC also provided an update around the development of the VRU delivery across the 5 districts. It was emphasised that the funding for this is a short term grant that provides funding for this current financial year only and that longer term funding is still unknown.

9.3 The PCC also reported on the recent disturbances in the Harehills area of Leeds on bonfire night when a number of officers received injuries. It was noted that the PCC is working closely with Leeds council and the community in that area and there have been a number of arrests. The PCC stressed that he has done a lot of work in that area and there are some good community initiatives. Panel were reassured that the perpetrators would be dealt with robustly.

10. Agreed Actions Log

10.1 The agreed actions log was noted and approved by the Panel.

11. Forward Agenda Plan

- 11.1 The forward agenda plan was noted. It was agreed to look at moving the next Panel meeting as there were a significant number of Panel members who had given apologies as a result of the meeting's proximity to the General Election count.

11.2 RESOLVED

- 11.2.1 The Police and Crime Panel Officer to liaise with Panel members to seek an alternative meeting date to the 13th December.

12. Assessing the Impact of the PCC

James Rogers Leeds CSP Chair, Carole Pattison, Chair of Safer Kirklees, Derek Benn CSP Manager, Calderdale attended the meeting for this item. Apologies were received from Cllr Jabar of Bradford.

12.1 Community Safety Partnership update

- 12.2 The Chair of the Leeds CSP and managers for both the Kirklees and Calderdale CSP's provided an update to the Panel around current work within each partnership. It was noted that Maureen Cummings had previously provided an update to the Panel around the Wakefield Council CSP.

- 12.3 James Rogers gave an overview of the ongoing work of the Leeds CSP and outlined the partnership priorities. It was noted that the priorities align with those of the PCC, with a focussed approach to Domestic Violence. Progress around the managed approach to prostitution and the work with the Leeds Support Street Team working with vulnerable people was also highlighted. James commented that the violent crime workstreams and additional VRU initiatives are welcomed.

- 12.4 Cllr Pattison presented to the panel around the current priorities and ongoing work programme within Safer Kirklees. It was noted that the PCC is represented on the board. Key of work in Kirklees include work on gang crime and county lines as well as youth crime. It was noted that the PCC supports these areas of work through funding stream such as the Early Intervention Fund and that of the VRU. The Panel were made aware of an upcoming refresh to the Safer Kirklees Plan, which will continue to be aligned with the PCC priorities.

- 12.5 Derek Benn outlined the positive challenge the Calderdale CSP have with the PCC and informed the panel that Cllr Naeem frequently reports key issues to the CSP that have been raised at Police and Crime Panel meetings. It was noted that recent collaborations between all West Yorkshire CSP's have provided greater success when placing bids for funding such as the VRU. Violent crime which is primarily domestic violence related is a key issue for Calderdale. The impact of social media as an avenue

for potential abuse has also increased in the area and this is an ongoing concern of the CSP. It was noted that Calderdale are also refreshing the Partnership's plan but it is not envisaged that there will be significant change to the current plan.

- 12.6 Panel referred to recent media reports relating to the number of sex assaults in taxis asked the representatives in attendance about work being done to protect vulnerable individuals whilst they are in taxis.
- 12.7 The representatives assured Panel that whilst this issue has become more complex with the expansion of Uber, measures are being worked on to ensure that licensing standards are maintained across each district in order to restrict those unable to obtain a licence from working in another district. It was noted that there is no national database and the WY Combined Authority is looking to streamline some of this across its area.
- 12.8 It was also reported that licensing teams within each Authority continue to work closely with the magistrate's court in order to provide scrutiny to licensing appeals.
- 12.9 The issue of information sharing at a local level was discussed. The intervention of the Panel in helping achieve a positive solution to the issues caused by GDPR was highlighted.
- 12.10 The Panel asked if anything further could be done to better support each Community Safety Partnership.
- 12.11 All Partnerships concurred that a continuation of engagement would be beneficial and that the development of the relationship between the CSP's, Panel and PCC would enable more efficient work on cross cutting challenges across West Yorkshire.

12b) Local Scrutiny Update

CLlr Barry Anderson of Leeds City Council attended the meeting for this item. Apologies were received from Cllr Graham Isherwood of Wakefield and Cllr Nazam Azam of Bradford.

- 12.12 Cllr Anderson provided an update on the current local scrutiny work within Leeds City Council and the main priorities of work over the past year. Two main themes were highlighted; Anti-social Behaviour and Anti-social driving. It was noted that Leeds would not undertake a yearly refresh of their work priorities but that the ones already established aligned with the PCC priorities.
- 12.13 The Panel challenged the use of 20mph speed zones implemented within a number of areas as a solution to anti-social driving and queried how the policing of these should be maintained.
- 12.14 An explanation of the self-policing theory behind 20mph zones was provided and the cost benefits of these over vertical measures such as speed reduction humps were outlined to the panel.

13. REVIEW OF COMPLAINT

13.1 RESOLVED

13.1.2 That the Public and Press be excluded from the meeting during consideration of Item 13 on the grounds that they were likely to involve the disclosure of exempt information as described in Part 1 of Schedule 12A to the Local Government Act 1972 (as amended).

IN PRIVATE

13.2 Panel undertook a review of the complaint as requested by the complainant and in line with the current procedures.

13.3 After considering all of the information provided, the full Panel agreed that:

- The Chair and officers had followed legislation and the Panel's complaints processes correctly in seeking to address the complaint.
- No findings by the Chair and officers on any elements of the complaint were changed by the full Panel.

13.4 RESOLVED

13.4.1 Police and Crime Panel agreed that the original decision not to uphold the complaint was supported. It was agreed to write to the complainant explaining Panel's final decision.

IN PUBLIC

14. Complaints received by the Panel

14.1 The Panel noted that a draft response to an ongoing complaint had been agreed. There have been no new complaints recorded at this time.

15. Any Other Business

15.1 The Panel were introduced to, and welcomed, Caitlin Beever who has recently been recruited to the Police and Crime Panel Support Officer role.

16. Date and Time of Next Meeting

16.1 As at 11.1 concerns were raised regarding the date of the next meeting, due to take place the day after the General Election on 13th December. Date of the next meeting is to be confirmed.